

Connect
monthly

**December
2018**



STAR
Quality

moray
council

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Editorial

Welcome to the last *Connect* of 2018, which has been our best year yet for your contributions to the magazine! Keep 'em coming!

Our cover story tells of commitment to those we serve, with a total of 1,770 years' long service delivered from those recognised at last month's awards. Hats off to them all!

Among them are those that colleagues have voted for as going above and beyond. It's the highest accolade to be recognised and praised by your peers, so congratulations to them too. The work we all do rarely gets the praise and recognition it deserves in public, but we can console ourselves in a job well done that's appreciated by those around us. Certainly our elected members know our merits and always speak up for staff in public.

While this is the last one of 2018, because January's edition will be out when you get back from holidays in 2019 we'll be getting it ready to roll from the e-presses early this month. Given that deadline, don't forget to get your team pictures of Christmas celebrations to us, along with daft jumpers, silly gifts and anything else that will raise a smile across the council.

Have a happy and peaceful Christmas, enjoy Hogmanay and we'll see you in January.

■ Cover Image: STAR Award winners Ann, Hilda and Darren show off their glassware

Team *Connect*



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HeadsUp

Vivienne Cross, Head of Schools & Curriculum Development

Dear Colleagues

As Head of Schools and Curriculum Development I cover a lot of bases, from schools and their nurseries, a central team – dramatically reduced from what it was – of Quality Improvement Officers, GIRFEC, which straddles Integrated Children’s Services in schools so that education and social work tie up and our process to look after all children is seamless. There are some education project officers that generally help implement Scottish Government initiatives, such as Developing the Young Workforce (DYW), Opportunities for All, Music Instruction service, and the School Technologists team of two who work with schools to make sure they use technology better.

I started as a teacher in 1983 when the area was under Grampian Regional Council. My first teaching job was at Lossie High as a business education teacher, progressing to acting principal teacher (PT), then I went to Milne’s High as a PT in 1990.

I took a gap in my career path when I had my two daughters, and in 2003 took on a new challenge as senior tutor to develop ICT in schools under the New Opportunities scheme. Thereafter I became a QIO in 2006.

Being in the central team is a big challenge. The job of teaching has certainly changed dramatically over the last decade or more - although those at the coalface won’t always agree with that - and that change is heightened within the central team as we endeavour to progress government initiatives and work with schools to raise attainment.

Back when I was teaching, the children came to school, had lessons and then went home. But now we look at the ‘whole child’ and involve other agencies and parents more to make sure that we ‘get it right for every child’. That, and the pace of change with new technologies being developed all the time, makes the job a rapidly changing challenge.

Teaching and working with children has always been a challenge though, but probably the most rewarding one any career can offer. The biggest thrill for me is when I go out to schools - I just love seeing the difference our people are making to children. The concerts, the classes, and the many different activities the young people get to do are just so inspiring.

Away from work I love to spend time with my family and close friends, and to do a bit of travelling. I sing in my local Buckie Community Choir too, which is great fun and good exercise for my lungs.

One piece of advice I would give to everyone is to take time out when you can. I’ve learned to shut down properly once I’m on leave, which is so important in a pressured environment like this. I come back better and more refreshed.

Best wishes
Vivienne



Outstanding efforts by our colleagues were celebrated at last month's STAR Awards.

Work which has had an invaluable contribution to the council over the past year was recognised at the ceremony at Elgin High School. Six individuals and teams from across the council were presented with awards for Outstanding Contribution by the Chief Executive, Roddy Burns, and Convener, Cllr Shona Morrison, in the presence of colleagues. The ceremony culminated in the announcement of the overall winners – and very worthy winners they were too.

The Chief Executive's Award for Excellence was awarded to the Development Plans team, who were represented by Darren Westmacott, Planning Officer and Hilda Puskas, Development Obligations Officer. The entire Development Plans team includes Gary Templeton, Eily Webster, Emma Gordon, Rowena MacDougall, Jane Clark, Keith Henderson, Darren Westmacott, Kevin Belton, Trevor Thornley and Hilda Puskas.

"We weren't expecting to win this award, especially when we heard about the work of the other nominees," said Darren, "it's nice to get recognition for us trying new things – and it's paid off."



“We took a big leap of faith in our new approach to the consultation – usually consultations are approached the same way time and time again – but by engaging young people and in particular the video produced by Buckie High School pupils has got other young people talking about the plan and responding to it.”

