

[redacted]

From: [redacted] <[redacted]@scis.org.uk>
Sent: 24 March 2016 14:14
To: [redacted]
Subject: RE: Doran - National Commissioning Group for Education Provision - (3) - note of meeting held on 7 March 2016

Dear [redacted],

Thank you for your email.

There is one change I would like to be made, in relation to section 4.16. The second sentence attributes the comments to me "that she and SCIS had been surprised to see this because the Bill will introduce the potential; to require the standard for headship for independent schools, but does not **yet** make it mandatory by 2018/19." I would request that you please remove the word "yet".

At this meeting I also offered to share details of SCIS' leadership programme and would be grateful if you could let me know how I could do so.

Best wishes,

[redacted]



[redacted]
Policy & Liaison Officer

0131 556 [redacted]

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@ SCISschools

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From: [redacted]@gov.scot [mailto:[redacted]@gov.scot]
Sent: 23 March 2016 07:53
To: [redacted]@nhs.net; [redacted]@scotborders.gsx.gov.uk; [redacted]@north-ayrshire.gov.uk; [redacted]@aberlour.org.uk; [redacted]@educationscotland.gsi.gov.uk; [redacted]@scotland-excel.org.uk; [redacted]@scryp.org.uk; [redacted]@npfs.org.uk; [redacted]@ed.ac.uk; [redacted]@npfs.org.uk; [redacted]@royalblind.org; [redacted]@cosla.gov.uk; [redacted]
Cc: Donna.Bell@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot; [redacted]
Subject: Doran - National Commissioning Group for Education Provision - (3) - note of meeting held on 7 March 2016

Please see attached minute of the Doran National Commissioning Group held on 7 March 2016.

I would be grateful if you could notify me of any changes you would like made by Wednesday 6 April.

Thank you.

Kind Regards,
[redacted]

[redacted] | Policy Officer | Learning and Justice Directorate | Support and Wellbeing Unit | Area 2C South, Victoria Quay, Edinburgh, EH 6 6QQ | Tel: 0131 244 [redacted] | Email: [redacted]@scotland.gsi.gov.uk

Doran Review Website <http://www.scotland.gov.uk/Topics/Education/DoranReview>

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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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John Swinney MSP
Deputy First Minister and Cabinet Secretary for Education and Skills
The Scottish Government
St. Andrew's House, Regent Road
Edinburgh
EH1 3DG

17 June 2016

Dear Deputy First Minister

Thank you for your letter to me of 14 June, as a member of the Curriculum for Excellence (CfE) Management Board. You asked us all for focussed and deliverable ideas of what further actions could be taken to further reduce workload for teachers and young people and to de-clutter and streamline approaches. Please find herewith some initial responses from those of our schools that follow aspects of the CfE and are centres for the SQA National Qualifications.

A key feature of all of our schools, mainstream and additional support needs, is that independence for them indicates autonomy, but not distance or isolation from teaching and learning in Scotland. All of the schools feel the impact of developments in Scottish education. Some, like the review, design and assessment of the new National Qualifications, have been met with engagement well beyond the proportionate size of the sector (quite unlike the situation in England and Wales).

The primary response of our schools is on the subject of Assessment. Teaching colleagues report spending too much time delivering and marking Unit assessments that for many pupils are low hurdles that need cleared in order to sit the final exam. Indeed, one Head proposed that unit tests for National qualifications at National 5, Higher and Advanced Higher (where there are final SQA examinations), should become optional, while another suggested they should be reduced in number but made more rigorous. Responses have also questioned whether the removal of such assessments would, as has been suggested, devalue the National Qualifications in the eyes of UCAS.

Staff report investing a considerable amount of time on the preparation, delivery and interpreting of "often ambiguous" marking schemes, and then more time on internal verification and then external verifications. Whilst the desire to have attainment recognised at Unit level is well understood, for the most part, these units are seen just as necessary stepping stones towards the more significant Higher course assessments.

