# Highland Council: Questions: 26 June 2025

## Member Questions

## 1. Mr A Christie

## To the Leader of the Council

Please could the Leader detail the key topics discussed as well as the position reached on them on at the last two meetings of the Convention of the Highlands and Islands (CoHI) and Highlands and Islands Regional Economic Partnership (HIREP)?

## RESPONSE

I have provided the following information: -

# Convention of the Highlands and Islands

Date	Substantive Discussion Items	Outcome
07/10/24	HIREP Economic Strategy	<u>Convention of the Highlands and</u> <u>Islands minutes: October 2024</u>
	Housing Discussion	<u>Convention of the Highlands and</u> <u>Islands minutes: October 2024</u>
	Digital Infrastructure	Convention of the Highlands and Islands minutes: October 2024
12/05/25	Regional Transformation Opportunities	Minutes have not yet been published by the Scottish Government
	Digital	Minutes have not yet been published by the Scottish Government

Highlands and Islands Regional Economic Partnership

Date	Substantive Discussion Items	Outcome
28/11/24	HIREP Regional Economic	Four local authorities endorsed
	Strategy	the strategy: others to follow.
	Regional Transformational	Early findings presented.
	Opportunities (RTO) Research	Additional meeting scheduled
		for Feb 2025 to review final
		report.
	Rural Delivery Plan (RDP) and	HIREP to maintain oversight
	National Islands Plan (NIP)	and ensure alignment with
		HIREP Strategy. RDP/NIP to
		become regular agenda items.
	Local Visitor Levy	Concerns raised about VAT
		implications for small
		businesses. Draft letter to

		HMRC to be prepared and discussed in March 2025.
31/03/25	RTO Research – Executive Summary	Report received. Final feedback to be shared with HIE from members. SG roundtable proposed. HIREP officers to prepare for COHI presentation.
	Childcare in Rural and Island Communities – Evidence Report	Report endorsed with revisions (e.g., Gaelic language considerations). To be shared with SG and COHI. Restricted item.
	Regional Economic Strategy – Final Draft and Delivery Planning approach	Endorsed by all members.
	Local Authority Leaders Paper – HIREP Governance and Delivery	Agreed to review HIREP operations and governance. Move toward a 24-month delivery plan. Terms of Reference to be reviewed.
	Visitor Levy – Representation to HMRC	Letter and appendix approved. Officers to liaise with comms/media before sending.
	Rural Delivery Plan Survey and Subgroup Updates	Updates noted. SG Skills Planning Reform paper shared for information.

## 2. Mr A Christie

# To the Leader of the Council

By vacant post please could you detail, explain and provide key statistics including the impact on service users for the People Cluster, Place Cluster and Corporate Cluster in relation to the current situation on staff vacancies?

## RESPONSE

Where vacancies are expected to have an impact on service delivery and immediate cover is required, managers will consider matters such as reprioritisation of resources, acting up and secondment opportunities. The Council is adopting more creative recruitment methods to attract staff including use of local radio advertising campaigns, social media and targeted advertising in specialist publications and websites. Recruitment of graduates for example in engineering and surveyors and other specialist posts can support service delivery as well as recruitment of apprentices to fill trades post and trainee schemes to 'grow our own' staff for hard to fill positions.

The Council's Workforce Planning aims to identify current and future workforce challenges regarding difficult to recruit posts and skills shortages and actions to mitigate these. The Talent Management Strategy, as part of the updated People Strategy approved at Corporate Resources Committee on 5 June 25, also supports the strong focus on attraction and retention of staff, establishing the Highland Council as an employer of choice. The table details the posts advertised at the time of writing. It was not possible to provide details of all current vacancies in the time available, however work is underway to collate that information, and we will arrange to provide this information to all to Members as soon as we can.

# 3. Mr D Gregg

## To the Chair of Economy and Infrastructure

Residents of Hilton and Milton have submitted numerous concerns to the council about the state of their paths, such as those on Oldtown Road and Oldtown Place. These are made up of slabs, many of which are uneven and make trips with buggies or wheelchairs difficult, and for our elderly and vulnerable residents, make every trip to the shops a journey where they risk tripping and breaking an arm. They continue to deteriorate season by season.

What plans, including budgets and timeframes if they exist, has the council made to repair the footpaths in Hilton and Milton?'

## RESPONSE

The Housing Service is responsible for carrying out repairs to footpaths in Council house estates which are held on the Housing Revenue Account. In relation to the question, the Council is responsible for footpaths in Oldtown Road while Oldtown Place is the responsibility of Cairn Housing Association. For footpaths on the Housing Account, tenants and residents are encouraged to report these repairs using the same reporting processes as for individual Council house repairs. Housing recently carried out repairs to the footpath between 92 and 138 Oldtown Road. These repairs have been inspected by the Maintenance Officer and have been completed satisfactorily. There are no other outstanding footpath repairs that have been reported to the Council. This is information you should be aware of as ward councillor.

#### 4. Mr M Reiss

#### To the Chair of Economy and Infrastructure

Highland Council have announced that it is anticipated that the newly established Road Marking Team envisage treating 340 km of public roads this summer. Approximately how many kilometres of the Highland Council's 6785 km of roads will still require new white lines after this summer's work is completed by the team of four operatives, using 2 lorries?

#### RESPONSE

The full extent of road markings requiring renewal across the network is currently being assessed. Since markings naturally wear over time, many that are acceptable now may need to be refreshed within the next 2–3 years. Renewal will be an ongoing process, particularly in areas where surface treatments have been applied. While an estimate was made for this year's programme, progress depends heavily on weather conditions and traffic usage. A more accurate picture of what can be achieved will emerge after the first season, and this will likely vary from year to year.

#### 5. Mr D Macpherson

## To the Chair of Education

The Highland Council recently introduced the 'Improving Relationships and Behaviour in Schools Action Plan'.

How many pupil behaviour incidents of a violent nature, committed by pupils against teachers and teaching staff, have been submitted and reported by teaching staff and recorded by the Education Department in the Highland Council area during the last two academic years?

The Council's recording system does not record 'violent' incidents. Staff log whether an incident is verbal, physical or both. A physical incident may involve only the individual pupil themselves and/or an object of some sort. The latter includes examples of things being thrown for example – a sock, a pencil, an eraser and so on and are more representative of a child experiencing frustration than an intention to be violent towards another individual.

For session 2022-23, data cannot be provided because there was a change in reporting process during the session which led to the use of two parallel systems and duplicate reporting which means the data lacks veracity.

Last school session there were 613 children involved in pupil-staff incidents across Highland. Across schools and ELCs this represents less than 2% of children. Of those children, 94 were in special schools and overall, 85% of incidents involved children with additional support needs characterised specifically with learning difficulties; neurodevelopmental conditions such as autism; communication difficulties; family issues; or social and emotional needs. In many cases their language, communication and cognitive skills were poorly developed.

Most of these reports were made by PSAs rather than teaching staff.

The age where there is the highest level of pupil-staff incidents in Highland is P1 (28% of incidents are recorded in relation to 3–5-year-olds). This is similar to other local authorities. Our understanding of this is that very young children haven't yet developed their language skills or understanding of social situations to enable them to positively engage in busy early years spaces or to communicate their needs well. After P1 the number of reported incidents fall, indicating the developmental nature of this issue.

A full report was presented to the Education Committee on 5 June 2025 and a link can be found <u>here</u>

#### 6. Mr C Ballance

#### To the Chair of Communities and Place

The Council's website points out that "Volunteering brings many health benefits" and it is also a crucial part of Community Wealth Building. Community Volunteering is something which I hope we would all support. So is it reasonable that volunteers who offer their services to Youth and Adult services and who used to be able to claim expenses when the service was with High Life Highland, are no longer able to claim for necessary expenses incurred to volunteer now the service has transferred to the Council?

# RESPONSE

It is agreed that volunteers are valued across the Council, however there is no policy in place within Highland Council that allows for payment of expenses and as such it is important that all volunteers are treated equally.

# 7. Ms K Willis

# To the Chair of Economy and Infrastructure

The arrangements for the local/strategic split of parking income are detailed in the Parking Strategy 2021 Report (ECI/50/21) approved at the December 2021 Economy and Infrastructure Committee. The Strategy requires that where new tariffs are introduced at legacy carparks (or have been introduced since October 2019) during the Council budget process they will be subject to a local/strategic split of 50:50, once costs are deducted, so that the income can be distributed locally by Area Committees.

At the March 2024 Council budget meeting and the May 2024 Lochaber Area Committee (LAC), members agreed to increase short-term and long-term stay parking tariffs respectively. Six new mandatory Pay and Display carparks in Lochaber have also been approved by LAC members.

Please can the Chair advise when the Lochaber Area Committee will receive the local split of the income generated from the legacy carpark tariff increases (as per the 2021 Parking Strategy) and the new Pay and Display carparks in Lochaber?

## RESPONSE

The Parking Strategy 2021 paper presented to the E&I Committee was predicated on the basis that the parking services budget would be rebased in the March 2022 budget paper to allow a standing start for the service to enable a local split of all parking charges on existing car parks . Paragraph 7.4 set out that "...clearly if the Council budget for car parking is reviewed as part of the Council budget setting process, any "rebasing" of the budget will allow a greater degree of flexibility, and this can be considered at that point. Given the financial position of the Council in March 2022, that rebasing did not take place, and the parking budget is still under significant strain. Indeed, the last revenue position showed a potential shortfall of £368k. As a result, that additional split has not happened, and the existing arrangements remain in place – i.e. the new car parks from that date (2021) are subject to the "split". In addition, the rolling out of mandatory car parking charges in all areas of the Council area has not been agreed, which was also part of the overall strategy presented in the paper.

#### 8. Mr R MacKintosh

## To the Chair of Economy and Infrastructure

Does the Council have a formal mechanism in place for recording of potential breaches of Tree Preservation Orders across Highland?

## RESPONSE

Breaches in relation to TPOs are recorded by the Council's Forestry Officers and investigated, although these are not currently in a format of a public register. The Forestry Team, with assistance of the Planning Enforcement Team, is in the process of considering the use of the existing enforcement register as a means to formalise recording and allow the public to search for such breaches of planning control.

## 9. Mr A Baxter

## To the Leader of the Council

Given widespread concern across Highland communities about the deteriorating condition and loss of access to woodland paths and trails — including designated Core Paths — as a result of Forestry and Land Scotland's failure to carry out routine maintenance due to budgetary decisions, what representations has the Highland Council made to Forestry and Land Scotland and to Scottish Ministers to demand urgent action and ensure these vital local and visitor routes are properly maintained?

#### RESPONSE

Representations and discussion regarding the condition, maintenance and lack of promotion of trails more generally have to date been informal, although Access officers are in regular contact with Forestry and Land Scotland about such matters and, where possible, work with local Forestry and Land Scotland staff to mitigate the impacts on local communities and visitors of, for example, bridge closures and poor condition of path infrastructure, including boardwalks.

## 10. Mrs I MacKenzie

#### To the Leader of the Council

We know there is an increasing concern regarding the impact of Short Term Lets (STLs) on the availability of housing for Highland and Islands residents. It is known that the original draft of the STL Licensing Order included overprovision powers, which were later removed in favour of planning-based controls such as STLCAs (Short-Term Let Control Areas), which does not seem to have helped the situation. Here in the Highlands one size fits all approach does not adequately reflect local housing pressures. When will Highland Council recognise that there are areas with overprovision of STLs and contact the Scottish Government to request revision to the legislation that would enable the council to refuse STL licence applications where the number of lets is excessive, and contributing to a shortage of permanent homes?

# RESPONSE

The Scottish Government confirmed in November 2024 through the Local Government, Housing and Planning Committee that there is no current intention to revisit overprovision through the licensing regime as the Scottish Government consider this issue is already covered by planning legislation.

If there was to be reform this would effectively provide a statutory ground to refuse a licensing application on the grounds of overprovision. However, in order to do so, the Council would have to have a licensing overprovision policy in place. This would require a significant assessment of numbers of short term lets and densities within localities across The Highland Council and an agreed position on whether there was overprovision and, if so, what percentage in a particular ward was acceptable, for example. Importantly any change is unlikely to have retrospective effect, meaning it would only cover future applications and not existing operators.