“Through this project, we’ve won two awards and the Buckie High pupils have won a national award – we’re all delighted!”

The Colleagues’ Choice Award was awarded to the Community Wellbeing Development team of Ann Hay,

Assistant Development Officer, and Carmen Gillies, Development Officer. Carmen was sunning herself on holiday so Ann was representing the team.

“I’ve already messaged Carmen in Sri Lanka to tell her the good news! But I speak for both of us when I say we’re humbled and that we truly enjoy our job. To get the recognition and support of our colleagues for this award feels incredible.”

“I can’t wait to show our groups the award as well as our partners, who we have an amazing relationship with and without whom we couldn’t do our job.”

Here's a round-up of all who received outstanding contribution awards:



Development Plans team

■ Outstanding contribution

The team have worked exceptionally hard and demonstrated a commitment to ensure widespread community engagement and involvement of young people in developing ideas for the Moray Local Development Plan 2020.

Young people have previously been under-represented in Moray and the team have worked in conjunction with schools and engaged widely using a variety of innovative techniques to ensure a more balanced view on important issues including affordable housing, job opportunities and placemaking. The team made it possible to engage with a wide audience of varying ages via methods which included interactive mapping, short films with drone footage, workshops and competitions.

The success of this consultation process reaching an intergenerational audience has resulted in other services considering using a similar approach, as well as these techniques being shared with other authorities.



■ Ann Hay (left) pictured with Ann Griffin from NHS Grampian



◀ Community Wellbeing Development team

■ Outstanding contribution

This 'dynamic duo' has excelled in the delivery of supporting positive outcomes for the older population of Moray.

The devotion and enthusiasm to develop new initiatives and work alongside a range of partners has offered new and exciting health and wellbeing opportunities. Activities such as Men Sheds, Be Active Live Longer groups and Daytime Boogie are accessed by over 1,200 people each week. Without this small but explosive team, these groups and community activities would not be possible.

The team have a trusted relationship with the local people of Moray and because of this has meant they have been able to recruit local champions to help facilitate consultation events including the Health and Social Care locality plans. The team project a positive image for the Council and boost its reputation as a trusted organisation.

Alison Main Administration Officer within Roads Maintenance

■ Outstanding contribution

Alison has demonstrated patience, resilience and a willingness to embrace new ideas and change in order to allow the smooth running of her busy team. With background knowledge in admin processes, Alison has not only led by example but encouraged and welcomed feedback from team members, which has led to working practices being adapted suitably to cope with the changing and forward-moving nature of the organisation.

Alison has given staff support and encouragement in experiencing different roles within the team and has adopted a hands-on approach when the team have been stretched.

David Crombie
Chargehand
within Lands and Parks

■ Outstanding contribution

David has been responsible for mentoring a volunteer over an 18 month period. David's commitment to this was shown through the help and support given to the volunteer which has not only helped him to build on his skillset but has encouraged him to overcome his learning difficulties which has resulted in the volunteer securing permanent employment.



Jeff Mansfield
Leisure Assistant
at Elgin Sports & Community Centre

■ Outstanding contribution

Jeff has demonstrated excellent customer services skills to both internal and external customers alike, always applying extra effort, dedication and commitment to improve Elgin Community Centre.

Jeff's passion and enthusiasm is apparent in everything he does, none less so than his voluntary involvement in organising recycling facilities and planters for the centre and the building of a new reception desk fit for purpose, a lot of which was done in his own time and using recycled materials he sourced himself.

His positivity and energy not only boosts the mood and morale amongst his colleagues but also those visiting the centre are always greeted with a warm welcome. Jeff is a member of staff with a genuine willingness to go out his way to help.



Anne Taylor
Systems Co-ordinator
within Environmental Protection

■ Outstanding contribution

Anne has shown a strong and positive contribution to the improvement of morale and workforce culture at the depot. She has voluntarily promoted and organised various social activities and charity events including: Burns Suppers, seasonal parties, cycling and plank challenges, a craft fayre (which displayed work of her own and other staff members and raised £150 for Scottish Huntington's Association), an annual Macmillan coffee morning and for the past three years has also driven a campaign at Christmas to donate to Moray Food Bank.

Anne's efforts have not only helped raise money for charity but have also had a significant impact on the working environment and morale of colleagues. Team bonding activities and a little bit of fun and light relief have helped to make the working day more pleasurable and less tense for everyone during a time of considerable work pressures.