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The question was asked by one school of *"Who values unit assessment passes where a candidate fails the course assessment? Certainly not the candidate. Further education institutions? Employers?"*. The structure is reported as placing a huge demand on time and resources, and detracts from core teaching and "rich and deep learning" as well as detracting significantly from the time staff have for preparation and marking. The request from one Director of Studies to the CfE Management Board is *"to declutter assessments significantly, and to place more trust in schools to prepare pupils appropriately for the external exams."*

One Head has outlined to me more revolutionary thinking in terms of capping the pupil/teacher ratio and the school roll size, limiting school inspections and the practice of permanent teacher contracts. They too observed that the Broad General Education phase of secondary schools should be one year (not three). Pupils at the end of S1 could choose to continue with a maximum of 10 subjects and spend the next two years heading towards a Nat 4 or 5 qualification by the end of S3.

Higher courses could then be given two years for completion (rather than the current one) i.e. S4 and S5. S6 should be used for Advanced Highers or mop up of subjects requiring upgrade. This would *"remove pupil stress and increase the amount of quality teaching time which is, naturally, more sustainable."* Another Head agreed that the three year Broad General Education should be removed and returned to a 2 + 2 + 2 structure so as to allow greater teaching time for National Qualifications and allow pupils to study up to eight subjects at National 5 grade

As you can see, there is no shortage of thinking in our sector on the questions you raise. I also attach a fuller letter recently sent by the Principal of ESMS to the SQA and other Party spokespeople. Our schools would be delighted to discuss the contents of any of these further.

John Edward

Director

61 Dublin Street, Edinburgh, EH3 6NL, Scotland

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[redacted]

From: [redacted] <[redacted]@scis.org.uk> 30
Sent: September 2016 10:38
To: [redacted]
Cc: [redacted]@gtcs.org.uk
Subject: Re: SCIS/GTCS

Dear [redacted]

That is great you are able to be involved - we can brief you following the meeting.

Enjoy your - well deserved - leave.

All the best

[redacted]

Sent from my iPad

On 30 Sep 2016, at 10:05 am, "[redacted]@gov.scot" <[redacted]@gov.scot> wrote:

Thanks [redacted]. I would like to be involved however can't make the planning meeting as I am on leave.

Regards

[redacted]
Policy Officer

*Empowering Schools Unit | People and Infrastructure Division | Learning Directorate | 2A South | Victoria Quay | EH66QQ
Aonad Cumhachdachadh Sgoiltean | Daoine agus Bun-structair | Buidheann-Stiùiridh an Ionnsachaidh | Raon 2-A Deas | Cidhe Bhictòria | EH6 6QQ
[redacted]@gov.scot | 0131 244 [redacted]*

From: [redacted] [mailto:[redacted]@scis.org.uk]
Sent: 29 September 2016 10:31
To: [redacted]
Cc: [redacted]
Subject: SCIS/GTCS

Dear [redacted]

I hope this finds you well. [redacted] and I had a conversation this morning regarding the registration of teachers in the independent sector. We are intending to hold a joint event at the GTCS on Friday 3 February. This event will essentially be for HR practitioners and members of senior leadership teams who are involved in the recruitment/appointments process of teaching staff. We have scheduled a planning meeting to shape the event – 2.00 pm on Wednesday 19 October, again at the GTCS.

We would be delighted to have SG involvement and wondered if you are able to join us for both the planning meeting and the event itself? Fingers crossed.

Best wishes

[redacted]

[redacted]
Deputy Director, Professional Learning & Development

<image002.png> 0131 556 [redacted]

<image001.jpg>

<image003.png> www.scis.org.uk

<image004.png> @ SCIScpd

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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

[redacted]

From: [redacted] 09 November
Sent: 2016 11:42
To: [redacted]
Subject: RE: Child Protection

Dear [redacted]

Apologies for the delay in coming back to you. I have discussed this with one of my colleagues who has policy responsibility for independent schools, Alexander O'Neill. I include his advice as below, as well as his contact details should you, or the school wish to discuss this further.

