

Newsletter

Cuairt-litir



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Welcome Fàilte

October 1st 2014 saw HLH reach its 3rd birthday – wow that was quick! 2014 was certainly a packed year and one which has seen us take great steps forward in a number of areas. A range of local partner agencies, as well as individual Councillors from across Highland have commented over the year about the “can do/will do” attitude of HLH staff in all parts of the company. There has also been good feedback and recognition for our efforts from national agencies and the Scottish Government.

Of course, it has also been a challenging year financially, but so far so good in terms of coming in on the right side of the line at the end of the year.

Looking forward, it looks like we will be spared the additional savings measures which were consulted on by the Council in financial year 2015/16. However, that still leaves the original 2015-19 measures which total £1.9M, to be found – through a combination of increasing income, doing things at less cost and where we have to, reductions in service. There are plans as to how we can achieve this whilst minimising cuts to front line services and posts and I am confident that the positive attitude of everyone involved will see us through a challenging period. It is clear that for the foreseeable future, adopting a maxim of “less cost, more income” has to be at the front of all we do if we are to protect the services we run.

I’m sure that during 2015 we can further strengthen the positive views about HLH – by doing what you do, every day and collectively, rising to the challenges ahead.

Inverness Botanic Gardens

Lios Luibheach Inbhir Nis



Add a splash of outdoor magic to your Christmas with our range of festive planters and decorations, including wreaths made from natural materials, table decorations and seasonal flowering plants.

There is a fantastic range of affordable living Christmas trees on offer that last all year round; they're not just for Christmas. Just pop in to find out more.

Inverness Museum and Art Gallery

Taigh-Tasgaidh agus Gailearaidh Ealain

John Byrne Exhibition

Sitting Ducks

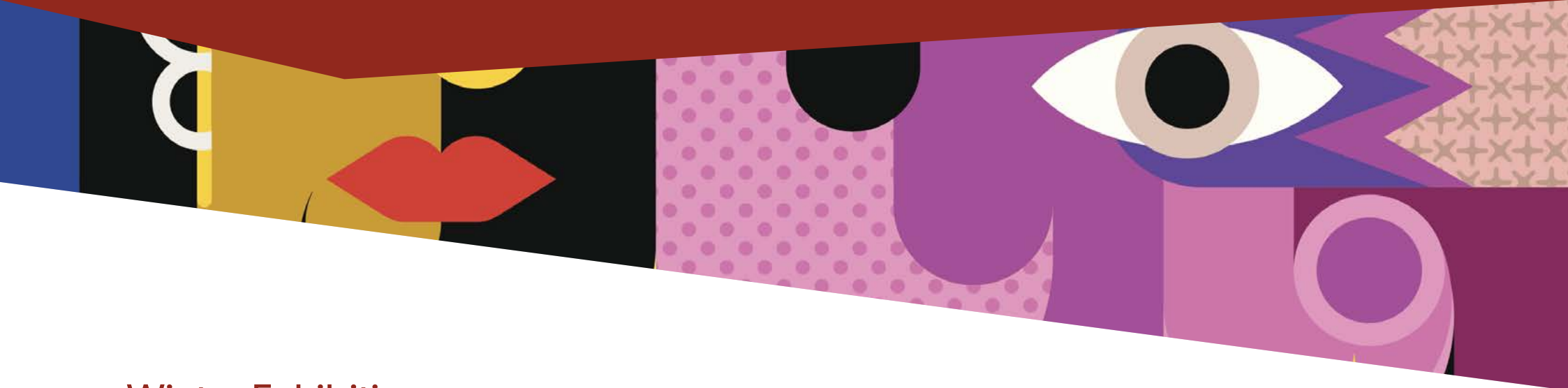
Throughout November Inverness Museum & Art Gallery hosted *Sitting Ducks*, a major, retrospective portraiture exhibition by the artist and playwright John Byrne (creator of the television hit *Tutti Frutti* and one of Scotland's most celebrated living artists).

The show smashed attendance records at the museum, with just short of 5000 people visiting – well over double the numbers usually seen during November. John Byrne merchandise flew off the museum shop shelves and an *In Conversation* event with the artist was oversubscribed and had to be moved from the museum to the Town House to accommodate everyone.