**MISSION
CHRISTMAS**
cash for kids



Remember that Mission Christmas collections are taking place until 4pm on Friday 14 December. You can donate a new and unwrapped gift for a child living in the North East by dropping it off at the HQ breakout area, the festively-adorned corner.

MFR Mission Christmas elves will make sure it's wrapped and delivered, ready for local youngsters on Christmas morning.



HR Noticeboard

Healthy Working Lives

Our Healthy Working Lives group is made up of colleagues from different services and the group meet a couple of times per year to plan events and ideas to support with various aspects of health.

Over the last 12 months we've covered:

- Alcohol and drug awareness
- Stopping smoking
- Grow your own challenge
- Cycle2Work
- Walk challenge
- Drink aware
- Winter health advice
- Active and healthy New Year tips
- Mental health awareness
- Stress awareness

The last event for 2018 is our annual drink awareness / winter health advice in conjunction with the NHS. The event is on 05 Dec from 12.30-2pm in the Annexe and HQ breakout areas.

We also welcome colleagues to join the Healthy Working Lives group at any time – so if you're interested let your line manager know and drop an email to hr@moray.gov.uk.

Festive Traditions

Got any festive traditions that you'll be continuing over the next few weeks? Maybe you and the family pull on hiking boots and head for the hills after Christmas dinner? Strip off and dive into the Burghead boxing day swim?

Whatever antics you're up to (keep it clean, folks!) send us your pics to connectnews@moray.gov.uk and we'll share them with colleagues in the next edition.

Payslips

Payslips can now be accessed electronically by those who have iPhones. A free app is available to download to assist with this, and you can find more info on this on the payslips and employee self service page on the interchange, if you don't have access to this please email hr@moray.gov.uk and we'll send instructions to you.



email connectnews@moray.gov.uk to get Connect emailed to your personal email address, every month.



I am delighted to have the opportunity to wish all the staff a very Merry Christmas and Happy New Year.

We are all too aware of just how challenging the last year has been and the mounting pressures that all employees face daily. It is a credit to you all that despite this, the commitment and dedication to provide the very best of services for the people of Moray is unwavering.

We continue to deliver transformational and innovative services and this is down to so many staff going above and beyond their job description on a daily basis.

Many of you will have some time off during the holidays to recoup and recharge and spend some much needed time with family and friends, but for those who continue to work over the festive period in many of our vital services, I would like to pass on our sincere thanks from all elected members. I know from conversations in my ward just how much these services are appreciated.

Wishing you and yours a very happy Christmas and a guid New Year.

**Cllr Shona Morrison
Convener of Moray Council**

Long Service AWARDS



Make the world better
with a sweater



At the end of the month we celebrated our colleagues who've hit milestones in public sector service. Here's a mention to those who attended to accept their 20, 30 and 40 year certificate of long service. Not all were able to make it along on the day, in total 76 colleagues will receive their long-service awards, amassing a total of 1,770 years of service – bravo!

20 years service

Bryan Attridge, Carol Chambers, Sandra Clark, Cathy Collins, Keith Ewen, Kathleen Foote, Alison Fraser, Caroline Hambly, Alistair Irvine, Alison Jamieson, Elaine Kelly, Elizabeth Lambie, Shirley Laurie, Neal Macpherson, Glynis Mclean, Billy Moir, Angela More, Paul Morrison, Scott Paton, Angela Rendall, Sandra Scott, Karen Simpson, Angela Stuart, Iain Sweeney, Sharon Taylor, Kerrie Walker, Joan Wood.



It's time to dive into the back of the wardrobe and dig out your festive jumper as we celebrate Christmas Jumper Day on 14 December.

Save the Children's Christmas Jumper Day raises much-needed funds to 'make the world better with a sweater'.

Last year the charity raised millions of pounds on this festive-filled day, from people pulling on their wackiest Christmas woollies and donating to this worthy cause.

We know you're up for it, in fact in a recent interchange poll on our social engagement programme, designed to boost working relationships, the majority of respondents

said they wanted to work with colleagues to do some fundraising – so what better time to get stuck in?

The suggested donation is £2 and you can pay your donation directly to Save the Children, or via Teresa Ruggeri in HQ, who is happy to receive donations and make a collective payment. More info is at christmasjumperday.org/.

Remember!! Send us pics of you and colleagues in your best festive jumpers to webmaster@moray.gov.uk and we'll feature them on interchange and our social media channels on Christmas Jumper Day, and in the next edition of *Connect*.

