

High Life Highland
Summer Newsletter
Cuairt-litir Samhraidh High
Life na Gàidhealtachd



Volunteer and Staff Award Special

Welcome Fáilte

Chairman's Introduction to Volunteer and Staff Awards 2018

One of the first things the Directors of High Life Highland did when the charity was founded in 2011 was to establish a process for acknowledging and celebrating the huge range of excellent and innovative work carried out by our staff and volunteers throughout all aspects of the company and across the Highland area.

High Life Highland has come a long way since then and it continues to grow and flourish as a charity, adding new strings to its bow every year. Earlier this year, 56 Music Instructors and support staff transferred to High Life Highland from The Highland Council

As well as the Music team, this year High Life Highland also welcomed the Countryside Rangers Service and the operational management of leisure facilities in Poolewe and Bettyhill.

The organisation hugely values the contribution made by its volunteers and is privileged to have over 1700 volunteers who work tirelessly, week in and week out to assist staff in delivering a wide range of activities in and for communities throughout the Highlands.

At this years Volunteer and Staff Award ceremony, High Life Highland recognised the contribution made to the charity by staff and volunteers over the past year with a total of 18 awards being presented to teams and individuals who have made outstanding and exceptional contributions to the Charity, in categories including collaboration, innovation and role model behaviour.

This year, for the first time ever High Life Highland also recognised staff who have been nominated by members of the public for their hard work and customer service – the users of our services are the people that HLH really need to keep happy and it is fantastic that individual staff members have made such a positive impact on our customers that they want to tell us about it. Well done all of you.

Finally I'd like to thank our sponsors for the Awards, Saffery Champness, Booker Wholesale, Aqua Leisure, Excel Vending, Sportsmax, Dicksons of Inverness and Dynam.

Chair Donald McLachlan

Volunteer Awards presented by:

Donald Forsyth Saffrey Champness
Stuart Hamilton Booker Wholesale
Steve Barron Chief Executive
behalf of Excel Vending, Aqua Leisure and Sportmax

Award Sponsor
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Highland Council on

Staff Awards presented by:

Alisdair Barnett Dicksons of Inverness
Karen Green Dynam

High Life Sponsor
Award Sponsor



Volunteer

Grace Ritchie and Annice Morrison

Grace and Annice are volunteer tutors who were originally assigned to work with a Syrian family who resettled in Alness.

Both ladies are ex primary school teachers who are good friends and took the initiative to set up English classes at Milnafua Hall for an individual family they were working with.

Over time, they realised that other families would also benefit from extra support so they opened up the classes to a further 8 families in the area.

There was no childcare available then, so they recruited a team of helpers to be able to offer childcare while sessions were running.

This additional bespoke support has enabled families to develop important skills in English, particularly reading and writing, which has helped them to cope with the inevitable challenges experienced in day to day life.

This dynamic duo has also helped to produce personalised reading books, supported family learning events including health walks along the Averon River and a number of multicultural events in Inverness. Grace and Annice have gone over and above a volunteer tutor's role, helping to ensure that High Life Highland offers a really high quality support package to families as part of the Highland Council Syrian Vulnerable Persons Relocations Scheme.

Grace Ritchie Donald Forsyth Annice Morrison



Volunteer

Aileen Stuart

Since 2015, Aileen has been delivering a Sunday running club for children as part of the Active Schools programme within Alness.

Despite a 9am start on Sunday mornings, Aileen has managed to encourage youngsters aged between 8 and 16 to get out of their beds, forego the bacon sarnies and get their trainers on using the club to not only become active, but to enhance their training for other sports and to socialise with others.

Despite recruiting three additional volunteers to help lead the activities, Aileen remains dedicated and committed and still attends and leads the club each week.

Aileen is, simply put, inspiring, with her bubbly and enthusiastic personality encouraging the participants all the time. She is always arranging for club members and their parents to participate or attend local events, such as the Loch Ness 5K and has organised various fundraising and charity runs for Rock Challenge and Sports Relief which are not only raising money for special causes but are fun too.

Aileen Stuart and Stuart Hamilton



Adult Learning
Ionnsachan



Volunteer

Morag Martin

Until recently the after school multi sports club at Helmsdale Primary School was a bit 'hit' or 'miss'. Pupil numbers were low and volunteers difficult to recruit. Then along came super mum – Morag Martin who, working closely with the Active School Co-ordinator Louise Nadin and Head teacher Linda Gill and her team set up a very successful after schools multisports club.