I hope that this information is helpful.

Kinds regards

[redacted]

“Our advice would be that it is considered good practice to have at least two members of staff at a school suitably trained for the roles of Child Protection Co-ordinator and Deputy Child Protection Co-ordinator.

As trustees / board members tend not to be at school day-to-day, ideally both CPC and DCPC would be school staff.

Additionally, and separate from the CPC and DCPC roles, HM Inspectors have identified good practice in other schools where at least one trustee / board member (or a sub-committee) has a specific remit to provide challenge to the school’s leadership on child protection and GIRFEC compliance and review policy and practice in the school. In these roles, trustees would be made aware of child protection referrals on a regular basis, but not know the names of the young people involved”

[redacted] can be contacted on 0131 244 [redacted] or by email at [redacted]
[redacted]@educationscotland.gsi.gov.uk

[redacted] | Child Protection Team | Care and Protection Division | Directorate for Children and Families | Scottish Government | Tel: 0131 244 [redacted] | email: [redacted]@gov.scot



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www.gov.scot/childrenandfamilies | [@girfec](https://twitter.com/girfec) | [#bestplacetogrowup](https://twitter.com/bestplacetogrowup)



From: [redacted] [mailto:[redacted]@scis.org.uk]
Sent: 04 November 2016 11:03
To: [redacted]; [redacted]
Subject: RE: Child Protection

Dear [redacted] and [redacted]
I wondered if you would have 5 minutes at some point for a quick call?
Fingers crossed
[redacted]



[redacted]
Deputy Director, Professional Learning & Development

0131 556 [redacted]

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From: [redacted]@gov.scot [mailto:[redacted]@gov.scot]
Sent: 04 November 2016 10:07
To: [redacted]@gov.scot; [redacted]@gov.scot
Cc: M[redacted]
Subject: FW: Child Protection

Hi [redacted] and [redacted],

[redacted] has given me your contacts details as someone who can advise on this enquiry which has come in via SCIS (Scottish Council of Independent Schools).

This issue relates to an independent school in Aberdeenshire and their child protection arrangements. In addition to the two staff who cover child protection, one of their Trustees is designated the Child Protection trustee and is copied in and generally involved in any child protection incidents or decisions that are made. The school is looking for advice on whether should they be involved in this level of operational detail and privy to this information.

It might be worth speaking with [redacted] (from SCIS) directly as she has spoken with the trustee and will have further information. Her details are as follows.

[redacted]
Deputy Director, Professional Learning & Development

0131 556 [redacted]

Thanks
[redacted]

[redacted] | GIRFEC Implementation Adviser | Better Life Chances Unit, Creating Positive Futures | Directorate for Children and Families | Area 2C North, Victoria Quay | email: [redacted]@gov.scot | Telephone: 0131 244 [redacted] | Mobile: [redacted]



From: [redacted] [mailto:[redacted]@scis.org.uk]
Sent: 03 November 2016 10:12
To: [redacted]
Subject: Re: Child Protection

No worries [redacted]

My understanding is that trustees should not be privy to this operational detail, especially when it is a CP issue. This looks t me like it is contradictory to the DPA .. had an interesting discussion with the chap!!

Hope all well,
[redacted]

Sent from my iPad

On 3 Nov 2016, at 09:52, "[redacted]@gov.scot" <[redacted]@gov.scot> wrote:

Hi [redacted]

I'm just finding out who would be best to answer your enquiry and I'll get back to you either with a contact to discuss further or an answer.

[redacted]

[redacted] | GIRFEC Implementation Adviser | Better Life Chances Unit, Creating Positive Futures | Directorate for Children and Families | Area 2C North, Victoria Quay | email: [redacted]@gov.scot | Telephone: 0131 244 [redacted] | Mobile: [redacted]

<image001.jpg>

From: [redacted] [mailto:[redacted]@scis.org.uk]
Sent: 01 November 2016 10:26
To: [redacted]
Subject: Fwd: Child Protection

Hi [redacted]

Are you able to give me a steer on this - my understanding is CPC only, not sure what level of professional training the trustee has had. That said, best practice v legislative requirements

Sorry to bother you!