Above: John Byrne, OBE; Ian Murray and Sir John Leighton

Even then it was standing room only, with many people who hadn't booked having to be turned away at the door. Well done to the Exhibitions Team for having brought this prestigious exhibition to the Highlands.



Winter Exhibition

Modern Masters in Print

The main winter exhibition at Inverness Museum and Art Gallery is Modern Masters in Print. The exhibition features genuine prints created by four of the 20th-century's greatest artists – Henri Matisse, Salvador Dalí, Andy Warhol and Pablo Picasso.

The four Masters spanned a 75-year period that saw the birth of the modern age. They employed a wide range of techniques and their work represents one of the most creative and diverse periods of printmaking in the history of western art.

The prints have been drawn from the outstanding collections of prints, posters and artists' books of the Victoria and Albert Museum (V&A) in London.

The exhibition opened at the Castle Wynd gallery on Saturday, December 6th and runs until February 26th 2015. It has been put together by the V&A as a touring show and features works from its very well-known print collection and was featured on BBC Radio Scotland's Culture Show with Janice Forsyth earlier this month.

The gallery has been given about 61 images to choose from. There will be key works by all the artists, such as Warhol posters, Dalí prints from the 1930s to 1950s, including Grasshopper Child and Don Quixote, beautiful prints from Picasso and lithographs, etchings and woodcuts from Matisse. The exhibition will include the very famous Andy Warhol print, "Untitled from Marilyn Monroe (Marilyn)".

Inverness Museum and Art Gallery

Taigh-Tasgaidh agus Gailearaidh Ealain

World War One: Ness Stories

High Life Highland's commemorations of the centenary of the Great War began with this exhibition which was curated by pupils from Inverness Royal Academy and High Life Highland's Culture Teams.

It tells the stories of local people who participated in and were affected by the conflict. Using objects from IMAG's collections; loans from the Highland Archives and from our wider community the exhibition invites us to explore the events of 1914-1918 through the lives of those who lived in the Highlands at that time.



Here's what some of our young curators had to say about what they had learned through preparing this exhibition:

"It was fascinating to be able to touch real objects and learn about past lives in this way. I would really like to do this again."

"It makes you appreciate that every object can tell stories about people who lived before."

"I loved learning about our local history in this way and it has made me want to research my own family's story."

By focusing on the *extraordinary ordinary* personal stories behind the objects and archives being shown, the new research uncovered by the Academy pupils widens our understanding of just how deeply the First World War has shaped our local Highland history.

High Life Highland's teams at Inverness Museum, Highland Archives and Inverness Library have been thrilled to work with the young curators of the future in order to reveal Highland families' connections to WWI by getting hands-on behind the scenes with our Highland heritage.

As well as offering increased access to collections and tuition in researching, handling and interpreting objects and archives, this pilot project has enabled High Life Highland's Culture Teams to increase their understanding of the local family connections behind the objects in our collections.

World War One had a devastating impact upon the Highlands, which sustained one of the highest per capita casualty rates in Europe. An estimated one in seven men of Inverness parish, alone, were killed and many, many more were of course injured.

This project was jointly funded by Museums Galleries Scotland and High Life Highland. Thirteen museums and galleries across Scotland have been awarded £122,000 funding by Museums Galleries Scotland (MGS) on behalf of the Scottish Government for projects that commemorate the First World War and communicate its legacy to new generations.

Libraries Leabharlannan

High Life Highland Libraries win Quality Award

The work of High Life Highland libraries has been recognised at The Highland Council Quality Awards for delivering the best used and most cost-effective library service in Scotland.

Earlier this year it was announced that HLH libraries had received an impressive 2.15 million visits which took prime position in Scotland for the number of visits to libraries per 1000 of the population.

The figures from Audit Scotland measure the number of people who visit public, school and mobile libraries in person as well as the number of electronic visits. A major factor in High Life Highland's success has been the number of online visits as people have discovered the joys of the excellent free e-books, e-audiobooks and their new online magazine and world-wide newspaper service.

High Life Highland Chair Donald McLachlan said:
"We are delighted to receive this award for delivering the best used and most cost-effective library service in Scotland. To be recognised as the best performing library service in the country with over two million visits last year is down to the hard work and dedication of our staff. It is encouraging that this trend is continuing with numbers up again this year."