## 11. Mr R Gale

# To the Chair of Economy and Infrastructure

The Scottish Government guidance for touring caravans on sites (which includes Camper Vans) states that the minimum distance between units should be 6M for residential units and 5M for touring units. Given that Camper vans that park overnight in Highland Council car parks are parked less than two metres apart when will the Council enact the guidance and provide clear separation of 5M between Camper vans in Car parks?

## RESPONSE

Caravan Site licensing is managed under the Caravan Sites and Control of Development Act 1960. The five metre spacing is within the model standards for licence sites. A regulated public car park being used for limited overnight parking would not require a site licence.

Corporation Corporation Science 10, 1990, Provider 11, 1997, 2007, 1997, 2007,	Cluster	Job Title
Spice J. Spice J. State J. StateJ. State J.	Cluster Corporate	
Ginanda ET operations Response Twee part Response Twee parts and the sectors of t		
Corporate Corporate	· · · · ·	
Construction         Project Messager.         Solitotical Information (CS) Transitional Construction (CS) Provided		
Column         Column<		
Corporate Corpor		
Consolinal de Annorma and Conservance Annorma (Neuroscience) (angelland Control Headmannes Information (Annorma Medini)) Consolinal de Annorma (Annorma Medini) (angelland Control Headmannes Information) Servet Carelis Language Merican Taur - Refet Viscons Localous (P1081516) Carelis Lenguage Merican Carelis Viscons Lenguage Viscons	Corporate	Clerical Assistant 2 (35 hpw) (Fixed Term for 18 Months), Charles Kennedy Buildings, Fort William
Corporate Users (American Constraints Advanced Terms 11 - 11 Model). Corporate Users Advanced Terms 12 - 11 Model). Parabol Exercised Constraints Advanced Terms 12 - 11 Model). Parabol Exercised Advances (Terms 2000). Detects Language 10 - Parabet Version Locations (HCPP3155). Terms 2000. Cases Pasies - Exercised Constraints Constraints (HCPP3155). Cases Pasies - Exercised Constraints (HCPP3155). Cases Constraints (HCP3155). Cases Constraints (HCP31555). Cases Constraints (HCP31555	Corporate	Clerical Assistant 2 (35 hpw), Portree
Copins Control Language Analysis (Jour, Felder Variante Journey (PC) (1995) Copins Control Language Analysis (Jour, Felder Variante, Journey (PC) (1995) Proble South Language Analysis (Jour, Felder Variante, Journey (PC) (1995) Proble South Language Analysis (Jour, Felder Variante, Journey (PC) (1995) Proble South Language Analysis (Jour, Felder Variante, Journey (PC) (1995) Proble South Language Analysis (Jour, Felder Variante, Journey (PC) (1995) Proble South Language Analysis (Jour, Felder Variante, Journey (Jour) (1995) Proble South Proble Language Problems (Jour) (1995) Proble South Problems (Jour) (1995) Problems (Jour) (		
Costel         Lossel         Language Ansister It Inter-Inster Verden (Lossen Defendition)           Costel         Language Lossel         Language Lossel         Language Lossel           Sequel         Casuel Press: Lang Years Practisener, Support Werker (E.C.) A Cust of Exhort Gar Auxiliary, Mid Area (Essen Roles & Busch Hen)           Sequel         Casuel Press: Lang Years Practisener, Support Werker (E.C.) A Cust of Exhort Gar Auxiliary, Mid Area (Essen Roles & Busch Hen)           Sequel         Casuel Press: Lang Years Practisener, Support Werker (E.C.) A Cust of Exhort Gar Auxiliary, Nath Area (Casuel Press), Sequel Casuel Press: Language Lossel Press, Nath Area (Casuel Press), Sequel Casuel Press: Language Lossel Press, Nath Area (Casuel Press), Sequel Casuel Press: Language Lossel LosseLossel LosseLossel Lossel LosseLosseLossel Lossel LosseLosseLoss		
Despite         Costel: Language Tuber. Faller, Visual Locations (Hold Stab)           Despite         Despite         Costel: Language Tuber. Faller, Visual Locations (Ling): Kost Avera (Caster Rose & Exercise)           Despite         Costel Proto: Lang Yven Procificemer, Stapper Worker (Ling): Cost of School Case Audiany, Work Avera (Caster Rose, Stab)         Stability: Stab           Despite         Costel Proto: Lang Yven Procificemer, Stapper Worker (Ling): Cost of School Case Audiany, West Avera (Stability: Stab)         Stability: Stability: Stab           Despite         Costel Proto: Lang Yven Procificemer, Stapper Worker (Ling): Cost of School Case Audiany, West Avera (Yueler Rose, Stay & Econdor)         Stability:		
Propies Propies Provide Provid		
Despin         Casual Fasts. Early Years Paratitizes. Support Weare (E.G. & Dural School Care Audamy, Mid Area (Sature Rost & Burk Incom)           Despin         Casual Fasts. Early Years Paratitizes. Support Weare (E.G. & Dural School Care Audamy, Non Area (Carebase & Burketing)           Perpin         Casual Fasts. Early Years Paratitizes. Support Weare (E.G. & Dural School Care Audamy, West Area Nitester Ross. Skyle & Locabeon)           Perpin         Casual Fasts. Early Years Paratitizes. Journal School Care Audamy, West Area Nitester Ross. Skyle & Locabeon)           Perpin         Casual Fasts. Teal Years Paratitizes. Journal School Care Audamy, West Area Nitester Ross. Skyle & Locabeon           Perpin         Casual Fasts. Teal Years Paratitizes. Journal School Care Audamy, West Area Nitester Ross. Skyle & Locabeon           Perpin         Casual Fasts. Teal Years Paratitizes. Journal School Teal Years Paratitizes. Journal School Teal Years Paratitizes. Journal School Teal Years Paratitizes. Journal Jo		
Brage         Catual Paste. Fay Yuan Paratitizer, Support Worker (E.G. & Our of School Can Audies, Neth Ana Cathrons A. Schothorph.)           Brage         Catual Paste. Fay Yuan Paratitizer, Support Worker (E.G. & Our of School Can Audies, Yoan Ana Contracts, Ann. Buddhool, Schothorph.)           Peope         Catrol Analistic (Yabado, 3kt) Earon, Wolk         Catrol Analistic (Yabado, 3kt) Earon, Wolk           Peope         Catrol Analistic (Yabado, 3kt) Earon, Wolk         Peope           Catrol Analistic (Yabado, 3kt) Earon, Wolk         Peope         Catrol Analistic (Yabado, 3kt) Earon, Wolk           Peope         Catrol Analistic (Yabado, 3kt) Earon, Wolk         Peope         Catrol Analistic (Yabado, 3kt) Earon, Wolk           Peope         Catrol Analistic (Yabado, Yabado, Yabado, Peope         Peope         Peope         Peope           Peope         Early Yean Pacificare         Fay (Yabado, Peope         Peope         Peope         Peope           Peope         Early Yean Pacificare         Peope         <		Declarast Advisary (They end with order 2 day 2020) Central r Immary School
Genuel Ress. Esty Yuam Phatinese, Support Water (EL) & Guid School Gan Auckary, Sam Anas (Teennes, Nam, Basten)           Genuel Ress. Esty Yuam Phatinese, Support Water (EL) & Guid School Gan Auckary, Yoek Ana (West, Say & Lonbar)           People         Cateral Assetter 2 (Stroob) (15 Purp, Matter Printy, Strool           People         Cateral Assetter 2 (Stroob) (12 Purp, Matter Printy, Strool           People         Cateral Assetter 2 (Stroob) (12 Purp, Matter Printy, Strool           People         Cateral Assetter 2 (Stroob) (12 Purp, Matter Printy, Strool           People         Cateral Assetter 2 (Stroob) (12 Purp, Matter Printy, Strool           People         Cateral Assetter 2 (Stroob) (12 Purp, Matter Printy, Strool           People         Cateral Assetter 2 (Stroob) (12 Purp, Matter Printy, Strool           People         Cathy Yuan Phatiloner (Cateral) (21 Purp, Matter Printy, Strool           People         Cathy Yuan Phatiloner (20 Purp, Matter Printy, Strool           People         Cathy Yuan Phatiloner (20 Purp, Matter Printy, Strool           People         Cathy Yuan Phatiloner (21 Purp, Ford) Term my Biol (20 Purp, Biol) Printy, Strool           People         Cathy Yuan Phatiloner (21 Purp, Ford) Term my Biol (20 Purp, Biol Printy, Strool           People         Cathy Yuan Phatiloner (21 Purp, Ford) Term my Biol (20 Purp, Biol Printy, Patter Printy, Strool           People         Cathy Yuan Phatitoner (21 Purp, Ford) Term my Biol (20 Purp, Patter Printy		Casual Posts - Early Years Practitioner, Support Worker (ELC) & Out of School Care Auxiliary, North Area (Caithness & Sutherland)
People         Clerical Assisted 7 (Solution 119 fpbm, March Y 2028). Charlendon Academy           Poople         Clerical Assisted 7 (Solutons) 119 fpbm, March Y 2028). Charlendon Academy           Poople         Clerical Assisted 7 (Solutons) 119 fpbm, March Y 2008. Charlendon Partaney Soluton           Poople         Clerical Assisted 7 (Solutons) 100 fpbm, March Y 2008. Userband           Poople         Clerical Assisted 7 (Solutons) 100 fpbm, Clerical Tom for 17 Mortal 700 March Y 2008. Userband           Poople         Clerical Assisted 7 (Soluton Parta) Filter of Tom for 17 Mortal 700 March Y 2008. Userband           Poople         Clerical Assisted 7 (Soluton Parta) Filter of Tom 1010 2 July 2008. Userband Thrans Solutol           Poople         Early Years Practitioner (Share) (Soluton Parta) Works Parta Solutol           Poople         Early Years Practitioner (Share) (Soluton Parta) Works Parta Solutol           Poople         Early Years Practitioner (Share) (Soluton Parta) Works Parta Solutol           Poople         Early Years Practitioner (Share) (Soluton Parta) Works Parta Solutol           Poople         Early Years Practitioner (Share) (Soluton Parta) Works Parta Solutol           Poople         Early Years Practitioner (Share) (Soluton Parta) Works Parta) Works Parta           Poople         Early Years Practitioner (Share) (Soluton Parta) Works Parta)           Poople         Early Years Practitioner (Share) Parta) Works Parta           Poople		
Pageb         Clarical Assisted 2 (Schools) (15 https://titlenthy.cov/if/freedTarm.unil 15 May 2028), Charledon Academy           Pageb         Consisted 7 (Strate), Various (Freed Tarm and L. 20 Kontisk.)           Pageb         Carly Varian Pacification (Claridity, Clarin), Ankance Primary School           Pageb         Carly Varian Pacification (Claridity, Clarin), Ankance Primary School           Pageb         Carly Varian Pacification (Claridity, Clarin), Ankance Primary School           Pageb         Carly Varian Pacification (Claridity, Claridity, Parian), Ankance Primary School           Pageb         Carly Varian Pacification (Claridity, Nithgase Primary School	People	Casual Posts - Early Years Practitioner, Support Worker (ELC) & Out of School Care Auxiliary, West Area (Wester Ross, Skye & Lochaber)
Propie         Contral Assister 2 (Schools) (2019), Conversion           Open         Contral Assister 2 (Schools) (2019), Conversion           Propie         Conversion         Conversion           Propia	People	Clerical Assistant (Valuation Joint Board), Wick
People Clerical Assister 2 (Schools). (2009, Privally School, Inventores  People Clerical Assister 2 (Schools). (2009, Privally School, Inventores  People Cleric Y varia Practitioner (14 Nau). (2004). (Privally Term utill 22 July 2006). Perviyated Privary School. Trusta People Cleric Y varia Practitioner (15 Nav). (School Term utill 22 July 2006). Perviyated Privary School People Cleric Y varia Practitioner (15 Nav). (School Term utill 22 July 2006). Perviyated Privary School People Cleric Y varia Practitioner (15 Nav). (School Term utill 22 July 2006). Editore Variany School People Cleric Y varia Practitioner (15 Nav). (School Terms School People Cleric Y varia Practitioner (15 Nav). (School Terms School People Cleric Y varia Practitioner (25 Nav). (School Terms School People Cleric Y varia Practitioner (25 Nav). (School Terms School People Cleric Y varia Practitioner (25 Nav). (School Term utill 22 July 2005). Bakkot Pinnary School, Inventees People Cleric Y varia Practitioner (25 Nav). (School Term utill 22 July 2005). Bakkot Pinnary School, Inventees People Cleric Y varia Practitioner (25 Nav). (School Term utill 22 July 2005). People Cleric Y varia Practitioner (25 Nav). (School Term utill 22 July 2005). People Cleric Y varia Practitioner (25 Nav). (School Term utill 23 July 2005). People Cleric Y varia Practitioner (25 Nav). (School Term utill 23 July 2005). People Cleric Y varia Practitioner (25 Nav). (School Term utill 23 July 2005). People Cleric Y varia Practitioner (25 Nav). (School Term utill 23 July 2005). People Cleric Y varia Practitioner (15 Nav). (School Term utill 23 July 2005). People Cleric Y varia Practitioner (15 Nav). (School Term utill 23 July 2005). People Cleric Y varia Practitioner (15 Nav). (School Term utill 23 July 2005). People Cleric Y varia Practitioner (15 Nav). (School Term utill 23 July 2005). People Cleric Y varia Practitioner (15 Nav). (School Term utill 23 July 2005). People Cleric Y varia Practitioner (15 Nav). (School Term utill 23 July 2005). People Cleric Y varia Y var		
Propie         Counselor: 16 Postpl (Various Hous), Fixed Term for 12 Months), Various Locations           Propie         Carly Versa Pusitions (Calle), CS Prov, Karanie Pinnary, School, Thrung School, Thrung           Propie         Carly Versa Pusitions (Calle), CS Prov, Karanie Pinnary, School, Jupiter Pinnary, School, Thrung           Propie         Carly Versa Pusitions (Calle), Nary, School, Thrung (Calle), Water Pinnary, School, Thrung School, Malleng           Propie         Carly Versa Pusitions (Calle), Nary, School, Thrung School, Malleng           Propie         Carly Versa Pusitions (Calley), School, Thrung School, Malleng           Propie         Carly Versa Pusitions (Calley), Fixed Term until 24 July 2020, Intruso Pinnary, School, Interviews           Propie         Carly Versa Pusitions (Calley), Pinnary Term until 24 July 2020, Interview Pinnary, School, Interviews           Propie         Carly Versa Pusitions (Calley), Pinnary Term until 24 July 2020, Lange Pinnary, School, Interviews           Propie         Carly Versa Pusitions (Calley), Pinnary Term until 24 July 2020, Lange Pinnary, School, Interviews           Propie         Carly Versa Pusitions (Calley), Pinnary Term until 24 July 2020, Lange Pinnary, School, Interviews           Propie         Carly Versa Pusitions (Calley), Pinnary School           Propie         Carly Versa Pusitions (Calley), Pinnary School           Propie         Carly Versa Pusitions (Calley),		
People         Early Year Practitioner (Enter) (20 Japp, Actanuate Primary School, Therao           People         Early Year Practitioner (14 pp) (20 mol (20 mol (20 Japp) 20 S), (prioth Primary School, Therao School           People         Early Year Practitioner (15 pp) (20 mol (20 mol (20 Japp) 20 S), (prioth Primary School           People         Early Year Practitioner (20 hpp), (Suggester Primary School           People         Early Year Practitioner (20 hpp), (Suggester Primary School           People         Early Year Practitioner (20 hpp), (Suggester Primary School           People         Early Year Practitioner (20 hpp), (Suggester Primary School           People         Early Year Practitioner (20 hpp), (Fixed Term undl (20 Japp) 20 S), Broadford Primary School, Inverses           People         Early Year Practitioner (20 hpp) (Fixed Term undl (20 Japp) 20 School           People         General Anchalany (20 hpp) (Fixed Term undl (20 Japp) 20 School           People         General Anchalany (20 hpp) (Fixed Term undl (20 Japp) 20 School           People         Fixed Term (20 Hpp) (Fixed Term undl (20 Japp) 20 School           People         Fixed Term (20 Hpp) (Fixed Term undl (20 Japp) 20 School           People         Fixed Term (20 Hpp) (Fixed Term undl (20 Japp) 20 School           People         Fixed Term (20 Hpp) (Fixed Term undl (20 Japp) 20 School           People         Fixed Term (20 Hpp) (Fixed Term undl (20 Japp) 20 School		