Now in its 2nd year the club has 16 regular participants which is amazing for a school with only 50 pupils

Morag is typical of many Highlanders; a busy parent with multiple jobs; the local postie, a crofter and active in several community organisations – where does she find the time to run an after schools club?– but she does.

Morag admits that she is not 'sporty,' but what she is, absolutely passionate about local children being able to have the chance to get involved and enjoy a range of different sports with their friends.

People who know her describe Morag as being modest, self-deprecating, determined and reliable with a generosity of spirit and kindness.

She gives time to the club and to the school, which is her most precious commodity, because she believes that Helmsdale kids should all have fun in sport. It's something she passes onto the Sports Leaders from Golspie High School when they take the opportunity to practice their leadership skills with her on Tuesday afternoons.

Morag is quite simply a wonderful mentor.

Steve Barron and Morag Martin



Volunteer

Erin Green

Erin is one of this year's young ambassadors for Wick High School and she's really made the role her own.

Erin was already helping to coach rugby for primary aged children through Caithness RFC and had already gained her level 1&2 coaching certificates before becoming a young ambassador but she now also delivers rugby coaching for the S1-3 boys once a week after school.

These extra sessions have helped to improve the boys' performance and have also encouraged new players to join in, become members of the local club and compete on a regular basis as part of a team.

Erin has also volunteered to run tag rugby sessions at lunch time for 15 Primary 4-7 pupils and organised and led a netball day for 18 S1-3 girls as part of Active Girls day.

She engages with many sports clubs, promoting them within the school through posters and leaflets and even making daily announcements within the school.

Erin's passion and enthusiasm for sport is exactly what a young ambassador needs and she really inspires everyone around her.

Steve Barron and Erin Green



Volunteer

John Gillies

Until 5 years ago shinty hadn't been played in Mallaig for around 20 years but when John Gillies moved there he changed that and working alongside the local Active School Co-ordinator it is now a thriving sport thanks to the work he has put in to developing and training new young players.

John has a real passion for shinty and leads weekly training sessions for primary schools pupils with, at last count, 36 young participants enabling them to not only learn and play the sport but also encouraging them to then mentor those coming up behind.

John's mentoring of high school coaches is a real highlight to the work he's been doing, giving them confidence and skills and also helping them towards the Leadership Programme and Duke of Edinburgh Awards.

Shinty and the club that John has now set up, continues to go from strength to strength in Mallaig and the award John is receiving is in recognition of all those hours spent on a wet training field leading training sessions because he loves the game.

Steve Barron and John Gillies



Role Model Staff Award

Michelle Currie - Far North Mobile Library

Michelle Currie is an exemplary role model for HLH who always goes the extra mile for customers - quite literally as she drives the Far North mobile library across communities such as Strathy, Bettyhill, and Durness.

Michelle has developed such a deep knowledge of her customers reading tastes that she orders their books before they even know they want them!

If customers are unable to come to the van, she takes their books to their home, showing the depth of trust which she has built, providing a bespoke service, tailored to each individual.

Michelle can often be the only person her customers see that day or sometimes that week, so she balances her busy timetable against providing a little human contact and

comfort to otherwise isolated customers. Before going off on holiday, Michelle meets up with her relief driver Rona for a coffee and does an informal handover in her own time to ensure that her customers continue to receive the highest level of service.

Michelle also runs a local book group in Strathy, a very remote community, to help foster a wider love of books and engage the community which she serves.

Recently Michelle hosted visiting Austrian librarians, as part of a work experience programme arranged with the Austrian Library Service. She welcomed the visitors with open arms as they accompanied her on her route, as well as inviting them home for dinner, before dropping them off at their hotels after an evening at her house.

Michelle Currie and
Alisdair Barnett



Collaboration Staff Award

Steven Clelland - Facility Manager - Inverness Leisure

Kevin Thomson - Area Facilities Officer

John O'Kane - Principal facilities Manager

Trish Brotherston - MSK Physiotherapy Manager

In this example, excellent collaboration between HLH and NHS staff has taken place to help people to exercise during and after a course of physiotherapy. The aim of the programme is to move the medical treatment into a community setting, making it more local and in some cases less scary. Before this programme patients travelled to hospital for their physio treatment and on completion, were advised to continue with their exercise in the community. For some people the step between the hospital and community is the point where they give up.