Long Service AWARDS

continued



30 years service

Michael Alexander, Colin Bell, Stuart Beveridge, Lynne Bowley, Elaine Ford, Anne Grant, Karen Grant, Ginette Milton, Denise Morrison, David Munro, Joyce Ralph, Diane Simpson.

40 years service

Donnie Carthew.

Speaking at the event, Convener of Moray Council, Cllr Shona Morrison said she was *“truly honoured”* to give out the accolades and have the opportunity to offer *“a most sincere and heartfelt thanks on behalf of elected members, to all staff, for the years of service and loyalty”*.

She added: *“We continue to deliver transformational and innovative services and this is down to so many staff going above and beyond their job description on a daily basis, often against a difficult backdrop, to provide for the citizens of Moray and improve their lives – and for this we are incredibly grateful.”*





BLUE LIGHT BEARS

Police have thanked colleagues for handcrafting and donating nearly two dozen 'trauma teddies' for young victims or witnesses of crime.

Chief Inspector Maggie Miller collected the teddies on behalf of Police Scotland, and these will be used to comfort young people in Moray as part of a nationwide initiative to provide trauma teddies for distressed kids.

Colleagues in our committee services team – Moira, Caroline and Lissa – have handcrafted 23 bears since August.

Lissa said they had spotted the initiative on social media and decided to give it a go.

"We got the pattern, went into the wool shop and got started! It's nice that they're going to kids that need them – and it's good for us as it stops us snacking at night!"

Caroline enjoyed the challenge of crafting the teddies.

"Sewing the faces on was probably the hardest part, that and trying to decide on colour combinations. We all feel

it's a very worthwhile cause and we're happy to support this initiative."

Moira said that the teddies were fun to knit and the pattern was easy to follow - even for a non-knitter like herself!

"I've grown quite attached to my little family of teddies and it's heartening to know they'll bring comfort to children that need them."

Chief Inspector Maggie Miller thanked the team for their efforts.

"These trauma teddies will accompany police offers on patrol so can be given to young people in the immediate aftermath of any distressing situation. They're an invaluable way of breaking down communication barriers between officers and children, and bring comfort at a time when it's much needed."

"We're really grateful for the donation of these trauma teddies and would like to say a big thank you for the time and care taken to craft these for our young children in Moray."

Update on LOIP

Back in the November 2017 issue of *Connect* we talked about the Local Improvement Plan (LOIP). In a nutshell, it's our revised 10 year plan which sets out the issues which the Community Planning Partnership (CPP) will tackle in that time.

LOIP Progress since then:

The Local Outcomes Improvement Plan (LOIP) was approved by the Community Planning Board in February 2018.

As a reminder the priorities and strategic groups progressing them are:

Raising aspirations: Fairer Moray Forum

Building a better future for our children and young: people in Moray – Chief Officer Group, Integrated Children's Services

Growing, diverse and sustainable economy: Moray Economic Partnership

Changing our relationship with alcohol: Integration Joint Board/ Moray Alcohol & Drug Partnership

Empowering and connecting communicates: Community Learning & Development Partnership

Performance information and targets supporting the delivery against the priorities are currently being finalised by the strategic

partnership lead officers. The performance and targets will be reported to the Community Planning Board meetings for approval. Each strategic partnership will be asked to report performance to the Community Planning Board annually. This information will then be compiled into an annual Public Performance Report.

Locality Plans

From the evidence we have identified seven areas which have poorer outcomes. We have chosen to begin work in two areas: New Elgin East and Buckie Centre East. The aim will be to develop a locality plan with the community by March 19.

Work is being led by our Community Support Unit with the assistance of a network of practitioners working in these two areas. Our Community Support Unit has begun to engage with the community and some recent engagement has taken place in the past few weeks.

Links

As well as the Local Outcomes Improvement Plan (LOIP) and the Corporate Plan there are also strategies that support effective governance, the efficient management of resources and the development of a performance management culture e.g. financial strategy, ICT strategy.

Each of the plans forms an important link into the overall picture of council services and priorities. Plans at each level should use the priorities outlined in the plan above it to inform or direct the priorities. This enables the strategic priorities from the LOIP and Corporate Plan to flow into the operational work of the council. Operational priorities,

developments and improvements in turn feed into the setting of strategic priorities across the organisation. Therefore the link between plans provides the delivery and communication of priorities at all levels.