People         Early Year Practicitors (14 pp) (Fixed Term until 02 July 2026) (Juditer Primary School           People         Early Years Practicitors (15 pp) (Fixed Term until 02 July 2026), Unter Primary School           People         Early Years Practicitors (15 pp) (Fixed Term until 02 July 2026), Disreard Primary School           People         Early Years Practitors (15 pp) (Fixed Term until 02 July 2020), Balcoh Primary School, Inverness           People         Early Years Practitors (15 pp) (Fixed Term until 02 July 2020), Balcoh Primary School, Inverness           People         Early Years Practitors (15 pp) (Fixed Term until 02 July 2020), Balcoh Primary School, Inverness           People         Early Years Practitors (12 pp) (Fixed Term until 02 July 2020), Balcoh Primary School, Inverness           People         Early Years Practitors (13 pp) (Fixed Term until 02 July 2020), Netro Primary School, Inverness           People         Early Years Practitors (13 pp) (Fixed Term until 03 July 2023), Dianary 2020, Bancher Primary School           People         Early Years Practitors (13 pp) (Fixed Term until 03 July 2023), Dianary 2020, Bancher Primary School           People         Early Years Practitors (13 pp) (Fixed Term until 03 July 2023), Dianary 2020, Bancher Primary School           People         Early Years Practitors (13 pp) (Fixed Terms Until 03 July 2023), Dianary 2020, Dianary School           People         People Tearly (Fixed Terms Until 03 July 2023), Dianary Primary School           People         Pe		
People         Endly Teste Practitioner (16 trajk) (Fixed Term und 12 July 2020). Lyukar Primary School           People         Endly Teste Practitioner (30 trajk) (Exek) (Fixed Term und 20 July 2020). Super Primary School .           People         Endly Teste Practitioner (30 trajk) (Exek) Term und 12 July 2020). Salach Primary School .           People         Endly Teste Practitioner (30 trajk) (Fixed Term und 12 July 2020). Salach Primary School .           People         Endly Teste Practitioner (32 trajk) (Fixed Term und 12 July 2020). Salach Primary School .           People         Endly Teste Practitioner (32 trajk) (Fixed Term und 12 July 2020). Balkeh Primary School .           People         Endly Teste Practitioner (30 trajk) (Fixed Term und 12 July 2020). Balkeh Primary School .           People         Endly Teste Practitioner (30 trajk) (Fixed Term und 12 July 2020). Balkeh Primary School .           People         Endly Teste Practitioner (30 trajk) (Fixed Term und 12 July 2020). Loch Dath Primary School .           People         Endly Teste Practitioner (30 trajk) (Fixed Term Und 12 July 2020). Loch Dath Primary School .           People         Endly Teste Practitioner (30 trajk) (Fixed Term Und 12 July 2020). Loch Dath Primary School .           People         Finaly Teste Practitioner (30 trajk) (Fixed Term Und 12 July 2020). Loch Dath Primary School .           People         Finaly Teste Primary School .           People         People Primary School .           People Primary Schoo		
People         Early Teste Paralitore (20 type) (Special privaty Stock)           People         Early Teste Paralitore (20 type), (Special privaty Stock)           People         Early Teste Paralitore (20 type), (Special privaty Stock)           People         Early Teste Paralitore (20 type), (Special privaty Stock)           People         Early Teste Paralitore (20 type) (Teste Term until 02 July 2020), Inverte Primary School, Neurones           People         Early Teste Paralitore (20 type) (Teste Term until 02 July 2020), Brocker Privaty School, Neurones           People         Early Teste Paralitore (20 type) (Teste Term until 02 July 2020), Brocker Privaty School, Neurones           People         Early Teste Paralitore (20 type) (Teste Term until 02 July 2020), Brocker Privaty School, Neurones           People         Early Teste Paralitore (20 type) (Teste Term until 02 July 2020), Lock Date Privaty School, Neuroperdon           People         Early Teste Paralitore (20 type) (Teste Term until 02 July 2020), Lock Date Privaty School, Neuroperdon           People         People         People           People         People Special Sch		
People         Early Yeare Practitioner (20 Ipu). Simplicate Primary School           People         Early Yeare Practitioner (30 Ipu). Simplicate Primary School           People         Early Yeare Practitioner (30 Ipu). Simplicate Primary School           People         Early Yeare Practitioner (30 Ipu). Simplicate Primary School           People         Early Yeare Practitioner (32 Ipu) (Freed Term und 12 July 2020). Methods Primary School           People         Early Yeare Practitioner (32 Ipu) (Freed Term und 12 July 2020). Methods Primary School           People         Early Yeare Practitioner (32 Ipu) (Freed Term und 12 July 2020). Methods Primary School           People         Early Yeare Practitioner (30 Ipu), Freed Term und 10 July 2020, Duck Primary School           People         Early Yeare Practitioner (30 Ipu), Freed Term und 10 July 2020, Park Primary School           People         Early Yeare Practitioner (30 Ipu), Freed Term Und 10 July 2020, Park Primary School           People         Out of School Care Assistent (70 Ipu), Freed Term Und 10 July 2020, Park Primary School           People         Out of School Care Assistent (70 Ipu), Freed Term Und 10 July 2020, Park Primary School           People         Principal Teacher (ASN), Surt Late 10802/205, Colorden Assistent (70 Principal Primary School           People         Principal Teacher (ASN), Surt Late 10802/205, Colorden Assistent (70 Principal Primary School           People Support Assistent 1 (10 Ipu) Nime Termary School <td></td> <td></td>		
People         Early Yours Precisioner (30 Ray), Kindston Primary School, Primary School, Inverses           People         Early Yours Precisioner (30 Ray), Kindston Primary School, Namay School, Mallag,           People         Early Yours Precisioner (30 Ray), Kindston Primary School, Mallag,           People         Early Yours Precisioner (20 Ray), Kindston Primary School, Mallag,           People         Early Yours Precisioner (20 Ray), Kindston Primary School, Mallag,           People         Early Yours Precisioner (20 Ray), Kindston Primary School           People         Early Yours Precisioner (20 Ray), Kindston Primary School           People         Early Yours Precisioner (20 Ray), Kindston Primary School           People         Early Yours Precisioner (20 Ray), Kindston Primary School           People         Early Yours Precisioner (20 Ray), Kindston Primary School           People         Out of School Care Assistant (20 Phy) Primary School           People         People           People         People      <		
People         Early Yours Precisioner (35kray (Flood Term unit) 22. Jog 2205, Baloch Primary School, Minding           People         Early Yours Precisioner (32 hay) (Flood Term unit) 23. Jog 2205, Instein Primary School, Minding           People         Early Yours Precisioner (32 hay) (Flood Term unit) 23. Jog 2205, Instein Primary School, Jalo of Skyre           People         Early Yours Precisioner (32 hay) (Starger Yours School           People         Early Yours Precisioner (32 hay) (Starger Yours School           People         Early Yours Precisioner (32 hay) (Starger Yours School           People         General Audian (3 hay) (Starger Yours School           People         Out of School Care Assistant (20 hay) Hillio Phinary School           People         People         People		
Paople         Early Years Practitioner (32 kay (Freed Term unit 23 Aug 2026). Merkinch Primary School           Paople         Early Years Practitioner (32 kay (Freed Term unit 23 Aug 2026). Broadford Primary School , lake of Skye           Paople         Early Years Practitioner (32 kay (Freed Term unit 10 de January 2026), Broadford Primary School , lake of Skye           Paople         Early Years Practitioner (32 kay (Freed Term unit 10 de January 2026), Broadford Primary School , lake of Skye           Paople         General Auxiliary (9 Inye) (Freed Term unit 10 de January 2026), Broadford Primary School , Ilwergordon           Paople         General Auxiliary (9 Inye) (Freed Term unit 10 de January 2026), Broadford           Paople         Out of School Care Assistant (20 Inye), Freed Term unit 10 de January 2026), Brain Primary School (Ilwergordon           Paople         Out of School Care Assistant (20 Inye), Claboker Primary School           Paople         Primotal Teacher (School Kay), Matthe, Start date 1000 2025, Ullabool Inity Brobol           Paople         Primotal Teacher (School Kay), Matthe, Start date 1000 2025, Ullabool Auxilian (11 Hell Brain)           Paople         Primotal Teacher (School Kay), Matthe, Start date 1000 2025, Ullabool Inity Brain Assistant (11 Hell Brain, Augustant)           Paople         Payle Stappert Assistant (11 Hell Brain, Augustant)         Paople 2020, Painter Primary School           Paople         Paupl Stappert Assistant (11 Hell Brain, Augustant)         Paople 2020, Paople 2020, Paople 2020, P		Early Years Practitioner (30hpw) (Fixed Term until 02 July 2026), Balloch Primary School, Inverness
Propie         Early Varias Practitioner (32. kpy) [Fised Term until 32 Disearche 270, 340, 540, 540, 540, 540, 540, 540, 540, 5	People	Early Years Practitioner (30hpw) (Fixed Term until 02 July 2026), Inverie Primary School, Mallaig
People         Early Yean Practitioner (Gaele) (25 pw) PostOn Humany School           People         Early Yean Practitioner 1 (3ele) (25 pw) PostOn Humany School           People         Early Yean Practitioner 1 (3ele) (25 pw) PostOn Humany School           People         General Ausling (19 pw) (Freed ferminary School           People         Out of School Care Assistant (20 pw) (Freed ferminary School           People         Out of School Care Assistant (20 pw) (Freed ferminary School           People         Out of School Care Assistant (20 pw) Stratpelfer Firmary School           People         People         People           People         People School Care Assistant (10 People) Care at the stratperson the		
People         Early Year Practitioner 1 (Geneic) (23 hpw) Plockton Primary School           People         General Auxiliary (O hpw) (Fixed term Unit 00 Aly 2026) Loch Uuch Primary           People         Head Teacher (Primary, Mier Academy Primary, Kell 16822           People         Head Teacher (Primary, Mier Academy Primary, Kell 16822           People         Head Teacher (Primary, Mier Academy Primary, Kell 16822           People         People           People         Head Teacher (RAN), Start data Res20055, Culiciden Academy, HGH10501           People         People           People		
People         Early Years Practitioner 2,00 ppu), Lumess Primary School           People         Head Teacher (Primary), Miller Academy Primary, HGH18552           People         Year Practitioner 2,00 ppu), Limes Primary School           People         Year Practice Primary, Miller Academy Primary School           People         Year Primary School Primary School           People         People           People         Primory Teacher (ASN), Stati date 1600/2022, Cultoden Academy, HGH18901           People         Primory Teacher (ASN), Stati date 1600/2022, Cultoden Academy, HGH18901           People         Prinospal Teacher (Secondray), MathsTechnologies, Stat Date 1806/2022, Kinicotheren Combined School, HGH18931           People         Prinospal Teacher (Secondray), MathsTechnologies, Stat Date 1806/2022, Kinicotherer Combined School, HGH18931           People         Prinospal Teacher (Secondray), General School         People           People         Prinospal Teacher (Secondray), General School         People           People         People         People         People<		
People         General Auxiliary (0 Ipay) (Fixed Ierm Until 03. July 2025, Park Primary School Invergordon           People         Out of School Care Assistent (20 Ipay) (Fixed Ierm until 03. July 2025, Park Primary School           People         Out of School Care Assistent (20 Ipay) (Fixed Ierm until 03. July 2025, Park Primary School           People         Out of School Care Assistent (20 Ipay) (Fixed Ierm until 03. July 2025, Park Primary School           People         Principal Teacher (Secondary), Mathis Start date 1808/2025, Culiciden Academy, HGH18050           People         Principal Teacher (Secondary), Mathis Start date 1808/2025, Culiciden Academy, FIGH18050           People         Principal Teacher (Secondary), Mathis Carehong, Start Date 1808/2025, Culiciden Academy, FIGH18030           People         Principal Teacher (Secondary), Mathis Academy           People         Principal Teacher (Secondary), Mathis Academy           People         Papi Support Assistant 1 (1 They), Fixed Ierm mutil 3. July 2029. Commary Primary School           People         Papi Support Assistant 1 (2 They), Carler Primary School           People         Papi Support Assistant 1 (2 They), Takies Primary School           People         Papi Support Assistant 1 (2 They), Takies Primary School           People         Papi Support Assistant 1 (2 They), Takies Primary School           People         Papi Support Assistant 1 (2 They), Takies Primary School           People		
People         Head Teacher (Primary), Miler Academy Primary, HCH18582           People         Out of School Care Assistant (20 hpw) (Histon Primary School           People         Out of School Care Assistant (20 hpw) (Histon Primary School           People         Physicuri S (appo Tringel Primary School           People         Physicuri S (appo Tringel Primary School           People         Physicuri S (appo Tringel Primary School           People         Phricipal Teacher (Sexndary), Mahs, Start date 1808/2226, Kinkochkrwan Combined School, HCH18931           People         Phricipal Teacher (Sexndary), Mahs, Start date 1808/2226, Kinkochkrwan Combined School, HCH18931           People         Physical Teacher (Sexndary), Mahs, Start date 1808/2226, Kinkochkrwan Combined School, HCH18931           People         Physical Teacher (Sexndary), Mash, Start date 1808/2226, Comary Primary School           People         Physical Support Assistant 111 (Thyou (Fixed Term Unit 8.2 July 2261, Combined Primary School           People         Physical Support Assistant 112 (Physical Primary School           People		
People         Out of School Care Assistant (20 how) (Fixed Term until 03.July 2025), Park Primary School           People         Out of School Care Assistant (20 how) Hillen Primary School           People         Perground Supervisor (5 how) Strathpeffer Primary School           People         People         People           People         People Support Assistant (10 how) Fixed Term Until 02 July 2020; Control Primary School           People         People Support Assistant (11 how) Fixed Term Until 02 July 2020; Control Primary School           People         People Support Assistant (12 how) Nam Academy           People Support Assistant (12 how) Nam Academy           People Support Assistant (12 how) Nam Academy           People Support Note: Early Learming & Chickera (12 how) Nam Academy		
Propie         Out of School Care Assistant (20 hpw) Histor Primary School           People         Peoprocent Supervisor (5 hpw) Culbokie Primary School           People         Principal Teacher (Secondary). Mans. Stat date 1808/2022, Outdoor Academy, HGH18951           People         Principal Teacher (Secondary). Mans. Stat date 1808/2022, Ulagool high School Herent Combined School, HGH18931           People         Principal Teacher (Secondary). Mans. Stat date 1808/2022, Vinicohneven Combined School, HGH18931           People         Principal Teacher (Secondary). Mans. Stat date 1808/2022, Vinicohneven Combined School, HGH18931           People         Principal Teacher (Secondary). Mans. School           People         Princi Support Assistant 111 (They) (Freed Term unit) Zuly 2026). Comonty Prinary School           People         Pupi Support Assistant 112 (They) Or Combry Primary School           People         Pupi Support Assistant 112 (Zhey) Nam Academy           People         Support Worker (Early		