A number of exciting initiatives are in the pipeline that will further improve visitor numbers including a newly refurbished library in Thurso – scheduled to open in May 2015, a refresh of Inverness Library and a new library as part of the Wick campus development.

Digital newspapers

A FREE service from High Life Highland Libraries

Ever fancied reading different newspapers from around the world? High Life Highland Libraries have made another exciting new addition to their online services.

Welcome to PressDisplay, the world's largest online newspaper kiosk, where you can browse and read hundreds of full content premium newspapers and magazines for FREE.

Library users can now gain free access to local newspapers from around the world on the day they are published. It provides online access to newspapers and magazines in full-colour, full-page format. It's just like reading the print version, including the articles, pictures, classifieds and notices.

There are nearly 2,200 papers from 97 countries in 57 languages to choose from, with many popular Scottish titles including:

The Press and Journal (Highlands & Islands), The Sunday Post, The Scotsman, Evening Express, Scotland on Sunday, Scottish Daily Mail, Sunday Herald, and The Scottish Mail on Sunday.

Log in with you library card number. Use the latest versions of Google Chrome, Internet Explorer, Safari and Firefox.

To find out how easy it is to use, just visit our website

► <http://highlifehighland.com/libraries/digital-newspapers> or ask at your local library.



Health and Wellbeing Slàinte agus Sunnd

Health partnership enables new equipment

A partnership between High Life Highland, NHS Highland and Reshaping Care for Older People in Highland has enabled the installation of a new movement trainer at Nairn Leisure Centre to provide opportunities for people to become more active.

The MOTOMed movement trainer is an exercise bike designed for use by people who have lost strength in their muscles owing to conditions such as Parkinson's, multiple sclerosis, paraplegia, tetraplegia, and a range of other neurological diseases as well as people who have suffered a stroke, or those who find exercise equipment difficult to use.



The new MOTOMed bike differs from other exercise bikes because the frame allows wheelchair users to get close to the pedals and sports three different programmes to allow cyclists to work at their own pace.

The first mode will set the bike to work gently by itself, moving users muscles for them. The second is a compromise between assisted cycling and their own strength and the third mode is totally manual. It also provides the opportunity to undertake active and passive training of arm, shoulder and back muscles.

The bike includes advanced software which provides an extensive range of feedback options during use and analysis at the end of a session, including: distance covered, time, velocity, muscle tone or performance and symmetry.

Alan Bulcraig, Lead Physiotherapist for Nairn Town and County Hospital said: "MOTOMed has an important role in many Physiotherapy departments, MS Centres, Stroke Units and other rehabilitation units across the country and to have one of these machines in Nairn Leisure Centre is providing the opportunity for people with physical limitations to access mainstream services."

Ian Murray, Chief Executive of High Life Highland welcomed the opportunity: "High Life Highland is proud of its role in supporting and maintaining the health of people in Highland by helping to promote healthy lifestyles. This partnership demonstrates how working collaboratively is bringing creative solutions to engage the whole community in managing their health and wellbeing."

MOVE IT * TO LOSE IT

High Life Highland challenge returns due to demand

The six week *Move it to Lose it* Christmas Challenge has proved successful again this year with weigh ins taking place across the Highlands at all participating High Life Highland leisure centres.

The campaign encouraged everyone in the community to get active in the run-up to the festive season. There was no need to worry if you had not exercised for some time.

The challenge was accessible for all and the leisure team supported *Move it to Lose it* participants, providing motivation, backed up by professional advice, to improve health and lose weight in a fun environment.

As well as the obvious physical benefits, exercise significantly boosts mood and confidence, health and wellbeing – and helps to beat the winter blues. This year the programme included optional health checks in week one and week six.



Councillor Michael Green, who took part at Nairn Leisure Centre said:

"Move it to Lose it is a great opportunity to get fit in time for the festive season – and as well as all the support from professionals and other participants, it will be great fun. I'll be the first through the door at my local leisure centre – it was so popular last time I'm sure there will be lots of people joining me!"

At the first session, the Leisure Team welcomed recruits to the programme. The programme included a Body Blast – 10 minutes of focused fat burning and toning exercises. Every week, there was a special *Move it to Lose it* Last Chance Workout Class before the weekly weigh in.