Now patients receive their medical treatment from a trusted health professional in the local leisure facility and at the same time are introduced to everything that the facility offers which including a wide range of activities suitable for all ages, interests and abilities. Patients are supported to continue with their exercises by the health professionals and are introduced to the centre's exercise instructors who are specially trained to support people with specific conditions such as heart conditions and cancer.

Kevin Thomson, Steven Clelland and Alisdair Barnett



By working together in this way, supporting patients to continue their recovery in a leisure centre, it helps the NHS to “de-medicalise” treatments and provide patients with safe, suitable and fun activities that help people to keep well, not just during their recovery journey, and to set up healthy habits which will last .

Lastly, this approach is paving the way for the NHS to link up with other community facilities in the area and is even starting to influence the design of new hospitals and services

Individual Staff Award

Wanda Mackay

Wanda is one of a kind and Black Isle communities value her immensely. Wanda is an exceptional member of staff who continues to make outstanding contributions to High Life Highland, time and time again. Within her role as Youth Development Officer, Wanda has built amazing relationships not only with pupils but with staff and outside agencies.

Wanda works tirelessly for the community, through a number of projects and events as well as day to day emotional support for some pupils.

During the past year, Wanda has worked without a regular youth work assistant, still providing a valuable, substantial and exceptional standard of service. Wanda always has the interests, needs of the pupils and her love of her community is at the forefront of her work. An impressive facilitator, her passion and motivation is clear to see in her pupils giving them drive and a sense of value.

Wanda is always on the end of a phone for young people in their hour of need.

Wanda's work is driven by her beliefs around social justice and supporting young people to be resilient, evident through her inspirational personality and her willingness to

go out of her way for anyone. She works to ensure all pupils have a voice, are valued and are active members of the community.

A pupil sums up the feeling in the community - "Wanda is inspirational and amazing"

Wanda Mackay and Alisdair Barnett



Innovation Staff Award

Richard Aitken - Senior Conservator

Jeanette Pearson - Conservation Officer

In 2014 the High Life Highland Conservation Service recognised a gap in the market in providing archive and museum conservation services to external bodies and individuals.

While other archives and museums across Scotland have cut conservation budgets, HLH has been able to market multiple conservation disciplines through the development of a website and leaflet outlining services available from our accredited conservators and holding open days where staff give presentations on their work. The external side of the Conservation Service has undertaken projects within various regions of Scotland, with extremely positive feedback from the clients involved.

The HLH Conservators provide a very customer focused service where there is direct dialogue with each customer, transparency throughout negotiations, conservation reports and surveys with options for conservation work explained in detail. This is an innovative and very successful team working across archives and museums.

Jeanette Pearson, Richard Aitken and Alisdair Barnett



Team Staff Award

High Life Central Team

Andy Martin, Lorraine McMahon, Michelle Hallam

The Charity is rightly proud of its low cost access for all High Life membership scheme for access to leisure facilities. The great value leisure membership scheme is very popular and is the single largest source of income to HLH. The High Life central admin team was formed in April 2017 to centralise the processing of all High Life membership documentation, including the processing of membership agreements and contracts, chasing up failed Direct Debits and payments, and the introduction of an online cancellation process. The new central admin team has ensured that processes have been standardised throughout the charity and as a result has reduced the paperwork processed by leisure site receptionists, allowing them more time to concentrate on customer service and memberships sales.

The team also undertook the processing of over 500 new free High Life card holders for the summer programme rush, again a task that was previously allocated to leisure staff.

Andy Martin, Michelle Hallam, Lorraine McMahon and Alisdair Barnett

The key benefit to HLH is that monthly income from the direct debit run has increased month on month and there are now fewer failed direct debits than ever before whilst also freeing up valuable time for centre staff to spend with customers

Feedback about the central admin team from their colleagues in leisure centres has been overwhelming positive and the value of the work they continue to carry out is clear to see.



Chairs Special Awards

Kerry MacMillan, Ryan Macdonald, Lisa McCreath, Anne Murray, Billy Sayer, Mathew Fothergill, Jacob Sellers, Catriona Calder, John McCook, Duncan Macrae, Morven Rutherford, Ian Sutherland, Lucy Dornan

There are other teams that the Board want to give special mention to for their work in exceptionally challenging circumstances.

Sometimes as part of their duties HLH staff can face challenging moments where the essential nature of their training is called upon. These moments can range from minor first aid to serious incidents where our staff act as first responders until professional medical assistance arrives. It is the most serious of incidents where the deployment of cardiac defibrillators have had to be deployed that we recognise with these awards.