People         Playgound Supervisor (5 hpw) Strathgeffer Primary School           People         People         Perspect Teacher (ASN), Start date 1808/2025, Culloden Academy, HGH18901           People         Principal Teacher (Beondary), Maris Technologies, Start Date 1808/2025, Kinochieven Combined School, HGH18931           People         Principal Teacher (Beondary), Maris Technologies, Start Date 1808/2025, Kinochieven Combined School, HGH18930           People         Principal Teacher (Beondary), Store, Jone Common & Business Values, Invergence Academy, HGH18930           People         Principal Teacher (Beondary), Moris Technologies, Start Date 1808/2025, Kinochieven Combined School, HGH18930           People         PupI Support Assistant 111 (D hpw) Viain Academy         PupI Support Assistant 112 (E Apple), Nam Academy           People         PupI Support Assistant 112 (E Apple), Nam Academy         People           People         PupI Support Assistant 112 (E Apple), Nam Academy         People           People         PupI Support Assistant 112 (E Apple), Marka Primary School         People           People         PupI Support Assistant 112 (E Apple), PupI Support Assistant 112 (E Apple), Nam Academy         People           People         PupI Support Assistant 112 (E Apple), PupI SupI (F Med Term until 2 July 2026), Marku OH         People           People         PupI Support Assistant 112 (E Apple), PupI SupI (F Med Term until 2 July 2026), PurIs SupI (F Med Term SupI (F Med Term until		
Principal Teacher (ASN), Start date 18/08/2025, Culdoden Academy, HGH19500           People         Principal Teacher (Secondary), Maths/ Start date 18/08/2025, Mitochleven Combined School, HGH18931           People         Principal Teacher (Secondary), Science, Hame Economics & Business Studes, Invergendon Academy, HGH19500           People         Pupil Support Assistant 11 (11 pp) Nam Academy           People         Pupil Support Assistant 11 (10 pp) Nam Academy           People         Pupil Support Assistant 11 (11 pp) (Faxel Term Unil 02 July 2028), Comary Primary School           People         Pupil Support Assistant 11 (12 pp), Dirake Term Tom 18 Aug 2025 until 02 July 2028), Culdoden Academy, Inverness           People         Pupil Support Assistant 11 (27 pp) Drakes Primary School           People         Pupil Support Assistant 11 (27 pp) Drakes Primary School           People         Pupil Support Assistant 11 (27 pp) Drakes Primary School           People         Pupil Support Assistant 11 (27 pp) Nam Academy           People         Pupil Support Assistant 12 (27 pp) Nam Academy           People         Support Worker (Early Learning & Chicker) (Early Learning &		Playground Supervisor (5 hpw) Strathpeffer Primary School
Process         Principal Teacher (Secondary), Maths, Start date 1808/2022, Ullapod high School, HGH18901           People         Principal Teacher (Secondary), Scheme, Home Economics & Business Studies, Invergordon Academy, HGH18930           People         Projil Support Assistant 1 (11 hpv) (Fixed Term Unit 02, July 2026), Lochinver Primary School           People         Pupil Support Assistant 1 (11 hpv) (Fixed Term Unit 02, July 2026), Lochinver Primary School           People         Pupil Support Assistant 1 (11 hpv), Fixed Term Unit 03, July 2026), Contrary Firmary School           People         Pupil Support Assistant 1 (12 hpv), Fixed Term Unit 03, July 2026), Contrary Firmary School           People         Pupil Support Assistant 1 (12 hpv), Fixed Term Unit 03, July 2026), Cullidoen Academy, Inverness           People         Pupil Support Assistant 1 (12 hpv), Fixed Term Unit 03, July 2026), Cullidoen Academy, Inverness           People         Pupil Support Assistant 1 (12 hpv), Fixed Term Unit 03, July 2026), Tarbat Otal Primary School           People         Senior Early Years Practitioner (Saf hpv), Fixed Term Unit 102, July 2026), Tarbat Otal Primary School           People         Support Worker (Early Learning & Childcare) (Sa hpv), Keed Term Unit 102, July 2026), Tarbat Otal Primary School           People         Support Worker (Early Learning & Childcare) (Sa hpv), Keed Term Unit 102, July 2026), Tarbat Otal Primary School           People         Support Worker (Early Learning & Childcare) (Sa hpv) (Fixed Term Unit 102, July 2026), Tarbat O	People	Playground Supervisor (5 hpw), Culbokie Primary School
Process         Principal Teacher (Secondary), Mathu/Technologies, Start Date 18/08/2025, Kinlochleven Combined School, HGH18930           People         Principal Teacher (Secondary), Science, Home Economics & Busines, Nurgerdon Academy, HGH18930           People         Pupil Support Assistant 111 (https/) (Fixed Term Unil 02 July 2026). Lochinver Primary School           People         Pupil Support Assistant 11(14, Bhy) (Fixed Term Unil 02 July 2026). Lochinver Primary School           People         Pupil Support Assistant 11(24, Bhy) (Fixed Term from 18 Aug 2025 unil 02 July 2026). Culloden Academy, Inverness           People         Pupil Support Assistant 11(27, Bhy) (Trivars Pedid Term from 18 Aug 2025 unil 02 July 2026). Culloden Academy, Inverness           People         Pupil Support Assistant 11(27, Bhy) Nama Academy           People         Support Worker (Early Learning & Childica) (Shy Burger) Grand Biol 2 July 2026). Tarkhol Dirinary School           People         Support Worker (Early Learning & Childica) (Shy Burger) Fixed Term until 02 July 2026). Inshea Primary School           People         Support Worker (Early Learning & Childica) (Shy Burger) Fixed Term until 02 July 2026). Inshea Primary School           People         Support Worker (Early Learning & Childicar) (Shy Burger) Fixed Term u		
Propie         Prinzipat Teacher (Secondary), Science, Home Economics & Business Studies, Invergordon Academy, HGH18930           People         Pupil Support Assistant 11 (11 how), Nam Academy           People         Pupil Support Assistant 11 (11 how), Fixed Term Unil 02 July 2026, Lochinver Primary School           People         Pupil Support Assistant 11 (14 5 typw), Coronarty Primary School           People         Pupil Support Assistant 11 (14 5 typw), Coronarty Primary School           People         Pupil Support Assistant 11 (25 typw) Drakes Primary School           People         Pupil Support Assistant 11 (27 typw) Drakes Primary School           People         Pupil Support Assistant 11 (27 typw) Drakes Primary School           People         Senior Early Years Pracilitoner (25 typw) Avach Primary School           People         Senior Early Years Pracilitoner (25 typw) Fixed Term until 02 July 2026), Tarbat Old Primary School           People         Senior Early Years Pracilitoner (25 typw) (Fixed Term until 02 July 2026), Inshat Old Primary School           People         Support Worker (Early Learning & Childcare) (25 typw) (Fixed Term until 02 July 2026), Inshat Old Primary School           People         Support Worker (Early Learning & Childcare) (35 typw) (Fixed Term until 02 July 2026), Inshat Old Primary School           People         Support Worker (Early Learning & Childcare) (35 typw) (Fixed Term until 02 July 2026), Inshat Old Primary School           People         Sup		
People         Popli Support Assistant 11 (10 how) Naim Academy           People         Pupli Support Assistant 11 (11 how) (Fixed term unit) 3 July 2026). Lochinver Primary School           People         Pupli Support Assistant 11 (14 how) (Fixed term unit) 3 July 2026). Lochinver Primary School           People         Pupli Support Assistant 11 (24 how) (Fixed term from 18 Aug 2025 unit) 02 July 2026). Culloden Academy. Inverness           People         Pupli Support Assistant 11 (27 how) Traves Hogh School           People         Pupli Support Assistant 11 (27 how) Traves Hogh School           People         Pupli Support Assistant 11 (27 how) Traves Hogh School           People         Semior Early Years Practitioner (28 how) Avoch Primary School           People         Semior Early Years Practitioner (28 how) Avoch Primary School           People         Semior Early Years Practitioner (28 how) Avoch Primary School           People         Semior Early Years Practitioner (28 how) Fixed Term unitil 02 July 2026). Insten Primary School           People         Support Worker (Early Learning & Chickare) (3 how) Fixed Term unitil 02 July 2026). Insten Primary School           People         Support Worker (Early Learning & Chickare) (30 how) Fixed Term unitil 02 July 2026). Insten Primary School           People         Support Worker (Early Learning & Chickare) (30 how) Fixed Term unitil 02 July 2026). Insten Primary School           People         Support Worker (Early Learning & Chickare)		
People         PupI Support Assistant 1 (11 hpw) (Fixed Term Until 02 July 2026) Lochinver Primary School           People         PupI Support Assistant 1 (14.5 hpw), Cromarty Primary School           People         PupI Support Assistant 1 (16.5 hpw), Coronarty Primary School           People         PupI Support Assistant 1 (2 Potsh) (27.5 hpw) Fixed Term from 18 Aug 2025 until 02 July 2026), Culloden Academy, Inverness           People         PupI Support Assistant 1 (27.5 hpw) Thised Term from 18 Aug 2025 until 02 July 2026), Culloden Academy, Inverness           People         PupI Support Assistant 1 (27.5 hpw) Thised Term from 18 Aug 2025 until 02 July 2026), Latoka 4000           People         PupI Support Assistant 1 (27.5 hpw) Thised Term until 02 July 2026). Marking 10.0 monotonic 10.0 mon		
People         PupI Support Assistant 11 (11 hpv) (Fixed term until 3 July 2026), Comarty Primary School           People         PupI Support Assistant 11 (18.65hpw), Naim Academy           People         PupI Support Assistant 12 (21 hpv) Drakies Primary School           People         PupI Support Assistant 12 (25 hpv) Thurso High School           People         PupI Support Assistant 12 (25 hpv) Thurso High School           People         PupI Support Assistant 12 (75 hpv) Thurso High School           People         PupI Support Assistant 12 (75 hpv) Clenetg Primary School           People         Senior Early Years Pracitioner (Gaeli) (25 hpv) Burs-Sgoll Chaldhilg Phort Righ           People         Senior Early Years Pracitioner (Gaeli) (25 hpv) (Fixed Term until 02 July 2026), Tarbat Old Primary School           People         Support Worker (Early Learning & Childcare) (25 hpv) (Fixed Term until 02 July 2026), Tarbat Old Primary School           People         Support Worker (Early Learning & Childcare) (25 hpv) (Fixed Term until 02 July 2026), Parnshary School           People         Support Worker (Early Learning & Childcare) (20 hpv) (Fixed Term until 02 July 2026), Parnshary School           People         Support Worker (Early Learning & Childcare) (20 hpv) (Fixed Term until 02 July 2026), Parnshary School           People         Support Worker (Early Learning & Childcare) (20 hpv) (Fixed Term until 02 July 2026), Parnshary School           People         Support Worker (Early Learnin		
People         PupI Support Assistant 1 (14.5 hpw), Coronarty Primary School           People         PupI Support Assistant 1 (2 hosts) (27.5 hpw) Fixed Term from 18 Aug 2025 until 02 July 2026), Culloden Academy, Inverness           People         PupI Support Assistant 1 (2 hosts) (27.5 hpw) Fixed Term from 18 Aug 2025 until 02 July 2026), Culloden Academy, Inverness           People         PupI Support Assistant 1 (27.5 hpw) Thrase Thrang School           People         PupI Support Assistant 1 (27.5 hpw) Thrase Thrang School           People         Senior Early Years Practitione (35 hpw) Avonce Phimary School           People         Senior Early Years Practitione (35 hpw) Avonce Phimary School           People         Support Worker (Early Learning & Childcare) (25 hpw) Fixed Term until 02 July 2026), Mark Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School           People         Teacher (ASAN, Maternity cover from 180 Al2022, Kinguise School, HGH1873           People         Teacher (Secondary), English, Teked Term until 02 July 2026), Farker Pr		
People         PupII Support Assistant 11 (16 65hpw), Naim Academy           People         PupII Support Assistant 122 hpw) Drakles Primary School           People         PupII Support Assistant 122 hpw) Drakles Primary School           People         PupII Support Assistant 127: 5 hpw) Naim Academy           People         PupII Support Assistant 127: 5 hpw) Thurso High School           People         Senior Early Years Practitioner (Gabe) (G3 Fhw) Rived Term until 02 July 2028, Melvich Primary School           People         Senior Early Years Practitioner (Gabe) (G3 Fhw) Fixed Term until 02 July 2028, Tarbat Odd Primary School           People         Support Worker (Early Learning & Childcare) (G3 hpw) (Fixed Term until 02 July 2028), Panyland Primary School           People         Support Worker (Early Learning & Childcare) (G3 hpw) (Fixed Term until 02 July 2028), Pennyland Primary School           People         Support Worker (Early Learning & Childcare) (G3 hpw) (Fixed Term until 02 July 2028), Pennyland Primary, Thurso           People         Support Worker (Early Learning & Childcare) (Gabe) (G3 hpw) (Fixed Term until 02 July 2028), Pennyland Primary, Thurso           People         Support Worker (Early Learning & Childcare) (Gabe) (G3 hpw) (Fixed Term until 02 July 2028), Pennyland Primary, Thurso           People         Teacher (Sacondary), Biology, Start Date 18/08/2025, Kingussie High School, HCH18731           People         Teacher (Sacondary), Chemistry, Materithy Cover from 18/08/2025, Cuicheack Academy, HCH1		
People         PupI Support Assistant 1 (22 hpw) Drakles Primary School           People         PupI Support Assistant 1 (27.5 hpw) Name High School           People         PupI Support Assistant 1 (27.5 hpw) Name High School           People         Senior Early Years Practitioner (36 hpw) Axoch Primary School           People         Senior Early Years Practitioner (36 hpw) Axoch Primary School           People         Senior Early Years Practitioner (36 hpw) Fixed Term until 02.July 2026, MeWich Primary School           People         Support Worker (Early Learning & Childcare) (26 hpw) (Fixed Term until 02.July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (26 hpw) (Fixed Term until 02.July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (26 hpw) (Fixed Term until 02.July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (26 hpw) (Fixed Term until 02.July 2026), Park Primary School           People         Teachor (SAN), Matertily cover from 1800 (2002), Science Term until 02.July 2026), Park Primary School           People         Teachor (Sacondary), Craft, Design & Technology, Dingwall Academy, HGH1873           People         Teachor (Sacondary), Globay (Fixed Term until 02.July 2026), Park Primary School           People         Teachor (Sacondary), English, Fixed Term until 02.01/02/02.6, CultoRe Academy, HGH18943           People         Teachor		
People         Pupil Support Assistant 1 (27.5 hpw) Thurs Neigh School           People         Pupil Support Assistant 1 (7 hpw) Glenelg Primary           People         Senior Early Years Practitioner (35 hpw) Auxoch Primary School           People         Senior Early Years Practitioner (35 hpw) Auxoch Primary School           People         Senior Early Years Practitioner (35 hpw) Auxoch Primary School           People         Supp Ord Ker (Early Learning & Childcare) (26 hpw) (Fixed Term until 02 July 2026). Instee Primary School           People         Support Worker (Early Learning & Childcare) (26 hpw) (Fixed Term until 02 July 2026). Pank Primary School           People         Support Worker (Early Learning & Childcare) (26 hpw) (Fixed Term until 02 July 2026). Pank Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026). Bun-sgoil Ghaidhlig Phot Righ           People         Teacher (AScondary). Congret form 1800/2025 until 2077/2026. Schemerts School, HGH18731           People         Teacher (Secondary). Schemitzy. Maternity Orcer form 1800/2025. fortose Academy. HGH18743           People         Teacher (Secondary). Earlish. Fixed Term until 02/07/2026. Fortose Academy. HGH18944           People         Teacher (Secondary). English. Fixed Term until 02/07/2026. Fortose Academy. HGH18944           People         Teacher (Secondary). English. Fixed Term until 02/07/2026. Fortose Academy. HGH18944           People         <	People	Pupil Support Assistant 1 (2 Posts) (27.5 hpw) Fixed Term from 18 Aug 2025 until 02 July 2026), Culloden Academy, Inverness