Donald McLachlan High Life Highland Chair said:

"Research has proven that exercise can help relieve the effects of the winter blues. Move it to Lose it gives people the motivation to get out of the house during these long dark nights and start improving their health in a supported fun environment."

The Challenge rewarded the weight loss winner of the week at each leisure centre with a medal and a certificate. At the end of the challenge, the overall winners from each centre are entered into a prize draw to win an all-inclusive High Life membership for a year.

Leisure Cur-seachad

Sam eyes up 2018 Winter Olympics

High Life Highland Leisure Assistant and fitness instructor Sam Cairns at Aviemore Community centre was bid a fond farewell and good luck by colleagues as he left the service to pursue full time training for his bi-athlete career.

Sam has represented Great Britain at the Youth Olympics and as well as holding the status of British Champion at his respected age group Sam's goal is to compete in the Winter Olympics, South Korea 2018.



Auldearn Soldier's Story

Letters from the front line during World War One are among the most poignant of items held in the Highland Archive collections, especially when they are written by those soldiers we know didn't make it home to their families.

The delivery of post to the trenches boosted morale by bringing well wishes and gifts from home to serving soldiers; while letters sent from the front kept families at home informed of their loved ones. For many soldiers, writing letters was a welcome distraction from the relentless bombing, gunfire and all the horrors of the front line.

The spontaneous Christmas day truce of 1914 was retold by Corporal John Lamont of the 2nd Seaforth Highlanders, in a letter to his mother, living in Auldearn. An excerpt of the letter was printed in January 1915 in the Northern Chronicle, copies of which are held at the Highland Archive Centre.

On Christmas day I was on duty from nine to one o'clock. About eleven o'clock a number of the Germans approached our lines, but we could not fire on them as they were unarmed. We advanced towards them and began shaking hands round with them. Two Germans put their hands round my neck, and they gave us cigars. I shared a box of cigarettes with them. Perhaps you at home will hardly believe this, but it's the truth. Afterwards we held a concert, and you could hear the older Germans chiming in here and there. We did no fighting for a day and a half afterwards.

Source: Northern Chronicle, 13 Jan 1915

(HCA/D1192/1)

Highland Archive Centre
Bught Road
Inverness

Records Management and the Scottish Independence Referendum

Records Management (RM) is part of the Highland Archive Service, based at the Highland Archive Centre in Inverness. Providing professional expertise in the area of records and information management to Highland Council, advising them on the physical storage of records, record retention and disposal, the RM team also manage state-of-the-art storage facilities at the Archive Centre and locations across the Highlands.

Working with the RM Service is very rarely dull and can be varied and challenging. One of the most interesting aspects is our involvement in Highland Council elections. The recent Scottish referendum was a particularly busy time for us.

Trevor Nicol, Records Management



Not many people are aware of the large volume of records generated by the electoral process and the fact that by law many of these records have to be retained for a set period.

For example when you reach the polling station you will have seen your name being marked off on a list by the polling staff. This list is called the marked register and there is usually one for each ballot box. These registers have to be retained for a year, along with the various used and unused ballot papers and other documentation from the polling stations.

Above: Trevor Nicol and Fiona McDonald from Records Management working at the referendum count.

The Highland Council election counts take place at the Highland Football Academy in Dingwall and the work starts when the first Ballot boxes arrive. They are all checked on arrival to ensure that they have been properly sealed and that the contents are all present.

On the night of the referendum count there were occasional lulls, but by and large the RM team were working constantly from when the polls closed at 10 o'clock on Thursday night to the early hours of Friday morning.

"When the count was over the count teams were released and headed off home, but there was no rest for us! We are responsible for ensuring that the sorted ballot papers were bundled up together, boxed, labelled and sealed for transportation to the Highland Archive Centre. Ably assisted by the DLO staff we loaded the boxes into the trucks for transportation to the Archives. We eventually finished at around 10 o'clock on the Friday morning and went home for a well-earned rest."

There were three members of staff present at the referendum count: Alison Mason, the Highland Archivist, Trevor Nicol, Records Manager and Fiona McDonald, Records Assistant.

Being involved in the electoral process is very interesting, and can sometimes be quite exciting when results are close. RM is involved to varying degrees in all Highland Council votes, from small Council by-elections to elections to the Scottish or UK parliaments. This last year has been a particularly busy one for us with two by-elections, the European Parliamentary and the Scottish referendum. In May 2015 we will be involved again – in the General Election.