All staff within the council should be working towards the aims and priorities of the council, as detailed in the LOIP, Corporate Plan and filtered down through to service plans and team/operational plans.

Next stages for this LOIP

The Community Planning Partnership has to finalise its action plan and performance measurements to ensure the delivery against the priorities.

Community Planning Board is finalising its governance arrangements supporting the LOIP and looking at governance around Community Planning Partnership in general

Continue with the development of the locality plans

Review of LOIP

The LOIP should be updated to reflect progress, emerging trends and feedback from stakeholders. The review of the current LOIP will begin in October with an aim of draft a revision by the end of the year for consideration. Depending of timing of Board meetings a final draft LOIP 2028 would be submitted to the CP Board sometime in the New Year. An annual report on LOIP should be produced around February/March 2019.

EMPLOYEE CONFERENCE FEEDBACK

Last month we published an article on this year's conferences held in September. The theme for all three events was 'The Power of You', focusing on us as employees. This theme helped to consider how we continue to transform services that deliver our priorities, the Corporate Plan, and to determine what role we play in addressing the challenges ahead.

Delegates were involved in discussion groups, with the first session using 'Morayopoly' as a tool to develop ideas. This involved consideration of the impact a reducing budget has on council services and the workforce, what services should be protected, what needed to change and what the council needed to stop doing.

Attendees used a 'spidergram' to consider the employee perspective on how we engage 'the power of you'. The focus was to consider what support colleagues needed to be the best they can be during this period of transformational change.

COULD DO MORE PICKUPS WITH COUNCIL MINIBUSES RATHER THAN TAXIS

BETTER USE OF ICT / TECHNOLOGY -- IT'S USED IN EVERY SERVICE

FOCUS ON EARLY INTERVENTION

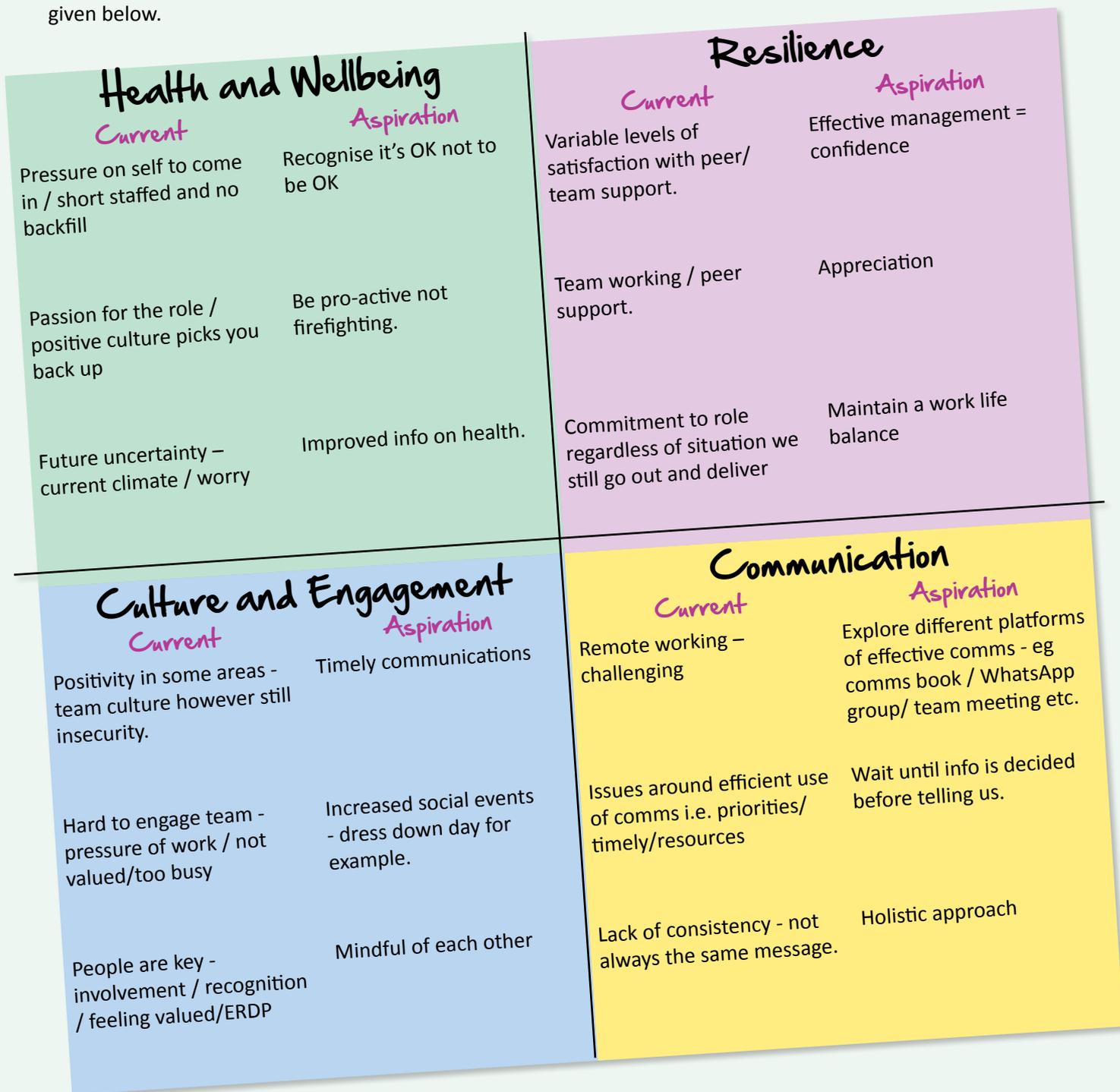
COMMUNITIES NEED TO DO MORE, EXPECT EVERYTHING TO BE DONE FOR THEM -- MORE WORK NEEDED AROUND EDUCATING COMMUNITIES TO HOW THEY CAN HELP.