People         Pupil Support Assistant 1 (27.5 hpw) Thurso High School           People         Senior Early Years Practitioner (38 hpw) Avoch Primary School           People         Senior Early Years Practitioner (38 hpw) Avoch Primary School           People         Support Worker (Early Learning & Childcare) (28 hpw) (Fixed Term until 02 July 2026), Tarbat Old Primary School           People         Support Worker (Early Learning & Childcare) (26 hpw) (Fixed Term until 02 July 2026), Tarbat Old Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School, Invergordon           People         Teacher (Secondary), Childcare) (Salpy) (Fixed Term until 02 July 2026), Park Primary School, Invergordon           People         Teacher (Secondary), Childcare) (Salpy) (Salpy Ale Talgy Case The School, HGH1873)           People         Teacher (Secondary), Childcare) (Salpy Case, Kingkozzk, Fixed Term until 02 July 2026), Park Primary, HGH19044           People         Teacher (Secondary), English, Fixed Term until 02/07/2026, Fortose Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term until 02/07/2026, Fortose Academy, HGH18944           People         Teacher (Secon		
People         Pupil Support Assistant 1 (7 hpw) Gleneig Primary           People         Senior Early Years Practitioner (35 hpw) Bun-Spoil Ghadhilg Phort Righ           People         Support Worker (Early Learning & Childcare) (25 hpw) (Fixed Term until 02 July 2026), Tarbat Old Primary School           People         Support Worker (Early Learning & Childcare) (25 hpw) (Fixed Term Until 03 July 2026), Tarbat Old Primary School           People         Support Worker (Early Learning & Childcare) (25 hpw) (Fixed Term Until 03 July 2026) Instee Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term Until 03 July 2026) Instee Primary School (Invergordon           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term Until 02 July 2026), Bun-Sgoll Ghadhilg Phort Righ           People         Support Worker (Early Learning & Childcare) (Galo) (30 hpw) (Fixed Term Until 02 July 2026), Bun-Sgoll Ghadhilg Phort Righ           People         Teacher (ASN), Maternity cover from 18/08/2025 until 02/07/2026, St Clement's School, HOrt18731           People         Teacher (Secondary), Ensiers Studies, Fixed Term Until 02/07/2026, Cludden Academy, HGH18933           People         Teacher (Secondary), English, Fixed Term Until 17/08/2025, Kinocher High School, HGH18934           People         Teacher (Secondary), English, Fixed Term Until 17/08/2025, Kinocher High School, HGH18944           People         Teacher (Secondary), English, Fixed Term Intil 17/08/2025, Kinocher High School, HGH18945		
People         Senior Early Years Practitioner (36 hpw) Avoch Primary School           People         Senior Early Years Practitioner (36 hpw), Fixed Term until 02 July 2026, Melvich Primary School           People         Support Worker (Early Learning & Childcare) (8 hpw), Fixed Term until 02 July 2026), Tarbat Old Primary School           People         Support Worker (Early Learning & Childcare) (25 hpw) (Fixed Term until 03 July 2026), Instea Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw)(Fixed Term until 02 July 2026), Pennyland Primary, Thurso           People         Support Worker (Early Learning & Childcare) (30 hpw)(Fixed Term until 02 July 2026), Bun-spoil Ghidhlig Phort Righ           People         Teacher (ASN), Maternity over from 18/08/2025 until 207/72026, St Chemart's School, HGH18731           People         Teacher (Secondary), Diology, Start Date 18/08/2025 until 207/72026, St Chold HGH18731           People         Teacher (Secondary), Business Studies, Fixed Term until 02/07/2026, St Cholden Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term until 02/07/2026, St Cholden Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term from 18/08/2025 until 206/2026, Cuiloden Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term from 18/08/2025 until 20/07/2026, Mathematics           People         Teacher (Secondary), English, Fixed Term from 18/08/2025 until/06/2026, Cuiloden Academy, HGH18948		
People         Senior Early Years Practitioner (Gaelic) (35 hpw) Bun-Spoil Ghaldhilg Phort Righ           People         Supp Mvorker (Early Learning & Childcare) (25 hpw) (Fixed Term until 02 July 2026), Tarbat Old Primary School           People         Support Worker (Early Learning & Childcare) (25 hpw) (Fixed Term until 03 July 2026), Inshes Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Buns polic Ohaldning Phort Righ           People         Teacher (ASN), Maternity cover from 130/8/2025 until 02/07/2026, Stocement's School, HGH18731           People         Teacher (Secondary), English, Fixed Term until 10/20/2026, Coltose Academy, HGH18944           People         Teacher (Secondary), Lenglish, Fixed Term until 10/20/2026, Coltose Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term until 10/20/2026, Kuloden Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term until 10/20/2026, Kuloden Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term until 10/20/2026, Kuloden Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term until 10/20/2026, Kuloden Academy, HGH18946           People <td>· · · · · · · · · · · · · · · · · · ·</td> <td></td>	· · · · · · · · · · · · · · · · · · ·	
People         Supp Worker (Early Learning & Childcare) (25 hpw), Fixed Term until 02 July 2026, Instab Cle Primary School           People         Support Worker (Early Learning & Childcare) (25 hpw) (Fixed Term until 02 July 2026), Instab Cle Primary School           People         Support Worker (Early Learning & Childcare) (25 hpw) (Fixed Term until 02 July 2026), Park Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School, Invergordon           People         Support Worker (Early Learning & Childcare) (Gaelic) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School, Invergordon           People         Teacher (SkN), Materinity Cover from 1008/2025 until 2007/2026, Sch Clement's School, HGH18731           People         Teacher (Skondary), Chaing & Technology, Dingwall Academy, HGH18752           People         Teacher (Secondary), Bology, Siat Date 1808/2025, Kingussie High School, HGH18933           People         Teacher (Secondary), English, Fixed Term until 02/07/2026, Kindochbervie High School, HGH18944           People         Teacher (Secondary), English, Fixed Term until 02/07/2026, Kindochbervie High School, HGH18945           People         Teacher (Secondary), English, Terd Term from 18/08/2025 until 02/07/2026, Kindochbervie High School, HGH1894           People         Teacher (Secondary), English, Terd Term from 18/08/2025, Cuildoen Academy, HGH18932           People         Teacher (Secondary), Horench, Statt date 18/08/2025, Cuildoen Academy, HGH1893		
People         Support Worker (Early Learning & Childcare) (25 hpw) (Fixed Term until 02 July 2026), Tarks Told Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Inshes Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School, Invergordon           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Earls Primary School, Invergordon           People         Teacher (Secondary), Cardt, Design & Technology, Digwall Academy, HGH18731           People         Teacher (Secondary), Biology, Start Date 18/08/2025, Kingussie High School, HGH18933           People         Teacher (Secondary), Business Studies, Fixed Term until 02/07/2026, Fortrose Academy, HGH19044           People         Teacher (Secondary), Chemistry, Maternity Cover from 18/08/2025 to 02/06/2026, Cuiloden Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term from 18/08/2025, Cuiloden Academy, HGH18944           People         Teacher (Secondary), Frends, Fixed Term from 18/08/2025, Cuiloden Academy, HGH18944           People         Teacher (Secondary), Frends, Fixed Term from 18/08/2025, Mallagi High School, HGH18944           People         Teacher (Secondary), Frends, Fixed Term from 18/08/2025, Cuiloden Academy, HGH18944           People         Teacher (Secondary), Frends, Fixed Term from 18/08/2025, Cuiloden Academy, HGH18946 <td< td=""><td></td><td></td></td<>		
People         Support Worker (Early Learning & Childcare) (25 hpw) (Fixed Term Until 02 July 2026) Inshes Primary School           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Park Primary School, Invergordon           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Bun-sgoil Ghiabidhig Phort Righ           People         Teacher (Secondary), Craft, Design & Technology, Dingwal Academy, HGH1872           People         Teacher (Secondary), Biology, Start Date 18/08/2025, Kingussie High School, HGH18731           People         Teacher (Secondary), Biology, Start Date 18/08/2025, Kingussie High School, HGH18933           People         Teacher (Secondary), Chemistry, Matemity Cover from 18/08/2025 to 20/06/2026, Cuiloden Academy, HGH19044           People         Teacher (Secondary), English, Fixed Term until 10/207/2026, Cuiloden Academy, HGH19044           People         Teacher (Secondary), English, Fixed Term until 02/07/2026, Cuiloden Academy, HGH1994           People         Teacher (Secondary), English, Fixed Term (10/8/2025, Cuiloden Academy, HGH1994           People         Teacher (Secondary), English, Fixed Term (10/8/2025, Cuiloden Academy, HGH19044           People         Teacher (Secondary), English, Fixed Term (10/8/2026, Kinchoker) High School, HGH19944           People         Teacher (Secondary), English, Fixed Term (11/8/2026, Kinchoker) High School, HGH19945           People         Teacher (Secondary), En		
People         Support Worker (Early Learning & Childcare) (30 hpw)(Fixed Term until 02 July 2026), Park Primary School, Invergordon           People         Support Worker (Early Learning & Childcare) (30 hpw) (Fixed Term until 02 July 2026), Burn-sgoil Ghaldhig Phort Rìgh           People         Teacher (ASN), Maternity cover from 18/08/2025 until 02/07/2026, St Clement's School, HCH18731           People         Teacher (Secondary), Craft, Design & Technology, Dingwall Academy, HCH18782           People         Teacher (Secondary), Busienses Stucides, Fixed Term until 02/07/2026, Fortrose Academy, HGH19044           People         Teacher (Secondary), Busienses Stucides, Fixed Term until 02/07/2026, Colladem, Academy, HGH19044           People         Teacher (Secondary), Busienses Stucides, Fixed Term until 02/07/2026, Fortrose Academy, HGH19044           People         Teacher (Secondary), English, Fixed Term until 02/07/2026, Fortrose Academy, HGH19044           People         Teacher (Secondary), English, Fixed Term until 02/07/2026, Kilochervie High School, HGH19044           People         Teacher (Secondary), English, Fixed Term form 1008/2025 until 02/07/2026, Mallaig High School, HGH19044           People         Teacher (Secondary), English, Start Date 18/08/2025, Calloden Academy, HGH18932           People         Teacher (Secondary), French, Fixed Term form 1008/2025, Mill 2/07/2026, Mallaig High School, HGH19012           People         Teacher (Secondary), Kench, Start date 18/08/2025, Solitola Voli 2/07/2026, Fortrose Academy, HGH18960 <td></td> <td></td>		
People         Support Worker (Early Learning & Childcare) (Gaelic) (20 hpw) (Fixed Term until 0.2 July 2026), Bun-sgoil Ghàidhlig Phort Righ           People         Teacher (ASN), Maternity cover from 18/08/2025 until 02/07/2026, St Clement's School, HGH18731           People         Teacher (Secondary), Engin & Technology, Dingwall Academy, HGH18782           People         Teacher (Secondary), Buioness Studies, Fixed Term until 02/07/2026, Fortrose Academy, HGH19044           People         Teacher (Secondary), Chemistry, Maternity Cover from 18/08/2025 to 02/06/2026, Culloden Academy, HGH18944           People         Teacher (Secondary), English, Frotrose Academy, Fortrose, HGH19054           People         Teacher (Secondary), English, Fortrose Academy, HGH18932           People         Teacher (Secondary), English, Tortrose Academy, HGH18954           People         Teacher (Secondary), Horish, & Modern Studies, Maternity Cover until 02/07/2026, Mallag High School, HGH189101           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose A		
People         Teacher (ASN), Maternity cover from 18/08/2025 until 02/07/2026, St. Clement's School, HGH18731           People         Teacher (Secondary), Biology, Start Date 18/08/2025, Kingussie High School, HGH1893           People         Teacher (Secondary), Biology, Start Date 18/08/2025, Kingussie High School, HGH18933           People         Teacher (Secondary), Business Studies, Fixed Term until 02/07/2026, Culloden Academy, HGH18944           People         Teacher (Secondary), Chemistry, Maternity Cover from 18/08/2025, Culloden Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term until 17/08/2026, Kinlochbervie High School, HGH18948           People         Teacher (Secondary), English, Fixed Term until 02/07/2026, Kinlochbervie High School, HGH18945           People         Teacher (Secondary), English, Start Date 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), French, Start date 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Outroe High School, HGH18946           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Mathema		
People       Teacher (Secondary) Craft, Design & Technology, Dingwall Academy, HGH18782         People       Teacher (Secondary), Buiology, Start Date 18/08/2025, Kingussie High School, HGH18933         People       Teacher (Secondary), Business Studies, Fixed Term until 02/07/2026, Fortrose Academy, HGH19044         People       Teacher (Secondary), English, Fixed Term until 02/07/2026, Fortrose Academy, HGH18944         People       Teacher (Secondary), English, Fixed Term until 17/08/2025 (Killochbervie High School, HGH18948         People       Teacher (Secondary), English, Start Date 18/08/2025, Culloden Academy, HGH18932         People       Teacher (Secondary), French, Start Date 18/08/2025, Gairloch High School, HGH19012         People       Teacher (Secondary), French, Start date 18/08/2025, Gairloch High School, HGH18932         People       Teacher (Secondary), Gaelic, Alness Academy, HGH18920         People       Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960         People       Teacher (Secondary), History & Modern Studies, Naternity Cover until 02/07/2026, Culloden Academy, HGH18960         People       Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18992         People       Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18942         People       Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18942         People		
People         Teacher (Secondary), Biology, Start Date 18/08/2025, Kingussie High School, HGH18933           People         Teacher (Secondary), Demistry, Maternity Cover from 18/08/2025 to 02/06/2026, Culloden Academy, HGH18944           People         Teacher (Secondary), Chemistry, Maternity Cover from 18/08/2025 to 02/06/2026, Culloden Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term until 17/08/2026, Kinlochberie High School, HGH18948           People         Teacher (Secondary), English, Fixed Term from 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), English, Start Date 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), French, Fixed Term from 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), English, Fort Date 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), English, Start Date 18/08/2025, Culloden High School, HGH18932           People         Teacher (Secondary), Baelic, Alness Academy, HGH1876           People         Teacher (Secondary), Home Economics, Alness Academy, HGH18959           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ontree High School, HGH18942           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Vortree High School, HGH18942           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Vortree High School, HGH18942           People		
