

# North Lanarkshire Council Report

## Education, Children and Families Committee

Does this report require to be approved?  Yes  No

Ref REB

Date 26/05/26

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

**From** Rachel Blair, Chief Officer (Legal, Democratic and Strategy)

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### Executive Summary

This report outlines the steps that have now been undertaken to fill the vacancy for a Teacher Representative for the Secondary and Additional Support Needs (ASN) sector and provides an update on progress in relation to the appointment of a Third Religious Representative.

The report confirms that, following a nominations and ballot process among eligible teaching staff, a successful candidate has been identified for the Teacher Representative role.

In relation to the Third Religious Representative, the report outlines the expressions of interest received from denominational bodies. As part of the Council's governance and safeguarding procedures, the nominees have been asked to undertake the necessary disclosure checks. A further report will be presented to Committee upon completion of these checks, seeking approval to recommend an appointment to Council.

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### Recommendations

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

- (1) Acknowledge the outcome of the nominations and ballot process undertaken for the appointment of a Teacher Representative for the Secondary and Additional Support Needs sector;
- (2) Agrees that Stuart Winning be confirmed as Teacher Representative for the Secondary and Additional Support Needs sector, subject to formal approval by Council;
- (3) Acknowledges the expressions of interest received for the position of Third Religious Representative;
- (4) Acknowledges that the nominees are currently progressing through disclosure checking process for the Council; and

- (5) Agrees that a further report be submitted to Committee, following completion of the necessary checks, seeking approval to recommend an appointment to Council.

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## **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

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### **1. Background**

- 1.1 Section 124 of the Local Government (Scotland) Act 1973, as amended, requires that where a local authority establishes an Education Committee, its membership must include representatives from the Church of Scotland, the Roman Catholic Church, and a Third Religious Representative reflecting other denominational bodies within the area.
- 1.2 While there is no longer a statutory requirement to appoint teacher representatives, the Council has continued this practice in recognition of the value of professional input to Committee decision-making.
- 1.3 The Council has previously agreed that teacher representatives will be appointed through a nominations and ballot process among eligible teaching staff, with outcomes reported to Committee and subject to approval by Council.

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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, 25 June 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 – Update**

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;
- Shahid Farooq, Lanarkshire Muslim Welfare Society; and
- Claire Gibson, Freedom City Church.

2.10 The level of interest reflects a positive engagement from a range of faith communities within North Lanarkshire.

2.11 In line with the Council's governance and safeguarding requirements, all nominees have been asked to undertake the necessary disclosure checks. Once these checks have been satisfactorily completed, a further report will be presented to Committee seeking agreement on a preferred nominee, a copy of their supporting statements and recommendation of an appointment to Council.

### **Governance and Approval**

2.12 While the Education, Children and Families Committee has an important role in noting and considering the outcomes, the authority to appoint members to Committees rests with Council. It is therefore proposed that a report be remitted to Council on 25 June 2026, seeking approval of the appointment of the Teacher Representative.

2.13 Subject to Council approval, the new Teacher representative would take up their appointments at the meeting of the Education, Children and Families Committee scheduled for 1 September 2026.

2.14 The Third Religious Representative appointment will be brought forward in a subsequent report following completion of disclosure processes.

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**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 the teacher representative.
- 3.4 Strengthened decision-making through the inclusion of a professional perspective 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.

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**4. Supporting documentation**

- 4.1 Appendix 1 - Formal Declaration.



**Rachel Blair**  
**Chief Officer (Legal, Democratic and Strategy)**

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## 5. Impacts

<p><b>5.1 Public Sector Equality Duty and Fairer Scotland Duty</b> 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? <a href="https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments">https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments</a> Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p><b>5.2 Financial impact</b> 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><b>5.3 HR policy impact</b> 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><b>5.4 Legal impact</b> 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 the nomination and selection process 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><b>5.5 Data protection impact</b> 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"/></p>

	<p>If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to <a href="mailto:dataprotection@northlan.gov.uk">dataprotection@northlan.gov.uk</a></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p><b>5.6</b></p>	<p><b>Technology / Digital impact</b></p> <p>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?</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>If Yes, please provide a brief summary of the impact?</p> <p>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)?</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p><b>5.7</b></p>	<p><b>Environmental / Carbon impact</b></p> <p>Does the report / project / practice contain information that has an impact on any environmental or carbon matters?</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>If Yes, please provide a brief summary of the impact?</p>
<p><b>5.8</b></p>	<p><b>Communications impact</b></p> <p>Does the report contain any information that has an impact on the council's communications activities?</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>If Yes, please provide a brief summary of the impact?</p> <p>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><b>5.9</b></p>	<p><b>Risk impact</b></p> <p>Is there a risk impact?</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>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>
<p><b>5.10</b></p>	<p><b>Armed Forces Covenant Duty</b></p> <p>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)?</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>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.</p>
<p><b>5.11</b></p>	<p><b>Children's rights and wellbeing impact</b></p> <p>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?</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>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).</p>

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%

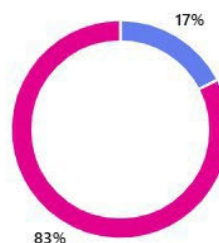
Duplicate votes cast	6
Education/Union Staff Not Eligible	2
Primary School Staff Not Eligible	39
Anonymous votes	2

**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, 26 May 2026 and thereafter the meeting of the Council on Thursday 25 June 2026 for formal ratification.