

North Lanarkshire Council Report

Education, Children and Families Committee

Does this report require to be approved? Yes No

Ref REB

Date 03/03/26

Appointment of Teacher Representative and Third Religious Representative to the Education, Children and Families Committee

From Rachel Blair, Chief Officer (Legal and Democratic)

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Telephone

Executive Summary

This report advises the Education, Children and Families Committee of the outcome of the recent selection processes undertaken to fill vacancies for a Teacher Representative and a Third Religious Representative on the Committee. The vacancies arose following the resignation of the previous Teacher Representative for the Secondary and Additional Support Needs Sector and the emergence of a vacancy within the Third Religious Representative category.

The report confirms that, in accordance with the Council's governance arrangements, the appointment of members to Committees is a matter reserved to Council. The Committee is therefore asked to note the outcomes of the respective processes and to agree that the report be remitted to Council for formal approval of the proposed appointments. Subject to Council approval, the new representatives would take up their appointments at the meeting of the Education, Children and Families Committee scheduled for Tuesday, 1 September 2026.

Recommendations

It is recommended that the Education, Children and Families Committee:

- (1) Acknowledge the continued appointment of teacher representatives to the Education, Children and Families Committee;
- (2) Acknowledge the outcome of the nominations and ballot process undertaken among teaching staff employed in establishments managed by the Council for the appointment of a Teacher Representative for the Secondary and Additional Support Needs sector;
- (3) Agree that a report be remitted to the meeting of the Council on Thursday, 2 April 2026 for approval, with a recommendation that Stuart Winning be appointed as Teacher Representative for the Secondary and Additional Support Needs sector;
- (4) Consider the nominations received for the appointment of a Third Religious Representative to the Education, Children and Families Committee; and

- (5) Agree that a report be remitted to the meeting of the Council on Thursday, 2 April 2026 for approval, with a recommendation that the successful candidate from the nomination process be appointed as the Third Religious Representative.

The Plan for North Lanarkshire

Priority	Support all children and young people to realise their full potential
Ambition statement	(10) Engage with children, young people, parents, carers, and families to help all children and young people reach their full potential
Programme of Work	Statutory / corporate / service requirement

1. Background

- 1.1 Section 124 of the Local Government (Scotland) Act 1973, as amended by Section 31 of the Local Government etc. (Scotland) Act 1994, provides that where a local authority establishes an Education Committee, its membership shall include:
- One representative of the Church of Scotland;
 - One representative of the Roman Catholic Church; and
 - One person having regard to the comparative strength of other denominational bodies within the area.
- 1.2 The appointment of a Third Religious Representative is therefore a statutory requirement. The Council must ensure that this position is filled in a manner which reflects the denominational profile within North Lanarkshire and complies with the legislative framework.
- 1.3 Prior to 1996, local authorities were required to appoint at least two teacher representatives employed in establishments managed by the authority. This statutory requirement was removed by the 1994 Act, and there is no longer a legal obligation to appoint teacher representatives.
- 1.4 Notwithstanding this, North Lanarkshire Council has consistently co-opted teacher representatives to the Education, Children and Families Committee, recognising the value of their professional expertise in supporting effective decision-making and assisting the Council in discharging its statutory functions as Education Authority.
- 1.5 At its meeting on 2 October 2025, Council formally endorsed the continued appointment of teacher representatives to the Education, Children and Families Committee, confirming that appointments would continue to be made by way of nominations and ballot of teaching staff employed by the Council.
- 1.6 At its meeting on 18 November 2025, the Education, Children and Families Committee acknowledged this position and agreed that the outcome of any nominations and ballot process would be reported back to Committee prior to being remitted to Council for approval.
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2. Report