People         Teacher (Secondary), Business Studies, Fixed Term until 0/207/2026, Fortrose Academy, HGH19044           People         Teacher (Secondary), Chemistry, Maternity Cover from 18/08/2025 to 02/06/2026, Culloden Academy, HGH18944           People         Teacher (Secondary), English, Fixed Term until 17/08/2026, Kinlochbervie High School, HGH18948           People         Teacher (Secondary), English, Start Date 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), French, Start Date 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), French, Start date 18/08/2025, Gairloch High School, HGH19012           People         Teacher (Secondary), French, Start date 18/08/2025, Gairloch High School, HGH18932           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Uniter People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Units School, HGH18942           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Units School, HGH18942         People           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Units School, HGH18942 <td></td> <td></td>		
People         Teacher (Secondary), Chemistry, Maternity Cover from 18/08/2025 to 02/06/2026, Culloden Academy, HGH18944           People         Teacher (Secondary), English, Fixter Term until 17/08/2026, Kinlochbervie High School, HGH18948           People         Teacher (Secondary), English, Fortrose, Academy, Fortrose, HGH19054           People         Teacher (Secondary), French, Fixed Term from 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), French, Fixed Term from 18/08/2025, Gairloch High School, HGH19012           People         Teacher (Secondary), French, Start date 18/08/2025, Gairloch High School, HGH18795           People         Teacher (Secondary), Gaelic, Alness Academy, HGH18726           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Ortree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Ullapool High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18992           People         Teacher (Secondary), Modern Languages, Maternity Cover from 01/09/2025 to 31/08/2026, Lolladen Academy, HGH18942           People         Teacher (Secondary), Modern Languages, Maternity Cover from 01/09/2025 to 31/08/2026, Lochaber High School, HGH18942           People         Teacher (Secondary), Modern Languages, M		
People         Teacher (Secondary), English, Fixed Term until 17/08/2026, Kinlochbervie High School, HGH18948           People         Teacher (Secondary), English, Fortrose Academy, Fortrose, HGH19054           People         Teacher (Secondary), English, Start Date 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), French, Fixed Term from 18/08/2025 until 02/07/2026, Mallaig High School, HGH19012           People         Teacher (Secondary), French, Start date 18/08/2025, Gairloch High School, HGH18795           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), Home Economics, Alness Academy, HGH18950           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Modern Languages, Maternity Cover from 01/09/2025 to 31/08/2026, Culloden Academy, HGH18942           People         Teacher (Secondary), Physics and Science, 28 hours per week, Fixed Term from 18/08/2025, Ullapool High School, HGH18942           People         Teacher (Secondary), Physics and Science, Start Date 18/08/2025 until 17/04/2026, Lochaber High School, HGH18784           People         Teacher (Se		
People         Teacher (Secondary), English, Fortrose Academy, Fortrose, HGH19054           People         Teacher (Secondary), English, Start Date 18/08/2025, Culioden Academy, HGH18932           People         Teacher (Secondary), French, Fixed Term from 18/08/2025 until 02/07/2026, Mallaig High School, HGH19012           People         Teacher (Secondary), French, Start date 18/08/2025, Calicoch High School, HGH18795           People         Teacher (Secondary), Gaelic, Alness Academy, HGH18726           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Dortree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Motern Languages, Maternity Cover from 01/09/2025 to 31/08/2025, Ullapool High School, HGH18942           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18744           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18744           P		Teacher (Secondary), English, Fixed Term until 17/08/2026, Kinlochbervie High School, HGH18948
People         Teacher (Secondary), English, Start Date 18/08/2025, Culloden Academy, HGH18932           People         Teacher (Secondary), French, Fixed Term from 18/08/2025, Gairloch High School, HGH19012           People         Teacher (Secondary), Gaelic, Alness Academy, HGH18726           People         Teacher (Secondary), Gaelic, Alness Academy, HGH18726           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Ullapool High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18942           People         Teacher (Secondary), Modern Languages, Maternity Cover prom 01/09/2025 tontil 17/04/2026, Lochaber High School, HGH18942           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18439           People         Social Care Worker (Family Team), Alness	· · · · · · · · · · · · · · · · · · ·	
People         Teacher (Secondary), French, Start date 18/08/2025, Gairloch High School, HGH18795           People         Teacher (Secondary), Gaelic, Alness Academy, HGH18726           People         Teacher (Secondary), Home Economics, Alness Academy, HGH18959           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18992           People         Teacher (Secondary), Socience, 28 hours per week, Fixed Term from 18/08/2025, Culloden Academy, HGH18942           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18439           People         Social Care Worker - Residential Childcare, Strathpeffer           People         Social Care Worker , Arach (2 vacancies)           Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Portree <td>People</td> <td>Teacher (Secondary), English, Start Date 18/08/2025, Culloden Academy, HGH18932</td>	People	Teacher (Secondary), English, Start Date 18/08/2025, Culloden Academy, HGH18932
People         Teacher (Secondary), Gaelic, Alness Academy, HGH18726           People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), Home Economics, Alness Academy, HGH18959           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Portree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Modern Languages, Maternity Cover from 01/09/2025 to 31/08/2026, Culloden Academy, HGH18942           People         Teacher (Secondary), Physics and Science, 28 hours per week, Fixed Term from 18/08/2025 until 17/04/2026, Lochaber High School, HGH18784           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18784           People         Social Worker (Family Team), Alness         Strat Date Strathpeffer           People         Social Care Worker - Residential Childcare, Strathpeffer         People           People         Social Care Worker (37 hpw), Arach House, Strathpeffer         People           People         Social Care Worker, Arach (2 vacancies)         Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste), Wick         Place         Community Works Operative 3 (	· · · · · · · · · · · · · · · · · · ·	
People         Teacher (Secondary), History & Modern Studies, Maternity Cover until 02/07/2026, Fortrose Academy, HGH18960           People         Teacher (Secondary), Home Economics, Alness Academy, HGH18959           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Motern Languages, Maternity Cover from 01/09/2025 to 31/08/2026, Culloden Academy, HGH18942           People         Teacher (Secondary), Science (Biology OR Chemistry Ore Physics with Science, Start date 18/08/2025, Portree High School, HGH18784           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18784           People         Social Worker (Family Team), Alness           People         Social Care Worker - Residential Childcare, Strathpeffer           People         Social Care Worker (37 hpw), Arach House, Strathpeffer           People         Social Care Worker, Arach (2 vacancies)           Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37hpw), Portree           Place		
People         Teacher (Secondary), Home Economics, Alness Academy, HGH18959           People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Modern Languages, Maternity Cover from 01/09/2025 to 31/08/2026, Culloden Academy, HGH18942           People         Teacher (Secondary), Science, 28 hours per week, Fixed Term from 18/08/2025, Until 17/04/2026, Lochaber High School, HGH18784           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18784           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18784           People         Social Worker (Family Team), Alness         People           People         Relief Social Care Worker - Residential Childcare, Strathpeffer           People         Social Care Worker, Arach (2 vacancies)         Place           Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 3 (Waste), Wick           Place	· · · · · · · · · · · · · · · · · · ·	
People         Teacher (Secondary), Mathematics, Start date 18/08/2025, Portree High School, HGH18992           People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Modern Languages, Maternity Cover from 01/09/2025 to 31/08/2026, Culloden Academy, HGH18942           People         Teacher (Secondary), Physics and Science, 28 hours per week, Fixed Term from 18/08/2025 until 17/04/2026, Lochaber High School, HGH18784           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18439           People         Social Worker (Family Team), Alness         People           People         Relief Social Care Worker - Residential Childcare, Strathpeffer           People         Social Worker (37 hpw), Arach House, Strathpeffer           People         Social Care Worker, Arach (2 vacancies)           Place         Community Development Manager - North and East, Highland           Place         Community Works Operative 3 (Waste) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Wick	· · · · · · · · · · · · · · · · · · ·	
People         Teacher (Secondary), Mathematics, Start Date 18/08/2025, Ullapool High School, HGH18946           People         Teacher (Secondary), Modern Languages, Maternity Cover from 01/09/2025 to 31/08/2026, Culloden Academy, HGH18942           People         Teacher (Secondary), Physics and Science, 28 hours per week, Fixed Term from 18/08/2025 until 17/04/2026, Lochaber High School, HGH18784           People         Teacher (Secondary), Physics and Science, 28 hours per week, Fixed Term from 18/08/2025 until 17/04/2026, Lochaber High School, HGH18784           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18439           People         Social Worker (Family Team), Alness           People         Relief Social Care Worker - Residential Childcare, Strathpeffer           People         Social Care Worker, Arach (2 vacancies)           Place         Community Development Manager - North and East, Highland           Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Wick		
People         Teacher (Secondary), Modern Languages, Maternity Cover from 01/09/2025 to 31/08/2026, Culloden Academy, HGH18942           People         Teacher (Secondary), Physics and Science, 28 hours per week, Fixed Term from 18/08/2025 until 17/04/2026, Lochaber High School, HGH18784           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18439           People         Social Worker (Family Team), Alness           People         Relief Social Care Worker - Residential Childcare, Strathpeffer           People         Social Care Worker (37 hpw), Arach House, Strathpeffer           People         Social Care Worker, Arach (2 vacancies)           Place         Community Development Manager - North and East, Highland           Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Wick	· · · · · · · · · · · · · · · · · · ·	
People         Teacher (Secondary), Physics and Science, 28 hours per week, Fixed Term from 18/08/2025 until 17/04/2026, Lochaber High School, HGH18784           People         Teacher (Secondary), Science (Biology OR Chemistry OR Physics with Science, Start date 18/08/2025, Portree High School, HGH18439           People         Social Worker (Family Team), Alness           People         Relief Social Care Worker - Residential Childcare, Strathpeffer           People         Social Care Worker (Arach (2 vacancies)           People         Social Care Worker, Arach (2 vacancies)           Place         Community Development Manager - North and East, Highland           Place         Community Works Operative 3 (Waste) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37hpw), Portree           Place         Community Works Operative 4 (LGV) (37hpw), Wick		
People         Social Worker (Family Team), Alness           People         Relief Social Care Worker - Residential Childcare, Strathpeffer           People         Social Care Worker (37 hpw), Arach House, Strathpeffer           People         Social Care Worker, Arach (2 vacancies)           Place         Community Development Manager - North and East, Highland           Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste) (37 hpw), Ullapool           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Wick	· · · · · · · · · · · · · · · · · · ·	Teacher (Secondary), Physics and Science, 28 hours per week, Fixed Term from 18/08/2025 until 17/04/2026, Lochaber High School, HGH18784
People         Relief Social Care Worker - Residential Childcare, Strathpeffer           People         Social Care Worker (37 hpw), Arach House, Strathpeffer           People         Social Care Worker, Arach (2 vacancies)           Place         Community Development Manager - North and East, Highland           Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste) (37 hpw), Ullapool           Place         Community Works Operative 4 (LGV) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Wick		
People         Social Care Worker (37 hpw), Arach House, Strathpeffer           People         Social Care Worker, Arach (2 vacancies)           Place         Community Development Manager - North and East, Highland           Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste) (37 hpw), Ullapool           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Wick		
People         Social Care Worker, Arach (2 vacancies)           Place         Community Development Manager - North and East, Highland           Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste) (37 hpw), Ullapool           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Wick	· · · · · · · · · · · · · · · · · · ·	
Place         Community Development Manager - North and East, Highland           Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste) (37 hpw), Ullapool           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Wick		
Place         Community Works Operative 3 (Other) (37 hpw), Kilvean Cemetery, Inverness           Place         Community Works Operative 3 (Waste) (37 hpw), Ullapool           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Portree           Place         Community Works Operative 4 (LGV) (37 hpw), Wick		
Place         Community Works Operative 3 (Waste) (37 hpw), Ullapool           Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37hpw), Portree           Place         Community Works Operative 4 (LGV) (37hpw), Wick           Place         Community Works Operative 4 (LGV) (37hpw), Wick		
Place         Community Works Operative 3 (Waste), Wick           Place         Community Works Operative 4 (LGV) (37hpw), Portree           Place         Community Works Operative 4 (LGV) (37hpw), Wick		
Place         Community Works Operative 4 (LGV) (37hpw), Portree           Place         Community Works Operative 4 (LGV) (37hpw), Wick		
		Community Works Operative 4 (LGV) (37hpw), Portree
Place Community Works Operative 4 (LGV), Alness		
	Diago	Community Works Operative 4 (LGV), Alness