Public Nomination Awards

Maria MacDonald - Leisure Supervisor, Leven Centre

Since taking up her role at the Leven Centre Maria has worked very hard at developing new programmes of classes in the centre, including spinning, Otago, football, volleyball and tennis.

She is dedicated to her role, really approachable and keen to help both youngsters and adults.

Maria's nominator Claire says, she never lets us down and bends over backwards to make sure classes are on and always gives 110%.

We are very lucky to have her before she came the centre was hardly ever used and now there is lots of life and buzz about the place and always things happening."

Karen Green and Maria MacDonald



Public Nomination Awards

Andy Macleod - Outdoor Events and Facilities Manager

Andy was nominated by Andy Little from Highland Rugby Club, relating to Andy's part in the development of the first class rugby and conferencing facilities at Canal Park, Inverness, provided as part of the West Link scheme. Of Andy Macleod he says:

"Andy has worked closely with Highland Rugby Club and Highland Council over the past 5 years to deliver the Canal Park redevelopment in Inverness.

His close co-operation with me on a personal basis has been key in developing an outstanding facility for our sport and the wider sporting community.

His attention to detail and knowledge of sport facility development has contributed greatly to the project.

Karen Green and Andy Macleod



Public Nomination Awards

Steven Martin - Tutor/Coach, Lochaber Leisure Centre

Stevie has gone above and beyond for swimmers in Lochaber.

He works at the leisure centre and runs the Learn to Swim scheme where he has done an excellent job and managed to create the Lochaber swim team. The club captain said:

"He is the best coach we could ask for - extremely kind, hardworking and always willing to help anyone he meets – he cares about all the customers. and also facilitates extra coaching for the team in his own time 6 days a week.

When I started swimming I wasn't really that good but Stevie always encouraged me and believed in me. I have just come back from the Scottish age groups and it's all thanks to him.

As club captain I hear so many fantastic comments about Stevie from parents and children through the Learn to Swim scheme he really has improved the quality of swimming in Lochaber.

If anyone in your company deserves to win an award then it must be Stevie I can't imagine anyone else going above and beyond the way he does"

Once again an amazing example of the hard working and dedicated staff that work for High Life Highland and go above and beyond, just because they want to.

Karen Green and Steven Martin



Other News

Inverness Castle Project Update

Plans for the purchase of a significant site on the southern side of Inverness' Bridge Street were recently unveiled by The Highland Council. The purchase, announced by Mrs Margaret Davidson, Leader of The Highland Council, and Mr Fergus Ewing, Cabinet Secretary for the Rural Economy and Connectivity, will support the development of Inverness Castle and the regeneration of the surrounding area of the city centre.

The development of Inverness Castle – spirit of the Highlands is a vital part of the regeneration of Inverness city centre and will be a gateway for Highland tourism. It will support economic growth in the city and throughout the Highland

area. The vision for the new attraction is to create a sustainable, viable and “must-see” attraction that will celebrate the spirit of the Highlands.

The Inverness Castle project forms part of the Inverness and Highland City-Region deal which is a joint initiative supported by up to £315m investment from the UK and Scottish governments, The Highland Council, HIE and University of the Highlands and Islands, aimed at stimulating sustainable regional economic growth.

The purchase price for the site (located on the southern side of Bridge Street, Inverness) is made up of borrowing by The Highland Council and a contribution of £1.5m from Scottish Government (through Inverness and Highland City Region Deal).



Other News

Welcome to Music Tuition Services

High Life Highland is delighted to welcome 56 new members of the team as part of the Music tuition Service. The service, previously operated by Highland Council includes provision of:

- Instrumental Music Tuition – delivered weekly by visiting music instructors in schools, either through one-to-one or group tuition.
- School and Area Music Groups – extra-curricular groups run by Music Instructors on a voluntary basis.
- Highland Young Musicians – financed by participant membership fees, supporting Saturday/weekend local and regional groups.
- Youth Music Initiative - funded by Creative Scotland with four projects, all aimed at primary-school level.

The charity is looking forward to developing the Music Tuition service over the coming months and years.

A big warm welcome to all of the staff who have transferred to High Life Highland - a full list of whom can be found in the new arrivals section later in this newsletter.



Other News

Partnership - Dicksons of Inverness

High Life Highland are delighted to partner with Dicksons of Inverness who will be providing two Kia vehicles as part of a partnership arrangement. The jointly branded vehicles will be used to help High Life Highland staff during their business across the region, throughout Scotland and beyond.