Teacher Representative – Outcome of Selection Process

- 2.1 The Education, Children and Families Committee has a wide-ranging remit, including the planning, oversight and monitoring of education and family services, capital planning, service improvement and the discharge of the Council's statutory education authority functions. Given this breadth of responsibility, it is considered essential that the professional voice of teachers continues to be heard at Committee level.
- 2.2 Following the resignation of the previous post holder in September 2025, a vacancy arose for the Teacher Representative for the Secondary and Additional Support Needs (ASN) sector.
- 2.3 In accordance with the approach endorsed by Council, officers in Legal and Democratic Services undertook a nominations process among eligible teaching staff employed by the Council within the Secondary and ASN sector. The Notice of Election inviting nominations was issued on Tuesday, 9 December 2025, with nominations closing at close of business on Wednesday, 17 December 2025. Two valid nominations were received within the nomination period.
- 2.4 As more than one valid nomination was received, a secure electronic ballot was conducted. Voting opened at 08:45 on Monday, 5 January 2026 and closed at 23:59 on Wednesday, 21 January 2026. Only eligible teaching staff employed within the Secondary and ASN sector were entitled to vote, and voting links were circulated in advance. The result of the ballot (a copy of the formal declaration is at Appendix 1) was as follows:
- Stuart Winning – 83% of votes cast; and
 - Elaine Haldane – 17% of votes cast.
- 2.5 Subject to approval by Council at its meeting on Thursday, 2 April 2026, Stuart Winning would be appointed as Teacher Representative for the Secondary and ASN sector and would be eligible to attend meetings of the Education, Children and Families Committee from Tuesday, 1 September 2026.

Third Religious Representative – Outcome of Selection Process

- 2.6 A vacancy arose for the position of Third Religious Representative following the resignation of the previous post holder in September 2025.
- 2.7 In accordance with the statutory requirements set out in section 124 of the Local Government (Scotland) Act 1973, nominations were sought from denominational bodies other than the Church of Scotland and the Roman Catholic Church.
- 2.8 On Monday, 8 December 2025, a Notice seeking nominations was published on the Council's website and social media platforms and circulated, in conjunction with the Community Partnership Team, to Community Board representatives. In addition, all known religious groups within the Council area were written to directly and provided with a copy of the Notice.
- 2.9 Three valid nominations were received by the closing date of Friday 16 January 2026:

- Jason Lingiah, St Andrew's United Free Church of Scotland (supporting statement at Appendix 2);
 - Shahid Farooq, Lanarkshire Muslim Welfare Society (supporting statement at Appendix 3); and
 - Claire Gibson, Freedom City Church (supporting statement at Appendix 4).
- 2.10 As part of the nomination process, each candidate was required to submit a supporting statement from their church or denominational body explaining why the nominee should be regarded as suitable for appointment, together with any additional supporting information. The Committee is invited to consider the nominations set out in Appendices two to four and to recommend to Council the appointment of a Third Religious Representative.
- 2.11 Subject to Council approval, the appointed Third Religious Representative would be eligible to attend meetings of the Education, Children and Families Committee from Tuesday, 1 September 2026.

Governance and Approval

- 2.12 While the Education, Children and Families Committee has an important role in noting and considering the outcomes of these processes, the authority to appoint members to Committees rests with Council. It is therefore proposed that a report be remitted to Council, seeking approval of the appointment of both the Teacher Representative and the Third Religious Representative.
- 2.13 Subject to Council approval, the new representatives would take up their appointments at the meeting of the Education, Children and Families Committee scheduled for 1 September 2026.

3. Measures of success

- 3.1 Effective and compliant governance arrangements for meetings of the Education, Children and Families Committee.
- 3.2 Continued engagement of teacher representatives in the work of the Committee, ensuring that professional expertise informs policy development and decision-making.
- 3.3 Transparency and fairness in the selection processes for both teacher and religious representatives.
- 3.4 Strengthened decision-making through the inclusion of professional and faith perspectives in the Committee's work.
- 3.5 Completion of the Council's wider review of democratic, committee, decision-making and governance arrangements, including consideration of representation from parents, carers, Additional Support Needs and Early Years sectors, and implementation of any agreed changes to non-councillor member participation and voting rights.

4. Supporting documentation

- 4.1 Appendix 1 Formal Declaration.
- 4.2 Appendix 2 Supporting Statement – Jason Lingiah.

4.3 Appendix 3 Supporting Statement – Shahid Farooq.

4.4 Appendix 4 Supporting Statement – Claire Gibson.

A handwritten signature in black ink, appearing to read 'RBL', with a long, sweeping horizontal stroke extending to the right.