Dises	Community Works Oneseting 4 (Others) (27 have) Wield
Place	Community Works Operative 4 (Other), (37 hpw), Wick
Place	Community Works Operative 4 (Plant Operator) (37 hpw), Longman Waste Transfer Station Stadium Road Inverness
Place	Crematorium Operative (37 hpw), Inverness Crematorium
Place	Customer Services Assistant (35hpw), Tain Service Point
Place	Customer Services Assistant, Thurso
Place	Environmental Health Officer, Inverness
Place	Foreperson 2, Dornoch
Place	Seasonal Grass Cutting Operatives, Badenoch & Strathspey x 5 vacancies
Place	Seasonal Grass Cutting Operatives, Caithness area x 8 vacancies
Place	Seasonal Grass Cutting Operatives, Inverness area x 24 vacancies
Place	Seasonal Grass Cutting Operatives, Nairn area x 4 vacancies
Place	Seasonal Grass Cutting Operatives, Sutherland area x 6 vacancies
Place	Community Work Operative 4 LGV (37 hpw) Tain Depot
Place	Community Works Operative 4 (LGV), Kinlochbervie (3 vacancies)
Place	Driver 1, Thurso
Place	Ecology Officer (Biodiversity), Inverness
Place	Electrician (Street Lighting), Thurso
Place	Forestry Officer, Inverness
Place	Project Manager (Economic Development) (Fixed Term for 23 months), Inverness
Place	Area Cook 1 (22.5 hpw) Base: Charleston Academy, Inverness
Place	Area Cook 1 (22.5 hpw) Base: Charleston Academy, Inverness
Place	Area Cook 3 (25 hpw), Base: Portree High School
Place	Area Cook 3 (32.5 how) Base: Merkinch Primary School, Inverness
Place	Building Maintenance Team Leader, Wick
Place	Catering Services Officer, Fort William
Place	Cleaning Operative 1 (10hpw), Highland Council Headquarters, Inverness
Place	Cleaning Operative 2 (12.5 hpw), Kilmuir Primary School, Isle of Skye
Place	Cleaning Operative 2 (7.5 hpw), Durness Primary School, Durness
Place	Contracts Officer (35 hpw), Highland Council Headquarters, Inverness
Place	Contracts Officer (35 hpw), Highland Council Headquarters, Inverness
Place	Cook 1 (10 hpw), Dunvegan Primary School
Place	Cook 1 (11 hpw), Lady Lovat Primary School, Mallaig
Place	Cook 1 (12.5 hpw) (Fixed Term until 10 October 2025), Mount Pleasant Primary School, Thurso
Place	Cook 1 (13 how), Millouri Academy, Inveriess
Place	Cook 1 (13.75 hpw)(Fixed Term for 1 Year), Cawdor Primary School, Nairn
Place	Cook 1 (20 hpw) (Fixed Term until 02 July 2026), Dingwall Academy
Place	Cook 1 (20 hpw), Ness Castle Primary School, Inverness
Place	Cook 1 (21.25hpw), Portree High School
Place	Cook 1 (Area) (15 hpw), Mallaig High School
Place	Cook 4 (30 hpw), Dornoch Academy
Place	Cook 4 (32.5 hpw), Portree High School
	Electrician (37 hpw), Fort William
Place Place	Electrician (37 fipw), For William
Place	Engineer (35 hpw), The Highland Council Headquarters, Inverness
Place	Engineer (Building Services) (4 Posts) (35 hpw), The Highland Council Headquarters, Inverness
Place	Engineering Officer (Maintenance) (35 hpw), Highland Council Headquarters, Inverness
Place	Facilities Assistant 2 (15hpw) Milton of Leys Primary, Inverness
Place	Facilities Assistant 2 (35hpw) Plockton High School
Place	Facilities Assistant 2 (35hpw), Inverness High School
Place	Facilities Assistant 2 (35hpw), Inverness High School
Place	Housing Management Assistant (17.5 hpw) Caithness House
Place	Housing Management Assistant (21hpw) (Fixed Term for 12 months), Drummuie, Golspie
Place	Joiner, Fort William
Place	Operational Support Officer (Training and Compliance), Inverness
Place	Principal Engineer 1 (35 hpw), Headquarters, Inverness