We are very privileged to live in a democracy where elections take place regularly and nearly all people accept the result without complaint, regardless of how it went. Being part of the electoral process makes us appreciate this all the more.

Active Schools Sgoiltean Gnìomhach

Commonwealth Games Legacy Club

Portree Active School Co-ordinators Sarah Ross and Jeremy Rossiter organised a Club Open Day in October designed to continue the legacy from the Commonwealth Games and increase links between local clubs and primary school pupils.

Local sports club were invited to attend the open day held at the Fingal Centre to increase their club's profile by delivering sessions and providing information on their sport to children from all cluster primary schools in Skye. Eight local clubs took part in the event including Kick Boxing, Skye Sailing Club, Skye Dolphins, Portree Squash Club, Skye Archery, Highland Dancing, Kyleakin Bowling club and Skye Badminton Association.



Around 40 children came through the door on the day with many trying some activities for the first time and signing up to several clubs. It is hoped to hold this as an annual event with more clubs involved next year.

Active Schools

Sgoiltean Gnìomhach

Kinlochbervie Gym Upgrade

Kinlochbervie's Active Schools Co-ordinator John Wood successfully worked in partnership with Kinlochbervie High School management, staff and members of the community to revitalise the school gym. Volunteers cleaned and redecorated the gym earlier this year and ran an open day to raise awareness of the gym's condition, ask for local financial support and survey potential users priorities.

Jasmine Clark, a keen gym enthusiast, received funding from High Life Highland to undertake her level two gym instructor qualification; her remit being to run sessions with young people inducting them and guiding them with personal training. Applications were made for more training for volunteers and to secure new equipment to replace the broken and antiquated machines. A successful Big Lottery 'Awards for All' application was used to purchase new equipment. This has now been installed and was welcomed by existing users.



New inductions and personal training sessions are proving very popular with the pupils, who use the gym at lunch time and after school. Members of the community, including one 90 year old lady, are also benefitting greatly. All just in the nick of time for winter when it can be a little more inviting to exercise inside in the warm, light and dry atmosphere.

Front, John Wood, Active Schools Co-ordinator and Jasmine Clark.

Rear, Kirsty Holland from the gym development group and regular gym user and pupil Rebecca Morrison.

Active Schools Sgoiltean Gnìomhach

New After-School Swimming Club in Inverness High School Cluster

Central and Merkinch Primaries have combined to create the first After-School Swimming Club in the Inverness High School Cluster. High Life Highland's Active School Co-ordinator, Susanne Standish-White worked alongside Central Primary volunteer parent Fiona MacDiarmid, who has 16 years of experience as a swimming official, to recruit volunteer coach Stephen Meeks and arrange weekly training sessions at the Aquadome on Sunday afternoons.

Their first objective was to select a team to compete in the prestigious Highland Schools Primary Gala on 5th November. 15 children attended trials and seven were selected for a girls relay team and numerous individual events. Fahmad Askari won two silver medals, Freya Fowler won a bronze medal and the relay team achieved a 7th place out of 10 teams.



Above: Central Swim Team.

The club's next focus was the Inverness Swimming Club Gala on Wednesday 19th November where mixed teams of variable experience could enter the Primary School Free Relay. This was an opportunity for some of the less experienced swimmers to participate and 12 children were selected for three teams. Central Primary's A Team achieved a well-deserved second place!

Central Primary has a strong tradition in swimming. Last year Central's mixed relay team won the Inverness Club Gala event so they were keen to retain their trophy.

The multi-school swimming club, led by coach Stephen Meeks, himself a former pupil from Central Primary School, plans to regroup in August next year to prepare a new team of swimmers for the 2015 Highland and Inverness Galas.

Active Schools

Sgoiltean Gnìomhach

High Life Highland Leadership Programme with Kingussie High School

In Kingussie High School, the HLH Leadership Programme takes the form of a weekly session where students develop their leadership skills. They then progress in a supported environment onto delivering in the High School and most primary schools within the cluster.

This academic year saw 24 S5/6 students taking part in the HLH Leadership Programme. They completed TOP Play, TOP Sport, Junior Jog Leader, Positive Coaching Scotland, First Club Golf, playground games, child protection and event management courses. As part of the programme students are also working towards completing their Level 2 award in Community Sports Leadership.