BRING SERVICES TOGETHER / STREAMLINED DELIVERY

SHARED SERVICES ACROSS LOCAL AUTHORITIES

During Morayopoly you gave us lots of ideas and suggestions for what can be done within services; a full account will be on the interchange, but here's a taster of some of the ideas...

The spidergram discussion groups gave us lots of ideas and there was a lot of input from the colleagues on how they currently feel and what aspirations they have for the future around these areas – a taster of feedback is given below.



Finally, we asked people what they thought of the event.

Just over half of attendees thought that spidergram discussions were good in helping them to support the transformation of services whilst exploring the barriers to change, and two thirds thought that the Morayopoly discussions were good.

Half of the respondents said that the information displays were good in raising their awareness of the Council's budget and around two thirds indicated that the information stands on health and wellbeing helped raise awareness.

Two thirds found the digital stories interesting and over half enjoyed

watching them. When it came to overall satisfaction with the event most people were satisfied, only 8 per cent were dissatisfied.

It is very positive to note that colleagues enjoyed the event, its theme and content and the overall programme that was put together.

EMPLOYEE

>> ENGAGEMENT <<<

It's hard to believe that here we are, nearly at the end of another year... and another employee engagement calendar!

It's been another busy year with lots going on, and it's been really good to see many of you at different events and meetings.

By the end of the year, CMT will have visited 12 locations during service learning visits, including schools, depots, leisure centres and offices meeting lots of colleagues, who were able to showcase their service, discuss any concerns and share their thoughts.

There were also two 'Back to the Floor' events – Corporate Director, Denise Whitworth, spent a morning working at Pilmuir Nursery, and Corporate Director, Rhona Gunn, and Head of Direct Services, Stephen Cooper, spent a shift on the bins, which saw them head out with teams based at Brumley Brae – they all really enjoyed it.

Back to the Floor provides senior managers with an insight into the working day of those on the front line, and promotes a greater, mutual understanding of roles across the council.

September came round and it was conference time; as we've mentioned in *Connect* before, a conference was held in Buckie, Forres and Keith – find a round-up of the feedback from these in this issue!

Listening meetings and supervisory meetings continued this year, giving managers and supervisors the chance to discuss some of the larger council priorities with Chief Executive, Roddy Burns, and to bring him up to speed on how things are going in your services.

You may have seen communications lately on Bright Ideas, thank you if you submitted an idea to us – we'll be looking again next year so thinking caps on!

This issue also celebrates our STAR (Special Thanks and Recognition) Award winners so have a look to see which colleagues have been awarded – of course, we'll be running this again next year so look out for the next launch which will probably be around August, but we'll let you know.

It will be 2019 before we know and most of us have good intentions to get fitter, healthier, give up smoking... whatever it is our Healthy Working Lives group will continue to offer information, events and ideas to support you along the way – there's a wee article about the group in this issue on the HR Noticeboard.

One more thing... we run an employee survey every two years and it's due next year so keep an eye out for that too, we'll let you know in advance when it's coming and everyone will have the opportunity to complete a survey and have their voice heard.