Rachel Blair
Chief Officer (Legal and Democratic)

5. Impacts

<p>5.1 Public Sector Equality Duty and Fairer Scotland Duty Does the report contain information that has an impact as a result of the Public Sector Equality Duty and/or Fairer Scotland Duty? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact?</p> <p>If Yes, has an assessment been carried out and published on the council's website? https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5.2 Financial impact Does the report contain any financial impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant financial impacts been discussed and agreed with Finance? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.3 HR policy impact Does the report contain any HR policy or procedure impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant HR impacts been discussed and agreed with People Resources? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.4 Legal impact Does the report contain any legal impacts (such as general legal matters, statutory considerations (including employment law considerations), or new legislation)? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, have all relevant legal impacts been discussed and agreed with Legal and Democratic? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact? The report engages statutory governance requirements under section 124 of the Local Government (Scotland) Act 1973 (as amended), which mandates the appointment of religious representatives to an education committee, including a Third Religious Representative. The report confirms that the nomination and selection process has been conducted in accordance with the Council's governance arrangements, and that final appointments are reserved to Council for approval.</p> <p>While there is no longer a statutory requirement to appoint teacher representatives, the continued co-option of teacher representatives reflects Council policy previously endorsed by Council and supports the effective discharge of the Council's statutory functions as Education Authority. No employment law issues or new legislative duties arise from the report.</p>

<p>5.5</p>	<p>Data protection impact Does the report / project / practice contain or involve the processing of personal data? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, is the processing of this personal data likely to result in a high risk to the data subject? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to dataprotection@northlan.gov.uk Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5.6</p>	<p>Technology / Digital impact Does the report contain information that has an impact on either technology, digital transformation, service redesign / business change processes, data management, or connectivity / broadband / Wi-Fi? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact? Where the impact identifies a requirement for significant technology change, has an assessment been carried out (or is scheduled to be carried out) by the Enterprise Architecture Governance Group (EAGG)? Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5.7</p>	<p>Environmental / Carbon impact Does the report / project / practice contain information that has an impact on any environmental or carbon matters? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.8</p>	<p>Communications impact Does the report contain any information that has an impact on the council's communications activities? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact? The report will require communication of the outcomes of the Teacher Representative ballot and the Third Religious Representative nomination process to staff, nominees, denominational bodies and relevant stakeholders, as well as public confirmation of the appointments following Council approval.</p>
<p>5.9</p>	<p>Risk impact Is there a risk impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the key risks and potential impacts, highlighting where the risk(s) are assessed and recorded (e.g. Corporate or Service or Project Risk Registers), and how they are managed?</p>

5.10 Armed Forces Covenant Duty

Does the report require to take due regard of the Armed Forces Covenant Duty (i.e. does it relate to healthcare, housing, or education services for in-Service or ex-Service personnel, or their families, or widow(er)s)?

Yes No

If Yes, please provide a brief summary of the provision which has been made to ensure there has been appropriate consideration of the particular needs of the Armed Forces community to make sure that they do not face disadvantage compared to other citizens in the provision of public services.

5.11 Children's rights and wellbeing impact

Does the report contain any information regarding any council activity, service delivery, policy, or plan that has an impact on children and young people up to the age of 18, or on a specific group of these?

Yes No

If Yes, please provide a brief summary of the impact and the provision that has been made to ensure there has been appropriate consideration of the relevant Articles from the United Nations Convention on the Rights of the Child (UNCRC).

The report relates to representation on the Education, Children and Families Committee, which has an indirect impact on decision-making affecting children and young people's education and wellbeing. A CRWIA is not required as the measure has an indirect, positive effect on children's rights and wellbeing through improved decision-making, but it does not create or remove entitlements, rights, or services.

If Yes, has a Children's Rights and Wellbeing Impact Assessment (CRWIA) been carried out?

Yes No

Election of Teacher Representative for the ASN and Secondary Sector on the Education Children and Families Committee

Eligible to vote: 2412

Votes Cast: 295

Votes Rejected: 49

Turnout: 12.23%

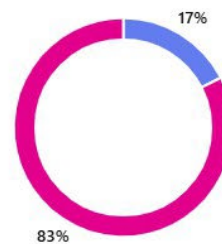
Duplicate votes cast	6
Education/Union Staff Not Eligible	2
Primary School Staff Not Eligible	39
Anonymous votes	2

Elaine Haldane received 17% of the vote with 43
Stuart Winning received 83% of the vote with 203

4. Please select the Candidate you wish to elect

[More details](#)

● Elaine Haldane 43
 ● Stuart Winning 203



The results of the vote will be reported to the Education, Children and Families Committee on Tuesday, 3 March 2026 and thereafter the meeting of the Council on Thursday, 2 April 2026 for formal ratification.