# Motions: 26 June 2025

## 1. Policing in Highland

New figures reveal that there are almost 1000 fewer police officers in Scotland than at the formation of Police Scotland in March 2013, there being 16,553 full-time-equivalent officers at present as compared with 17,496 twelve years ago.

Official Police statistics show a dramatic rise in crime in the Highlands, particularly in Antisocial Behaviour, Violence and Disorder, Serious Organised Crime, and Acquisitive Crime. The latter category has seen a 40.8% rise (818 more crimes) against the 5-year average.

While we applaud the efforts of all police officers in their work to respond to this wave of criminality, and we appreciate that the targeting of resources is undertaken with skill and professionalism, nevertheless we believe the Scottish Government must show greater support for the police service.

This being the case, this Council asks that the Leader write to the Scottish Government, expressing our concerns, and urging the First Minister to intervene and reinstate adequate funding for Police Scotland, in order that this most important service is able to protect and support Highland communities, as intended.

Signed: Dr M Gregson Mr A Christie

## Section 95 Officer assessment of financial implications:

This motion is **<u>not</u>** anticipated to have a financial implication to the Council.

Area for Assessment	Assessment Summary
Equality	No impact
Poverty	No impact
Human Rights	No impact
Children's Rights	No impact
Data Rights	No impact
Rural/Island	No impact
Climate Change	No impact

#### Integrated Impact Assessment:

#### Summary of Assessment:

The motion seeks the Leader to write to the Scottish Government. There is therefore no specific impact as a result of the motion.

## 2. Short-Term Lets Control Zone

• The Council notes that, while 7,011 Short Term Let licences have been granted across Highland, only 4 have been refused. Licensing legislation has limited criteria: in regard to location, character or condition of the premises, the nature and extent of the proposed activity, the kind of persons likely to be in the premises, the possibility of undue public nuisance, and public order & safety concerns. It is small wonder that virtually every license application is being granted. And the growth of short-term letting has taken place at an alarming rate.

- There are long-term detrimental effects of this trend on the housing and accommodation available. The private long-term rental market has shrunk disastrously: estate agents are withdrawing from letting out properties because of the shortage of properties available. Even taking into account the efforts of Highland Council and the Housing Associations, there is a shortage of affordable housing.
- At the same time, there are estimates of over 2,300 long-term empty homes in Highland, and 3,500 second homes. This exacerbates the Housing Emergency. Highland Council figures suggest that over 24,000 new homes are needed in the next 10 years. The Green Freeport, the increase in net zero electricity transmission, as well as the need to recruit key workers in health, education, social care, tourism and hospitality, depend on adequate housing across the region.
- Taking these factors into account, the Council recognises that the limited regulation of Short-term Lets is part of the problem and is removing too much accommodation from the market.
- We know that the original draft of the legislation included overprovision powers and therefore wish the Council to ask the Scottish Government to revisit the legislation, in order that the Council is enabled to refuse STL applications on 'overprovision' grounds, i.e. where the number of Short-term Lets is excessive and is contributing to a shortage of permanent homes.
- Failing that, Highland Council having had the experience of a Control Area, with Planning criteria, in Badenoch & Strathspey, this Council will ask the Scottish Government to allow Control Area status to Highland, where local interests demand.

Signed: Dr M Gregson Mr D Macpherson

# Section 95 Officer assessment of financial implications:

This motion **is** anticipated to have a financial implication to the Council. Were Scottish Government to progress over-provision powers, it is expected the Council would need develop an over-provision policy and undertake the appropriate information gathering to inform such a policy. While this would be expected to be predominantly undertaken by Council officers, there may also be a need to commission external advice and support to ensure the Council's approach was robust.

With regard to 'Control Area Status' for Highland, it is anticipated the Council would have to commission a study/evidence base to support the case for such status, and to protect the Council in the event of any challenge to such status. On an ongoing basis, were the status to be implemented, this would give rise to additional officer time in dealing with applications via the Planning process, but also fee income associated with such applications would be expected to arise. At this time no estimate of the potential officer time and income impact has been assessed, nor whether that may be a net positive or negative financial impact.

The scope of the study/evidence bases referred to, could provide information on the scoping of volumes of activity, and implications, including any financial implications.

# Integrated Impact Assessment:

Area for Assessment	Assessment Summary
Equality	No impact
Poverty	No impact
Human Rights	No impact
Children's Rights	No impact
Data Rights	No impact
Rural/Island	No impact
Climate Change	No impact

## Summary of Assessment:

The motion seeks permission from the Scottish Government to amend the current short term lets legislation in relation to overprovision or, failing that, permission for Control Area status for Highland. There is therefore no specific impact at this stage as a result of the motion.

Should either of these requests be successful, an impact assessment would be required as part of any decision-making process to consider implementation of these powers.

## AMENDMENT

Following the success of the Badenoch and Strathspey Short Term Let Control Area, Council asks officers to bring forward a paper to September Council outlining the process for implementing Short Term Let Control Areas, giving options for introducing STLCAs either on a Highland-wide basis, or by ward/area where the majority of members in the ward/area have voted for it; including the minimum timescales for implementation and, extrapolating from the experience of Badenoch and Strathspey, indicating the resource implications in terms of officer time for both options.

Signed: Mr K Gowans Mr I Brown

Please refer to Motion 3 for the Financial Impact Assessment and Integrated Impact Assessment.

## 3. Short Term Let Control Areas

Following the success of the Badenoch and Strathspey Short Term Let Control Area, Council asks officers to bring forward a paper to September Council outlining the process for implementing Short Term Let Control Areas, giving options for introducing STLCAs either on a Highland-wide basis, or by ward/area where the majority of members in the ward/area have voted for it; including the minimum timescales for implementation and, extrapolating from the experience of Badenoch and Strathspey, indicating the resource implications in terms of officer time for both options.

Signed:	Mr C Ballance	Ms K Willis	Dr M Gregson
	Mr R Mackintosh		

## Section 95 Officer assessment of financial implications:

This motion is **<u>not</u>** anticipated to have a financial implication to the Council. There would be officer time associated with the preparation of the paper as described.

## Integrated Impact Assessment:

Area for Assessment	Assessment Summary
Equality	No impact
Poverty	No impact
Human Rights	No impact
Children's Rights	No impact
Data Rights	No impact
Rural/Island	No impact
Climate Change	No impact

# Summary of Assessment:

The motion seeks a paper to be prepared on implementing Short Term Let Control Areas. There is therefore no specific impact as a result of the motion.

Any paper would require an impact assessment to support the decision making process.