Dicksons of Inverness is a family run business and a well-known name in the Forres area since 1961, and in Inverness since 1992. Dicksons of Inverness has a record of developing a strong local presence and affinity within the community.

High Life Highland is an ideal partner to support Dicksons to achieve their community aim as it delivers a wide range of cultural, sporting, leisure, learning and health & wellbeing services throughout the Highlands, for both residents and visitors.

Ian Murray Chief Executive of High Life Highland said

"I am delighted to announce this new corporate partnership with Dicksons of Inverness which sees two local companies working together for the first time. The new relationship delivers strong benefits for both businesses and we look forward to developing a long and successful working relationship".

Alisdair Barnett Managing Director at Dicksons of Inverness commented

"Dicksons of Inverness is both delighted and proud to be able to support High Life Highland. As a local business in the Inverness area we want to support the local community as much as possible.

The extensive work undertaken by High Life Highland stretches across North Scotland and beyond and we are proud that Dicksons is able to support the HLH team members in reaching the communities making use of their many services.

We look forward to a long term relationship with High Life Highland that stands for value, quality and service and demonstrating the important role we both play in communities across the Highlands."



Other News

Canal Park - Official Opening

Almost two years after a turf cutting ceremony on 10 May 2016 to mark the start of the Canal Park enhancement works, the Highland Rugby Club has celebrated its fabulous new home with an official opening by Scottish Rugby's Patron, Her Royal Highness The Princess Royal.

470 Primary 6 pupils from schools throughout the Inverness area are participating in a festival of touch rugby to commemorate the Official Opening of Highland Rugby Club. Balloch, Balnain, Cauldeen, Central, Cradlehall, Crown, Dalneigh, Duncan Forbes, Hilton, Invergarry, Kirkhill, Merkinch, Milton of Leys and Muirtown primaries were all involved in adapted touch rugby games on Highland Rugby Club's new artificial surface.



The state of the art community facility is managed by High Life Highland in partnership with Highland Rugby Club. The sporting facility for the use of the wider community boasts a superb function space and spectators balcony with catering facilities, top class changing facilities and pitches.

The clubhouse on the ground floor has eight changing rooms, two officials changing rooms, Physio/First Aid Room, Strength and Conditioning room, Offices, Stores and toilet facilities for disabled and spectators. On the First Floor accessible by lift and stairs is a Function Room and spectators' balcony, Clubroom, Kitchen, Bar and male & female toilet facilities suitable for disabled. The eight changing rooms can be used by both male and female players simultaneously, thus underlining Highland RFC's commitment to be an inclusive club, welcome to all.

There is a new artificial pitch to full rugby playing standard (World Rugby compliant) with floodlighting also to playing standard. In addition, there is a new full-size grass pitch, new junior pitch partly floodlit to training standard and a new car parking area.

The Calcutta Cup, won by Scotland 25-13 against England at BT Murrayfield last month, and presented to Scotland captain John Barclay on the day by the Princess Royal, was also on display at Canal Park during the official opening

Other News

Commit to get fit

A joint promotion between our Leisure and Culture teams called 'Commit to get fit' was run during February at the Inverness Castle Viewpoint.

Visitors were asked to climb to the top of the view point and post a 'selfie' having counted the numbers of stairs from bottom to top (building in activity to the visit).

At the end of their visit they were entered into a draw for an annual Highlife membership as well as receiving a 7-day free pass for any High Life facility.

During the same period two open-door weekends took place at the Inverness Castle Viewpoint where visitors were able to access the visitor attraction. The free-access weekends were supported by an email and social media campaign.

Results of the promotion:

- 2264 people visited the viewpoint;
- 102 seven day passes were redeemed primarily in the Inverness area from February – April;
- Over 100 selfie entries were received on Facebook and twitter.



Arrivals and Departures (Jan-June 2018)

A' Tighinn agus a' Fàgail

Welcome to our newest arrivals:

Duncan McCabe	Archive Assistant	Nuclear and Caithness Archive Centre, Wick
Alison Bell	Marketing Officer (Inverness Castle)	HLH Office, Ardross St, Inverness
Chloe Macauley	Leisure Assistant (Wet)	East Caithness Community Facility
Chloe Mackay	Leisure Assistant (Wet)	East Caithness Community Facility
Gordon Mackenzie	Customer Service Assistant	East Caithness Community Facility
June Oag	Customer Service Assistant	East Caithness Community Facility
Lorraine Tait	Customer Service Assistant	East Caithness Community Facility
Olga Kimmins	Library Supervisor	Inverness Library
Stacey Ross	Customer Service Assistant	East Caithness Community Facility
Joanne Johnson	Library Assistant	Culloden Library
Rona MacFarlane	Library Assistant (38 Weeks)	Culloden Academy Library
Duncan Brown	Cashier/Receptionist	Invergordon Leisure Centre
Jade Sinclair	Leisure Assistant (Wet)	East Caithness Community Facility
Kerrie Dickson	Active Schools Coordinator	Craig MacLean Leisure Centre
Kim Gray	Play Worker	Averon Centre
Lauren Gallagher	Leisure Supervisor	Puffin Pool
Donna Kirk	Leisure Assistant	Thurso Swimming Pool
Jordan Bain	Leisure Assistant	Thurso Swimming Pool

Arrivals and Departures (Jan-June 2018)

A' Tighinn agus a' Fàgail

Welcome to our newest arrivals:

Kirsty Mackay	Leisure Supervisor	Thurso Swimming Pool
Alison Martin	Active Schools Co ordinator	Kinlochleven Primary School
Angie Reynolds	Adult Learning Support Worker	Invergordon Arts Centre
Lewis Fraser	Leisure Assistant 1	Inverness Leisure
Freya Ireland	Leisure Assistant (Dry)	Black Isle leisure Centre
Andrea Mackenzie	Active Schools Co ordinator	Nairn Academy
Ross Campbell	Leisure Assistant 1	Inverness Leisure
Thomas Meadows	Leisure Assistant 1	Inverness Leisure
Ewan Mackintosh	Facility Manager	Inverness Botanic Gardens
Emma Campbell	Leisure Assistant (Dry)	Leven Centre, Kinlochleven
Niamh Docherty	Leisure Assistant	Nairn Leisure Centre
Johnny Fowler	Leisure Assistant 1	Inverness Leisure
Calum More	Community Works Operative 3	Inverness Botanic Gardens
Maia Martus	Leisure Assistant (Wet)	Alness Swimming Pool
Patricia Gillespie	Community Works Operative 3	Inverness Botanic Gardens
Jamie Mackinnon	Leisure Assistant	Thurso Swimming Pool
Andy Macleod	Music Instructor	Thurso High School
Anna Alders	Music Instructor	Inverness High School

Arrivals and Departures (Jan-June 2018)

A' Tighinn agus a' Fàgail

Welcome to our newest arrivals:

Anne Wood	Music Instructor	Scourie Primary school
Chris Josey	Music Instructor	Aviemore Primary School
Chris Thomson	Music Instructor	Newtonmore Primary School
Colin Delmonte	Music Instructor	Inverness Royal Academy
Colin Melville	Music Instructor	Golspie High School
David Hay	Music Instructor	Nairn Academy
Debbie Ross	Music Instructor	Tain Royal Academy
Dolina Munro	Music Instructor	Lochcarron Primary
Dougie Galbraith	Senior Music Instructor	Millburn Academy
Drew Caldwell	Music Instructor	North Kessock Primary School
Eleanor Cameron	Music Instructor	Inverness High School
Ferdinand Maylin	Music Instructor	Nairn
Fiona Gray	Music Instructor	Auldearn Primary
Gary Nimmo	Music Instructor	Ullapool High School
Heather Hook	Music Instructor	Kilchuimen Academy
Heather Muir	Music Instructor	Brora Primary
Hilary Fielding	Music Instructor	Lochaber High
Ian Finlayson	Music Instructor	Elgol Primary

Arrivals and Departures (Jan-June 2018)

A' Tighinn agus a' Fàgail

Welcome to our newest arrivals:

Isobel Grant	Music Instructor	Fortrose Academy
James Macgregor	Music Instructor	Nairn Academy
Jane Champion	Music Instructor	Knockbreck Primary
Jenny Wychrij	Music Instructor	Alness Academy
John Thomson	Music Instructor	Muirtown Primary School
Jon Rutter	Music Instructor	Kingussie High School
Judy Kyle	Music Instructor	Alness Academy
Karen Anderson	Senior Music Instructor	Thurso High School
Karen Thomson	Music Instructor	Lochaber High School
Kevin Gunn	Music Instructor	Wick High School
Lesley McCracken	Music Instructor	Grantown
Lewis Barclay	Music Instructor	Bishop Eden's Primary School
Louise Douglas	Music Instructor	Golspie High School
Louise McBain	Music Instructor	Inverness Royal Academy
Margaret MacMaster	Music Instructor	Lochaber High
Mark Bell	Music Instructor	Inverness Royal Academy
Mark Reynolds	Music Instructor	Lochaber High School
Martin Oparka	Music Instructor	Hilton Primary School