Election of a Religious Representative

to represent

*the Promotion of Religious Education outwith the Church of Scotland
and the Roman Catholic Church*

on

North Lanarkshire Council's

Education, Children and Families Committee

Nomination of

(name) Rev. Jason Lingiah

The place fixed for the receipt of this duly completed nomination paper is:-

Chief Officer (Legal and Democratic)

Civic Centre

Motherwell

ML 1 1AB

electionoffice@northlan.gov.uk

*The nomination paper must be lodged with the Chief Officer (Legal and Democratic) at the above place not later than **4.00 pm on Friday, 16 January 2026.***

For Official Use

Lodged CL McDonald (date) 15 January 2026 (time) 16:43

ELECTION OF A RELIGIOUS REPRESENTATIVE
for the Promotion of Religious Education outwith the Church of Scotland and the
Roman Catholic Church

We at Bellshill: St Andrew's United Free Church of Scotland (name of place of worship)

do hereby propose and nominate the undermentioned person as a candidate at the said election.

Surname Lingiah	Other Names Jason
Address [REDACTED]	
Email Address/Mobile Telephone Number [REDACTED]	
Name and Address of Place of Worship St Andrew's United Free Church of Scotland, The Cross, Main Street, Bellshill. ML4 1AH [REDACTED]	

.....(Signature of Representative from Place of Worship)

Statement by such Church or denominational body as to why this candidate nominee is regarded as worthy of selection:

Mr Lingiah has been the full time Minister of St Andrews Church since December 2021 in an Unrestricted (open ended) post as Minister of the charge, He has been a Minister of the United Free Church of Scotland since 2015 and has had posts in Burntisland and Clackmannanshire prior to this current appointment. He is a former Moderator of the Presbytery of the East. Mr Lingiah has been involved in school chaplaincy at Primary and Secondary level in all the church appointments that he has held.

Mr Lingiah also worked in Edinburgh in Child Protection and Looked After and Accommodated Children services and has undertaken courses in child and family law. He has also been involved in running and delivering CPD courses at vocational and University level. He has had experience of working in another Local Authority, and also of line management issues of staff and volunteers.

In addition, Mr Lingiah is the Convenor of the Church and Society Committee of the United Free Church of Scotland General Assembly which has a remit in education and other areas of social and moral interest.

The number of persons within North Lanarkshire who are members of such Church, or denominational body is 150

Please provide any further supporting information:

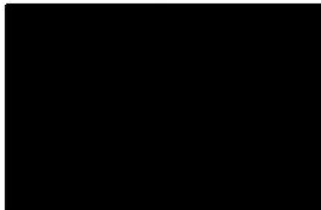
The United Free Church of Scotland is a historic Reformed and Presbyterian denomination dating back to 1761 and has had a presence in North Lanarkshire (albeit much reduced) since then with congregations in Bellshill, Wishaw and Chryston.

The Bellshill congregation dates back to 1762 and is the first church congregation to be established in the town and has maintains many links and contacts in the wider community.

I, the nominee for election, declare that I am eligible to be nominated as a candidate and, if elected and appointed, will accept office as a Religious Representative on the Council's Education, Children and Families Committee. I declare that, if elected and appointed, I shall faithfully perform the duties of the office.

(Date)

14 January 2026



(Signature of Candidate)

Election of a Religious Representative

to represent

the Promotion of Religious Education outwith the Church of Scotland
and the Roman Catholic Church

on

North Lanarkshire Council's Education,
Children and Families Committee

Nomination of

(name)Shahid Farooq.....

The place fixed for the receipt of this duly completed nomination paper is:-

Chief Officer (Legal and Democratic)
Civic Centre
Motherwell
ML11AB
electionoffice@northlan.gov.uk

The nomination paper must be lodged with the Chief Officer (Legal and Democratic) at the above place not later than **4.00 pm on Friday, 16 January 2026.**

For Official Use

Lodged CL McDonald (date)15 January 2026 (time) 10.05am

ELECTION OF A RELIGIOUS REPRESENTATIVE
for the Promotion of Religious Education outwith the Church of Scotland and the
Roman Catholic Church

We at ...Lanarkshire Muslim welfare Society (Central Mosque Bellshill)..... (name of place of worship)

do hereby propose and nominate the undermentioned person as a candidate at the said election.