Students are given the opportunity to learn and develop new skills, at a young age which leads to a path of coaching and volunteering, both within the community and for HLH.





On completion of their training, students go on to delivering lunchtime and afterschool activities, as well as delivering in local sports clubs to approximately 120 children per week.

Previous students have progressed to studying Sport on Higher Education courses, as well as going into paid employment.

Active Schools Co-ordinator Tina Gibson said :-

‘This programme is exceptional as it develops students who often have had no previous coaching experience, into competent multi-skills coaches. This allows them to deliver within schools, clubs and the local community, as well as volunteering within the HLH activity programmes. It is great to see the students gaining new skills and confidence and take responsibility in running activities and become good role models for the young participants.’

Active Schools

Sgoiltean Gnìomhach

Active Schools and Local clubs team up for Scottish Thistles visit to Highland

The Scottish National Netball Team, the Scottish Thistles, visited the Highland for the first time ever on 25th October this year. The event was organised by Scottish Netball in conjunction with seven of Highland's netball clubs, Active Schools and the High Life Highland Facilities Team.

80 Highland youngsters came along to watch the national team in training, meet the players and get coaching tips from the pros. The event saw the national players coaching the youngsters as well as some local coaches learning from the national coach Gail Parata.



The clubs involved were Fort William Falcons, Grantown Ospreys, Golspie High, Lossie Ladies, Fyrish Flyers, Caithness Ladies and Inverness Nessie Bees.

This event was made extra special due to two players being from Highland. Bethany Sutherland is in the national squad as well as finishing her sixth year studies at Golspie High, and ex Gordonstoun pupil Hannah Houliston is in the U23 squad. This provided additional inspiration to the Highland youngsters and many are now aspiring to be the next Scottish Thistles!

Active Schools Sgoiltean Gnìomhach

Lochaber Dance Platform 2014

Lochaber Dance Platform has become an annual fixture in the Active School calendar in Fort William, anticipated keenly by local dancers, their families and friends.

This year, due to the demand for performance slots, it was expanded and took place over three nights, from the 20th to the 22nd November at Lochaber High School. Nearly 300 pupils performed over the three nights, showcasing a huge variety of styles of dance and costume.

19 pupils from Lochaber High School, alongside a number of parents and school staff ran dance classes across the autumn and winter terms up to the event at nine different primary schools in the Fort William area, supported and mentored through the Active Schools Programme.



In each case, the high school dancers choreographed a dance and taught it to the primary children who performed at the showcase event, choosing to perform at one, two or all three evenings. High school pupils also choreographed and danced their own routines on display all three nights, with more experienced high school pupils running lunchtime dance classes for first and second years.

Local dance groups from throughout Lochaber also gave guest performances, bringing an eclectic mix of dance and movement to the event. Groups included Lochaber Gymnastics Club, Ballet West, ConnXion, Ben Nevis All-Stars (cheerleading), Bunsgoil Keltica Danna (Irish dance), Kinlochleven High School and Nevis School of Highland Dancing.

Bringing each evening's performance to a close was a finale dance. This was taught by visiting dance teachers from YDance in Glasgow, with rehearsals starting the Saturday before the event. This intensive dance input from professional tutors is an important part of the Dance Platform programme, teaching dancers new moves and giving them fresh ideas to incorporate into their own choreography in subsequent years.



High Life Highland's Active Schools Co-ordinator, Alison Martin, who organised the event with her colleague Rebecca Stafford said:-

'The Dance Platform provides a great opportunity for our talented high school pupils to pass on their dance skills whilst developing leadership skills. The standard this year was superb, with some really impressive routines. Huge thanks are due to all those involved, dancers, choreographers, teachers and all those behind the scenes without whom this event could not take place. Special thanks to former pupil and Active Schools volunteer Sarah Gillanders, who visited and supported all the groups in the run up to the event with advice and encouragement.'

Youth work

Obair òigridh

Highland Youth Conference – What a Wonderful Highland

Highland Youth Parliament held its biannual conference between the 10th and 12th of December 2014 at Glenmore Lodge near Aviemore.

The Conference, entitled 'What a Wonderful Highland', included consultations with some High Life Highland Board Directors relating to services for young people and Highland Council Care and Learning Service regarding school PSE provision.