THE LITTLE BOOK OF CYBER SCAMS

Police Scotland has issued warnings about 'vishing' scams that have seen bank accounts cleaned out and people's savings obliterated.

Instances of this sophisticated fraud are the fastest growing area of crime in the UK, netting criminals many millions. And it's not just the elderly and vulnerable that are at risk; those behind the scams are extremely convincing, have expert knowledge of banking systems and software, as well as the computer expertise to remotely control and view their victim's home PC.

To help us all recognise a vishing attempt and

combat this scourge, an informative guide has been provided by the police. It details how the scammers gain the confidence of their victims, how they even convince them to lie to their bank about the dodgy money transfers they're making.

The guide gives harrowing examples of how two victims have been duped into transferring hundreds of thousands to criminals. Police say much of the cash goes to fund organised crime operations.

Chief Superintendent John McKenzie said: "This guide highlights the most current and popular cyber scams committed in Scotland where often those most vulnerable are victims to malicious criminal activity.

"The world is changing and with the ever increasing use of technology, the individual needs to be increasingly aware of the latest scams and frauds committed in both the online 'virtual' world as those committed in the more traditional 'real' world."

There's a booklet available to help with all other aspects of cyber-crime. Called 'The Little Book of Cyber Scams', it can be downloaded here: www.scotland.police.uk/assets/pdf/174967/the-little-book-of-cyber-scams?view=Standard