Surname Farooq	Other Names Shahid
Address [REDACTED]	
Email Address/Mobile Telephone Number [REDACTED]	
Name and Address of Place of Worship Lanarkshire Muslim Welfare Society, 3 Clydesdale Street Bellshill ML4 2RS	

[REDACTED]

.....(Signature of Representative from Place of Worship)

Statement by such Church or denominational body as to why this candidate nominee is regarded as worthy of selection:

The Mosque is satisfied that the above-named candidate nominee is a person of good character, integrity, and sound moral standing. The candidate has demonstrated consistent commitment to the values and principles of Islam and has shown respect for others, a sense of responsibility, and a willingness to serve the wider community.

Through his conduct and engagement, the candidate has shown reliability, honesty, and maturity of judgment. The Mosque considers the candidate to be suitable and worthy of selection and believes he will act responsibly and with integrity in any role for which he is nominated.

The number of persons within North Lanarkshire who are members of such Church, or denominational body is. ♦ 1-

Please provide any further supporting information:

The Mosque serves members of the local Muslim community within North Lanarkshire through regular congregational prayers, religious education, community events, and welfare support. Membership consists of individuals and families residing across the local authority area who attend prayers and participate in religious and community activities on a regular basis.

The Mosque operates in accordance with its constitution and charitable objectives and provides spiritual guidance and community support to its members. It is recognised locally as a place of worship and community engagement.

I, the nominee for election, declare that I am eligible to be nominated as a candidate and, if elected and appointed, will accept office as a Religious Representative on the Council's Education, Children and Families Committee. I declare that, if elected and appointed, I shall faithfully perform the duties of the office.

13/11/2013

(Date)

(Signature of Candidate)

Election of a Religious Representative

to represent

the Promotion of Religious Education outwith the Church of Scotland
and the Roman Catholic Church

on

North Lanarkshire Council's
Education, Children and Families Committee

Nomination of

(name) Claire Gibson

The place fixed for the receipt of this duly completed nomination paper is:-

Chief Officer (Legal and Democratic)
Civic Centre
Motherwell
ML1 1AB
electionoffice@northlan.gov.uk

The nomination paper must be lodged with the Chief Officer (Legal and Democratic) at the above place not later than **4.00 pm on Friday, 16 January 2026**.

For Official Use

Lodged CL McDonald (date) 15 January 2026 (time) 10:53am

ELECTION OF A RELIGIOUS REPRESENTATIVE
for the Promotion of Religious Education outwith the Church of Scotland and the
Roman Catholic Church

We at FREEDOM CITY CHURCH (name of place of worship)

do hereby propose and nominate the undermentioned person as a candidate at the said election.

Surname GIBSON	Other Names CLAIRE
Address [REDACTED]	
Email Address/Mobile Telephone Number [REDACTED]	
Name and Address of Place of Worship Freedom City Church, 6 St Mungo's Road, Cumbernauld G671QR	

[REDACTED] (Signature of Representative from Place of Worship)

Statement by such Church or denominational body as to why this candidate nominee is regarded as worthy of selection:

Claire is an ordained assemblies of God minister who has lived with her family in North Lanarkshire her whole life.

She is a trained midwife who prior to becoming a minister worked for over 10 years as a senior family support worker within a Local Authority Education Department. She has first hand experience of working with children, young people and families in a school setting. She also oversees our children, youth and families ministries.

Before becoming a full time minister she worked bi-vocationally as a lecturer in health and social care within New College Lanarkshire.

Claire also has twin daughters who attend high school in North Lanarkshire.
We believe her rich experience on a professional and ministerial level, along with her personal passion and vested interest make Claire an ideal candidate for this role.

As a church, and as part of the wider assemblies of God denomination, we are committed to being a positive influence on our local area and serving in any way we can.

The number of persons within North Lanarkshire who are members of such Church, or denominational body is 400.

Please provide any further supporting information:

I, the nominee for election, declare that I am eligible to be nominated as a candidate and, if elected and appointed, will accept office as a Religious Representative on the Council's Education, Children and Families Committee. I declare that, if elected and appointed, I shall faithfully perform the duties of the office.

(Date)
15 January 2026

(Signature of Candidate)

