

The Highland Council

Minutes of the **Local Negotiating Committee for Teachers** (LNCT) held remotely on Tuesday 2 December 2025 at 3.05 pm.

Present:

Representing the Management Side:

Mrs M Cockburn
Mr J Finlayson
Mr D Millar
Mrs M Reid

Representing the Teachers' Side:

Ms J Hume (EIS)
Mr L MacKenzie (EIS)
Mr S Mackenzie (SSTA)
Mr S Tillman (EIS)

Also present as observers:

Mr G Murphy (SLS)

In attendance:

Ms K Lackie, Assistant Chief Executive - People
Ms F Grant, Chief Officer – Secondary Education/Joint Secretary, Management Side
Ms G Warburton, Joint Secretary – Teachers' Side
Ms B Martin-Scott, Chief Officer – Primary Education and Early Years
Ms A MacPherson, Strategic Lead – Resources
Ms L Campbell, Senior Workforce Planning and Staffing Officer
Ms M Murray, Principal Committee Officer
Ms R Ross, Committee Officer

Mr L MacKenzie in the Chair

Business

1. Apologies for Absence

Apologies for absence were intimated on behalf of Ms S Atkin, Mr D Macpherson and Mr P Oldham.

2. Declarations of Interest/Transparency Statements

There were no Declarations of Interest or Transparency Statements.

3. Minutes of Meeting held on 3 June 2025

The Committee **APPROVED** the Minutes of the Local Negotiating Committee for Teachers held on 3 June 2025.

4. Work Plan Update 2025/26

There had been circulated Report No LNCT/3/25 by the Assistant Chief Executive – People.

During discussion, the Joint Secretary – Teachers' Side made the following comments:-

- in relation to Violence and Aggression, the Teachers' Side welcomed the review of the Positive Behaviour and Relationship Policy and looked forward to working collegiately with the Management Side and non-teaching trade union partners. The use of Traineasy to deliver universal training for staff was noted with caution as adequate time needed to be made available for staff to complete any mandatory training, either through Working Time Agreement allocation or time given in an in-service day. Staff morale continued to be central to ensuring schools had a positive ethos, and check-ins and debriefs following an incident remained key in ensuring staff felt adequately supported and morale in schools remained high. The Teachers' Side wished to highlight the time for check-ins and how accessible they were for staff, and it remained an issue to solve to ensure they were timely, relevant and had the desired impact. This was particularly relevant to primary settings where there was limited cover or time during the school day to complete these check-ins, often leading to them needing to be done before or after the pupil day;
- in relation to the Raising Attainment and Achievement Strategy, the Teachers' Side remained clear that the health and wellbeing of pupils and staff must remain at the heart of the Strategy. Workload for teachers, Principal Teachers, Deputy Headteachers and Headteachers needed to not be burdensome to maximize the impact for pupils without adding to the workload of already hardworking teaching staff. The Teachers' Side was committed to working in partnership with the Management Side to raise the attainment of pupils within Highland, but there needed to be clear and consistent messaging to all staff and adequate time for schools to implement changes. There was frustration from the Teachers' Side around the changes and timelines for school improvement planning, and reassurance was sought that any changes and updates would be adequately planned in future to allow schools time to complete their School Improvement Plans within the usual timeframe before the summer break;

In responding to the points raised regarding Violence and Aggression, the Chief Officer – Secondary Education thanked all those involved in revising the Pupil Staff Incident reporting system which it was hoped would make it easier to identify significant incidents and intervene appropriately. The challenges in terms of completing check-ins during the school day were acknowledged, and further work was required in that regard and to ensure check-ins were timely and carried out in such a way that everyone involved was supported and lessons were learned to prevent similar incidents from happening again in the future.

In relation to the Raising Attainment and Achievement Strategy, the Chief Officer – Primary Education and Early Years assured the Teachers' Side that officers also wanted the health and wellbeing of pupils and staff to be at the forefront. It was highlighted that a Health and Wellbeing theme had been included in the Education and Learning Improvement Plan 2025/26 and officers would be working with Headteachers, Depute Headteachers, school leaders and teaching staff on the associated workstreams.

In relation to the review of LNCT Agreements, the Strategic Lead – Resources expressed thanks for the ongoing work and commitment of the Teachers' Side, and attention was drawn to LNCT 4 Disciplinary and Grievance Procedures which had been circulated for approval. The Joint Secretary – Teachers' Side added that the Teachers' Side was of the view that it would be prudent to postpone the review of

LNCT 31 Planning in Primary Schools until clear guidance was available in terms of the Curriculum Improvement Cycle which was currently underway.

The Committee:-

- i. **NOTED** the position in respect of:
 - a. Violence and Aggression;
 - b. Raising Attainment Strategy; and
 - c. Review of LNCT Agreements; and
- ii. **APPROVED** LNCT 4 Disciplinary and Grievance Procedures (Appendix 1 of the report).

The meeting concluded at 3.15 pm.