

The Highland Council

Minutes of the **Local Negotiating Committee for Teachers (LNCT)** held remotely on Tuesday 9 June 2026 at 3.00 pm.

Present:

Representing the Management Side:

Mr R Cross
Mr J Finlayson
Mr D Millar
Mr P Oldham

Representing the Teachers' Side:

Ms J Hume (EIS)
Ms K Laird (AHDS)
Mr L MacKenzie (EIS) (Chair)
Mr S Tillman (EIS)

In attendance:

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 S Reynolds, Education Officer
Ms A MacLaren, Policy and Workforce Planning Lead Officer
Ms M Murray, Principal Committee Officer

Mr L MacKenzie in the Chair

Business

1. Apologies for Absence

Apologies for absence were intimated on behalf of Mrs S Atkin, Mrs M Cockburn, Mr D Macpherson and Mrs M Reid.

2. Declarations of Interest/Transparency Statements

There were no Declarations of Interest or Transparency Statements.

3. Minutes of Meeting held on 2 December 2025

The Committee **APPROVED** the Minutes of the Local Negotiating Committee for Teachers held on 2 December 2025.

4. Work Plan Update 2025-26

There had been circulated Report No LNCT/1/26 by the Assistant Chief Executive – People.

The Joint Secretary – Teachers' Side made the following comments:-

- in relation to Violence and Aggression, the Teachers' Side considered that Pupil Staff Incidents (PSIs) continued to be underreported, with some staff feeling reluctant to complete the necessary forms due to workload pressures and a perceived lack of impact. It was suggested that further work was required to

address this issue and to communicate the next steps so that staff could see positive outcomes from reporting incidents and develop greater confidence in the value of accurate and thorough reporting. It was added that the reporting of PSIs also had implications for the workload of Senior Management Team members, and it was important to ensure they had adequate time to deal with them;

- in relation to the Raising Attainment Strategy, the Teachers' Side warmly welcomed the work to improve attainment outcomes for children and young people across Highland. It was hoped that consideration would be given to the workload of staff, including senior staff, when rolling out any data systems developed to track and monitor attainment;
- in relation to Review of LNCT Agreements, the Teachers' Side welcomed the finalisation of LNCT 7 Job Sizing Procedures, which it was hoped would provide clarity for staff and school leaders, and expressed thanks to those involved for their efforts. With regard to LNCT 16 Self-evaluation for Self-improvement, the Teachers' Side looked forward to wider collaboration in the coming months, and it was hoped that an agreement would be reached soon; and
- in relation to Reduction of Class Contact Time Model and Costing, the Scottish Negotiating Committee for Teachers (SNCT) joint agreement on the reduction of class contact time had been published on the SNCT website on 21 May 2026. The Teachers' Side acknowledged the work done by Council officers to model, cost and collate the information shared, and welcomed the move to increase the teaching time available to the youngest learners in P1 to P3.

The Committee:-

- i. **NOTED** the position in respect of:
 - a. Violence and Aggression;
 - b. Raising Attainment Strategy;
 - c. Review of LNCT Agreements; and
 - d. Reduction of Class Contact Time Model and Costing; and
- ii. **APPROVED** LNCT 7 Job Sizing Procedures (Appendix 1 of the report).

5. Work Plan 2026-27

There had been circulated Report No LNCT/2/26 by the Assistant Chief Executive – People.

The Joint Secretary, Teachers' Side, made the following comments:-

- in relation to Education Employee Wellbeing, and in light of rising cases of work-related stress leading to absence among teaching staff, the Teachers' Side welcomed the focus on wider employee wellbeing and looked forward to working with the Management Side to improve learning environments for both staff and pupils; and
- in relation to Review of LNCT Agreements, the Teachers' Side welcomed the opportunity to audit existing LNCT Agreements and to work with the Management Side to establish an ongoing review programme to ensure that all Agreements were regularly reviewed and fit for purpose. However, whilst recognising the value and benefits of this work to all parties, the Teachers' Side was mindful of the workload implications for members of the Teachers' Panel, the majority of whom were fully class committed.

The Committee **NOTED** the position in respect of:-

- i. Education Employee Wellbeing;
- ii. Violence and Aggression;
- iii. Raising Attainment Strategy; and
- iv. Review of LNCT Agreements.

The meeting concluded at 3.10 pm.