Other sessions provided training for newly-elected HYP members and gave an opportunity for them to film 'Video Bites', recording important issues for young people in their area of Highland. Members who attend the conference will report back to their constituents in their schools, youth forums and youth groups to share what was discussed.

Shaun Finlayson, the Highland Youth Convener said:

"I am delighted at the range and number of organisations attending the conference which really shows how seriously the views of young people are being taken here in Highland. I enjoyed hearing their opinions and discussion on some very important topics."

New policies and updates

Reminder that the Business Process Section of the staff website is constantly being updated and you should consult this in the first instance to see if the information you need is there. Updates since the last newsletter include:

- PVG Codes of Practice for Staff and Volunteers
- Social Media Guidance
- Induction Guidance
- Sponsorship, Advertising and contra deals policy
- Child and Vulnerable Adult Policy
- Equal Opportunities Policy and Guidelines
- Trigger Matrix
- Appraisal Guidance
- Whistleblowing Policy and Guidance
- **NEW** – Complaints Guidance
- **NEW** – Training Agreement and Personal Development Course application form
- **NEW** – Filming Permission Guidance and Agreement Template
- **NEW** – Police Enquiries Data Sharing Guidance
- **NEW** – Redeployment and Redundancy Policy and Guidance
- **NEW** – Overtime Policy and Guidance
- **NEW** – Managing Staff Performance

New policies and updates

Print costs

Think about the cost before you print. It costs six times as much to print in colour than in black only.

1.88 pence for black only.

11.44 pence for colour.

Total printing cost for 2013/14:

Black only: £28,196

Colour: £72,333

Total: £100,529 (29% higher than forecast)

Reducing black only printing by 30% could save:
£8,459 per annum.

Reducing colour printing by 30% could save:
£21,700 per annum.

Winter measures

Please remember to take all necessary steps to safeguard buildings over the holiday period through the effective use of frost protection and heating systems. This impending holiday period is historically the time when our buildings are most at risk of damage due to extreme weather.

Clearly we must all take very seriously the need to conserve energy and to continue the downward trend in energy use. At the same time however, we cannot take the risk of frost damage to buildings and therefore managers should ensure that all heating systems are switched to the appropriate setting prior to the building being vacated for the holiday period. Managers should also ensure that arrangements are made to ensure there are sufficient fuel supplies to last over the holiday period, pre-arranging any top ups likely to be required

In addition to the above, I would again ask all managers to ensure that all appropriate electrical equipment is switched off prior to the building being shut down.

Arrivals and Departures

A' Tighinn agus a' Fàgail

Arrivals

Sanaa McLeod	Library Assistant	Lairg
Charlotte Muir	Cashier/Receptionist	TRACC
Emma Barr	Cashier/Receptionist	TRACC
Lorna Steele	Archive Assistant	HARC
Stephen Downey	Leisure Supervisor	Badenoch Centre
Brodie Clark	Youth Work in Sport Trainee	Inverness
Andrew Glasgow	Caretaker/Steward	Highland Football Academy
Derek Morrison	Caretaker/Steward	Highland Football Academy
Duncan Stewart	Caretaker/Steward	Highland Football Academy
Hamish Campbell	Caretaker/Steward	Highland Football Academy
Grant Garrow	Caretaker/Steward	Highland Football Academy
Marshall Skelly	Caretaker/Steward	Highland Football Academy
Valerie McMenemy	Cashier/Receptionist	Sutherland Swimming Pool
Katie Barr	Youth Development Officer	Charleston Academy
Martyn Maclean	Trainee Records Officer	HARC
Mark Hutcheon	Youth Support Officer	Tain