Arrivals and Departures (Jan-June 2018)

A' Tighinn agus a' Fàgail

Welcome to our newest arrivals:

Mhairi Mackinnon	Music Instructor	Inverness Royal Academy
Mike Simpson	Music Instructor	Kiltearn Primary School
Niall Laybourne	Music Instructor	Wick High School
Niall Matheson	Music Instructor	Alness Academy
Niall Stewart	Music Instructor	Kyle Primary
Norman Bolton	Music Development Officer	Old Library, Dingwall
Olivia Ross	Music Instructor	Inverness Royal Academy
Rachel Farmer	Music Instructor	Millburn Academy
Rhona Sutherland	Music Instructor	Gairloch High School
Rob farmer	Music Instructor	Dingwall Academy
Rona Porter	Music Instructor	Millburn Academy
Rosalind Smyth	Music Instructor	Kilchuimen Primary
Ruth Urquhart	Clerical Assistant 2	Old Library, Dingwall
Samantha Aldred	Music Instructor	Millburn Academy
Sandra Hollingdale	Music Instructor	Kilchuimen Academy
Sandy Wregg	Music Instructor	Lairg Primary
Wendy Ritchie	Music Instructor	Nairn Academy
Rhona Clark	Library Assistant	Library Support Unit

Arrivals and Departures (Jan-June 2018)

A' Tighinn agus a' Fàgail

Welcome to our newest arrivals:

Jo Tunstall	Temporary Accountant	Ardross Street
Sarah Robertson	Cashier/Receptionist	Lochaber Leisure Centre
William Brown	Active Schools Co ordinator	S&L Area Education,Cultural&Sport (Educ)
Morag Cameron	Library Assistant (38 Weeks)	Gairloch Community Library
Helen Heddle	Leisure Supervisor	North Coast Leisure Centre
Iona Macdonald	Leisure Assistant (Wet)	North Coast Leisure Centre
Jennifer Johnstone	Archivist	Highland Archive and Registration Centre
Rosa Shepherd	Leisure Assistant (Wet)	Dingwall Leisure Centre
Robbie Linklater	Library Assistant	Inshes Library
Aaron James	Cashier/Receptionist	Gairloch Leisure Centre
Rona Ellis	Library Assistant	Brora Library
Erin Robinson	Leisure Assistant (Wet)	Dingwall Leisure Centre
Paul Davidson	Leisure Assistant 1	Inverness Leisure
Douglas Farquhar	Community Works Operative 3 (Other)	Highland Folk Museum
Jonathan Aitken	Leisure Assistant (Wet)	Culloden Leisure Centre
Lesley Mann	Cashier/Receptionist	Black Isle Leisure Centre
Darina Kelly	Library/Service Point Assistant	Grantown Library

Arrivals and Departures

A' Tighinn agus a' Fàgail

Departures

Gregor Campbell	Active Schools Co ordinator	Nairn Academy
Kimberley Boa	Active Schools Co ordinator	Kinlochleven Primary School
Emily Hilley	Cashier/Receptionist	Sutherland Swimming Pool Complex
Geoffrey Pittard	Community Works Operative 3 (Other)	Highland Folk Museum
Dan Gete garrido	Leisure Assistant	Nairn Leisure Centre
David Olive	Library Assistant (P/T)	Inverness Library
George Robertson	Park Keeper	Dingwall Leisure Centre
Jack Sydenham	Leisure Assistant (Wet)	Tain Royal Academy Community Complex
Tina Gibson	Active Schools Co ordinator	Badenoch Centre
Connor Tucker	Cashier/Receptionist	Dingwall Leisure Centre
Nicki Blackburn	Library Assistant	Brora Library
Michael Nelson	Leisure Assistant 1	Inverness Leisure
Allan Fleming	ICT Officer	HLH Office, Ardross St, Inverness
Andy Martin	ICT Senior Officer (Leisure)	Ardross Street, Inverness
Tania Parker	Library Assistant	Portree Library
Nigel Lewis	Caretaker/Steward	Dingwall Town Hall
Julie Simmons	Learning & Language Support Worker	Library Support Unit
Alison Forrest	Senior Network Librarian	Old Library, Dingwall
Renee Mason	Adult Education Coordinator	Elgin Hostel, Portree
Dan Gete garrido	Assistant Coach	Nairn Leisure Centre