**POLICE
SCOTLAND**
Keeping people safe



2019

CALENDAR



Moray Council Closed



End of Flexi Period



JANUARY

MON		7	14	21	28
TUE	1	8	15	22	29
WED	2	9	16	23	30
THU	3	10	17	24	31
FRI	4	11	18	25	
SAT	5	12	19	26	
SUN	6	13	20	27	

FEBRUARY

MON	4	11	18	25	
TUE	5	12	19	26	
WED	6	13	20	27	
THU	7	14	21	28	
FRI	1	8	15	22	
SAT	2	9	16	23	
SUN	3	10	17	24	

MARCH

MON	4	11	18	25	
TUE	5	12	19	26	
WED	6	13	20	27	
THU	7	14	21	28	
FRI	1	8	15	22	29
SAT	2	9	16	23	30
SUN	3	10	17	24	31

APRIL

MON	1	8	15	22	29
TUE	2	9	16	23	30
WED	3	10	17	24	
THU	4	11	18	25	
FRI	5	12	19	26	
SAT	6	13	20	27	
SUN	7	14	21	28	

MAY

MON	6	13	20	27	
TUE	7	14	21	28	
WED	1	8	15	22	29
THU	2	9	16	23	30
FRI	3	10	17	24	31
SAT	4	11	18	25	
SUN	5	12	19	26	

JUNE

MON	3	10	17	24	
TUE	4	11	18	25	
WED	5	12	19	26	
THU	6	13	20	27	
FRI	7	14	21	28	
SAT	1	8	15	22	29
SUN	2	9	16	23	30

JULY

MON	1	8	15	22	29
TUE	2	9	16	23	30
WED	3	10	17	24	31
THU	4	11	18	25	
FRI	5	12	19	26	
SAT	6	13	20	27	
SUN	7	14	21	28	

AUGUST

MON	5	12	19	26	
TUE	6	13	20	27	
WED	7	14	21	28	
THU	1	8	15	22	29
FRI	2	9	16	23	30
SAT	3	10	17	24	31
SUN	4	11	18	25	

SEPTEMBER

MON	2	9	16	23	30
TUE	3	10	17	24	
WED	4	11	18	25	
THU	5	12	19	26	
FRI	6	13	20	27	
SAT	7	14	21	28	
SUN	1	8	15	22	29

OCTOBER

MON	7	14	21	28	
TUE	1	8	15	22	29
WED	2	9	16	23	30
THU	3	10	17	24	31
FRI	4	11	18	25	
SAT	5	12	19	26	

NOVEMBER

MON	4	11	18	25	
TUE	5	12	19	26	
WED	6	13	20	27	
THU	7	14	21	28	
FRI	1	8	15	22	29
SAT	2	9	16	23	30
SUN	7	24			

DECEMBER

MON	2	9	16	23	30
TUE	3	10	17	24	31
WED	4	11	18	25	
THU	5	12	19	26	
FRI	6	13	20	27	
SAT	7	14	21	28	
SUN	1	8	15	22	29

Council, Local and School Holidays for 2019

Council Closures 2019

1st & 2nd Jan • 19th April (Good Friday) • 6th May (May Day) • 25th - 28th Dec

Local Holidays 2019

Area	Aberlour - Craigellachie - Knockando - Tomintoul
Date of closure	April 1st • June 3rd • July 29th • Sept 16th
Area	Buckie - Cullen
Date of closure	April 1st • June 10th • July 29th • Sept 9th • Oct 21st
Area	Dufftown
Date of closure	April 1st • June 3rd • August 5th • Sept 16th
Area	Elgin - Lhanbryde
Date of closure	April 8th • June 24th • Sept 2nd • Oct 21st
Area	Findochty & Portknockie
Date of closure	April 1st • June 10th • July 29th • Sept 9th • Oct 21st
Area	Fochabers - Garmouth - Kingston - Mosstodloch - Spey Bay - Urquhart
Date of closure	April 8th • June 24th • Sept 2nd • Oct 21st
Area	Keith
Date of closure	April 1st • June 3rd • August 12th • Oct 21st
Area	Burghead - Hopeman - Lossiemouth
Date of closure	April 1st • June 3rd • August 12th • Sept 16th
Area	Forres
Date of closure	April 15th • June 3rd • July 29th • Sept 16th • Oct 21st
Area	Roths
Date of closure	April 1st • June 3rd • July 29th • Sept 16th

School Term 2019/2020

Spring Term Starts Monday 7th January 2019

Mid Term Holiday: Fri 8th & Mon 11th Feb
Spring Holidays: Fri 29th March - Fri 12th April

Summer Term Starts Monday 15th April 2019

Good Friday: 19th April
May Day Holiday: Mon 6th May
In-Service Closure: Thurs 16th & Fri 17th May
Summer Holidays: Mon 1st July - Mon 19th Aug

Autumn Term Starts Tuesday 20th August 2019

Autumn Holiday: Mon 14th Oct - Fri 25th Oct

Winter Term Starts Monday 28th October 2019

In-Service Closure: Mon 11th & Tues 12th Nov
Christmas Holidays: Mon 23rd Dec - Fri 3rd Jan 2020

Spring Term Starts Monday 6th January 2020

Mid Term Holiday: Fri 7th & Mon 10th Feb
Spring Holidays: Mon 30th March - Fri 10th April

Summer Term Starts Monday 13th April 2020

May Day Holiday: Mon 4th May
In-Service Closure: Thur 14th & Fri 15th May

Term Ends Thurs 2nd July

Plus 1 occasional day holiday when the following schools will be closed:

Buckie High ASG

Monday 10th June 2019

Elgin Academy ASG

Thursday 7th February 2019

Elgin High ASG

Thursday 7th February 2019

Forres Academy ASG

Friday 3rd May 2019

Keith Grammar ASG

Monday 3rd June 2019

Lossiemouth High ASG

Tuesday 7th May 2019

Milne's High ASG

Monday 3rd December 2019

Speyside High ASG

Monday 3rd June 2019

**'Twas the night before Christmas
and all through the kitchen**

**All the food had been prepped
Parents had been blitzing!**

**The veggies were in the pots all ready to go
All the peelings and scrapings were almost at overflow**

**The turkey, all foiled, was in the fridge chilling
Being left to rest with all the Christmas trimmings**

**On the table tomorrow, oh what a feast
100 mouths could easily be fed by this beast**

**But would they? No, more than half would be left
Put back in the fridge while everyone digests**

**And there it will sit, all sad and alone
Until 'put it in the bin', someone will moan**

**100,000 turkeys go to landfill each year
'It was on the news earlier', didn't you hear?**

**'But there's one thing we can do', said Mum, perking up
Put all the food waste in the brown bin – right to the top**

**Normally they'd throw it into the green bin
And it would get sent to landfill – oh! What a sin!**

**Out-of-date food and plate scrapings galore
All in the brown bin, yes please – and there's more**

**We'll be sharing reminders this Christmas and New Year
Nudging you to get your recycling act in gear**

**So join us on Facebook, and follow us on Twitter
We'll be having a laugh with you about
recycling this winter**

**We'll be posting some jokes,
and some memes
Hopefully funny, but with a serious theme**

**Not just food waste, but paper and glass
After all, recycling's so easy, not a pain in the ...**

Keep an eye on our social media feeds over Christmas for festive recycling tips.