Departures

Graham Powell	Mobile Library Assistant	Gairloch
Emma Burns	Leisure Assistant	Alness
Christina Coghill	Leisure Assistant	Alness
Gordon Mackay	Leisure Assistant	Tain
Charles Rose	Records Officer	HARC
Eilidh Price	Heritage Attendant	Ferrycroft
Hazel Jackson	Library Assistant	Inverness
Rebecca MacLean	Leisure Assistant	Lochaber
Magdalena Pieniadz	Active Schools Coordinator	Farr
Lauren Reid	Leisure Assistant	Lochaber
Gail Markham	Library Assistant	Grantown
James McClure	Library Assistant	Invergordon
Mark Harman	Leisure Assistant	Lochaber
Peter Budge	Football Development Officer	Inverness
Gerard McCready	Active Schools Coordinator	Dingwall
George Marshall	Mobile Library assistant	Dornoch
Sandis Reinsons	Leisure Assistant	Craig MacLean Leisure
Caroline Cooper	Network Librarian	Ullapool
Lana Black	Cashier/Receptionist	Black Isle Leisure
Lorraine Nixon	Cashier/Receptionist	Black Isle Leisure
Pablo Mascarenhas	Principal Adult & Youth Services Manager	Inverness

Movers and shakers

A' Gluasad Suas



	From:	To:	
Jack Sydenham	Relief Leisure Assistant	Leisure Assistant	TRACC
Liam McIntosh	Relief Leisure Assistant	Leisure Assistant	TRACC
Tanya Goller	Cashier/Receptionist	Leisure Supervisor	TRACC
Pamela Cumming	Additional Post Supervisor	Botanic Gardens	Inverness
Kieran Godley	Relief Leisure Assistant	Leisure Assistant	TRACC
Fraser Morrison	Temp Community Support Worker	Youth Development Officer	Aviemore
Julie Corcoran	Part time secondment	Senior Network Librarian,	Inverness
Nina Mackay	Relief Tutor/Coach	Adult Learning Coordinator (Literacies)	Wick
Jess Sutherland	Relief Leisure Supervisor	Leisure Supervisor	Dingwall
Angela Clark	Leisure Assistant, Alness	Leisure Assistant	Invergordon
Jenny Cowan	Leisure Assistant, Invergordon	Leisure Supervisor	Alness
Jill McLelland	Relief Library Assistant	PT Library Assistant	Invergordon
Michael Smyth	Leisure Supervisor, Alness	Leisure Supervisor	Charleston
Gail Cruickshank	Clerical Assistant, Football Academy	Clerical Assistant, Business Support	Dingwall
Aileen MacKay	Clerical Assistant, Business Support, Golspie	Clerical Assistant, Swimming Pool	Sutherland
Allen Mackenzie	Relief Leisure Assistant	Leisure Assistant	Aviemore
Mark Richardson	Senior Youth Development Officer	Principal Adult & Youth Services Manager	Inverness

Recipe

Reasabaidh

Coronation turkey with homemade chapattis

A jar of homemade spicy mayo will brighten up your turkey leftovers – it makes a great sarnie filling too.

Ingredients

½ tbsp vegetable oil
½ onion, chopped
1 garlic clove, chopped
1 tbsp curry powder
½ tsp each ground cumin, ground coriander and turmeric
125ml coconut milk
125ml chicken stock
200g mayonnaise
425g leftover turkey

2 tbsp desiccated coconut, toasted
handful chopped coriander, to serve
chopped tomato, sliced onion and lettuce leaves, to serve

For the chapattis

350g wholemeal flour (or roti flour), plus extra for dusting
1 tbsp vegetable oil



Recipe

Reasabaidh

Coronation turkey with homemade chapattis



Method

Heat a saucepan and add a little vegetable oil. Fry the onion and garlic until both are lightly browned. Chuck in all the spices and let them sizzle for 1 min, then add the coconut milk and the stock. Allow this to reduce until you have a thick, rich, creamy, spicy onion mixture in the pan. Pour into a bowl, leave to cool, then stir through the mayonnaise. Can be kept in the fridge for up to a week.

To make the chapattis, put the flour and 1 tsp salt into a large bowl. Pour in the oil and rub into the flour with your fingertips. Pour in 250ml lukewarm water, mix to form a firm dough, then knead for about 10 mins until springy. Place back in the bowl and leave to rest for 30 mins. Cut into 8 walnut-size pieces and roll out into thin discs on a lightly floured surface. Pan-fry the discs in a dry heavy-based pan for about 1 min on each side. They should colour and blister – use a clean cloth to press flat in the pan while cooking.

To serve, mix the curried mayonnaise with the turkey. Toast the desiccated coconut in a dry pan until golden. Sprinkle over the turkey along with some coriander, then serve alongside the chapattis with some tomato, sliced onion and lettuce, if you like.