Arrivals and Departures

A' Tighinn agus a' Fàgail

Departures

Joseph Upton	Leisure Assistant 1	Inverness Leisure
Sandra MacInnes	Library Assistant	Plockton High School Library
Michael Farry	Leisure Assistant (Dry)	Raigmore Community Centre
Sarah Jane Matheson	Senior Leisure Assistant	Inverness Leisure
Deirdre Kelly	Cashier/Receptionist	Black Isle Leisure Centre
Mona Ohri-Heron	Library Assistant	Glenurquhart Library
Christian Gudgeon	Library Assistant	Gairloch Library
Ryan MacLean	Leisure Assistant 1	Inverness Leisure
Hannah Brook	Leisure Assistant 1	Inverness Leisure

On the move

	From:	To:	
Kirsty Mackay	Relief Leisure Supervisor	Leisure Supervisor	Thurso Leisure
Donna Kirk	Relief Leisure Assistant	Leisure Assistant (Wet)	Thurso Leisure
Jordan Bain	Relief Leisure Assistant	Leisure Assistant (Wet)	Thurso Leisure
Robbie McCoustra	Relief Leisure Assistant	Leisure Assistant (Wet)	Thurso Leisure
Fraser Lewis	Relief Leisure posts	Leisure Assistant (Wet)	Inverness Leisure
Ross Campbell	Relief Leisure posts	Leisure Assistant (Wet)	Inverness Leisure
Pawel Nowack	Relief Leisure posts	Leisure Assistant (Wet)	Inverness Leisure
Emma Matheson	Temp Catering Assistant	Senior Catering Assistant	Inverness Leisure
Lauren Macpherson	Temp Catering Assistant	Senior Catering Assistant	Inverness Leisure
Niamh Docherty	Relief Leisure Assistant	Leisure Assistant (Wet)	Nairn Leisure
Alan Larnach	Relief Leisure posts	Leisure Manager	ECCF
Hazel Kidd	Relief Leisure posts	Heritage Attendant	Ferrycroft
Christopher Whateley	Relief Leisure posts	Heritage Attendant	Ferrycroft
Dana Robertson	Relief Receptionist post	Cashier/Receptionist	Dingwall Leisure

On the move

Morvern Mackenzie	Leisure Assistant	Leisure Assistant (Wet)	Inverness Leisure
Marlene Smeaton	Leader in Charge	Cashier/Receptionist	Culloden Leisure
Ruaridh Macdonald	Relief Leisure Assistant	Leisure Assistant (Wet)	Culloden Leisure
Gavin Macmillan	Relief Leisure posts	Leisure Supervisor	Culloden Leisure
Michelle McMenemy	Relief Leisure posts	Leisure Assistant (Wet)	TRACC
Martin Godwin	Active Schools Coordinator	Macmillan Project Development Officer	Inverness
Sarah Robertson	Relief Leisure posts	Cashier/Receptionist	Lochaber Leisure
Helen Heddle	Relief Leisure posts	Leisure Supervisor	North Coast LC
Iona Macdonald	Relief Leisure posts	Leisure Assistant (Wet)	North Coast LC
Sarah Jane Matheson	Senior Leisure Assistant	Leisure Supervisor	Inverness Leisure
Ferdinand Maylin	Relief Music Instructor	Music Instructor	Grantown PS
Leslie McCracken	Relief Music Instructor	Music Instructor	Grantown PS
Finn Crocket	Relief Leisure posts	Leisure Assistant (Wet)	Puffin Pool
Karla Urquhart	Youth Development Officer	Active Schools Coordinator	Alness
Ellie Souter	Leisure Assistant	Leisure Assistant (Wet)	Puffin Pool
Katie McKenzie	Relief Leisure posts	Leisure Supervisor	Culloden Leisure

On the move

Aaron James	Relief Leisure posts	Cashier/Receptionist	Gairloch Leisure
Rona Ellis	Relief Library Assistant	Library Assistant	Brora Library
Erin Robinson	Relief Leisure posts	Leisure Assistant (Wet)	Dingwall Leisure
Paul Davidson	Relief Leisure posts	Leisure Assistant (Wet)	Inverness Leisure
Douglas Farquhar	Relief posts	Grounds maintenance	Highland Folk
Alison Callanan	Relief Leisure posts	Leisure Assistant (Wet)	Culloden Leisure