All the best

[redacted]

Sent from my iPad

Begin forwarded message:

For – HR Managers and Senior Leaders involved in the recruitment, selection and professional development of teaching staff



GTCS – Teacher Registration Update

Date & Time:

Friday 3 February 2017
10 am – 3.30 pm
Coffee & Registration
from 9.30 am

Location:

Edinburgh Capital Hotel
187 Clermiston Rd
EDINBURGH
EH12 6UG

Please note that this is not a city centre hotel. This is a hotel that the GTCS have contracts with. We have kept the cost to a minimum to encourage as many participants as possible.

The registration of teachers in the independent sector becomes mandatory during 2017 (for current and future teachers). During October, the GTCS issued a letter and scenarios to all Headteachers, these can be found in the Members' area of the website. The purpose of this Conference is to provide information and guidance to colleagues who are involved in the recruitment and selection process of teaching staff. This event is designed to ensure compliance with the legislation.

Shirley Anderson, Policy Officer with the Scottish Government will provide the context/background whilst Ellen Doherty, Director of Registration and Professional Learning at the GTCS will provide a further insight into:

- Categories of Registration
- Requirements for Registration
- Implications for future practice
- Advice on best practice
- Current GTCS thinking
- Evolving models of teacher education to support Registration

Cost: £35

Disclosure Scotland staff will lead a short session on:

- How the disclosure process/PVG Scheme operates, including the 2015 changes to the disclosure regime in Scotland, and what those changes mean for you as an employer.
- When employers are obliged to refer to Disclosure Scotland – and why that obligation is in place"

Register online at

www.scis.org.uk/cpd.

You will receive confirmation by email.

Enquiries to

fiona@scis.org.uk

Delegates will also have the opportunity to share and reflect on practice/scenarios covering a range of real-life situations.

*****Please register ASAP and by 27 January at the latest*****

[redacted])

From: [redacted] <[redacted]@scis.org.uk>
Sent: 03 February 2017 17:49
To: [redacted]@gtcs.org.uk; [redacted]
Subject: Fwd: SCIS intelligence
Attachments: Census report Nov 16.xlsx; A TT00001.htm

Dear [redacted] and [redacted]

Firstly, thank you again for your input today. Feedback mixed, usually the case!

Thinking about the numbers, there is probably no reason for SCiS to know the SG return - we would not do anything with it for our purposes. So, to get things moving, I am including the info we have - it was gathered later than SG Census and is a requirement of our membership. Our intelligence tells us that the numbers have changed, as a number of colleagues have gained registration in the interim - a testament to the 3 month period that [redacted] alluded to.

[redacted] -I know you are happy to share your data with GTCS too and allow Ellen and her team to do comparison - in hindsight, just not convinced SCIS is the right body to do this.

Please let me know if we can help in any other way. Document attached.

Have a good weekend.

All the best

[redacted]

Sent from my iPad

Begin forwarded message:

School Name	NonGTCS
[redacted]	2
[redacted]	1
[redacted]	4
[redacted]	0
[redacted]	7
[redacted]	4
[redacted]	4
[redacted]	1
[redacted]	7
[redacted]	0
[redacted]	2
[redacted]	4
[redacted]	31
[redacted]	0
[redacted]	36
[redacted]	3
[redacted]	3
[redacted]	1
[redacted]	15
[redacted]	6
[redacted]	0
[redacted]	4
[redacted]	0
[redacted]	3
[redacted]	42
[redacted]	0
[redacted]	5
[redacted]	1
[redacted]	8
[redacted]	4
[redacted]	13
[redacted]	4
[redacted]	0
[redacted]	4
[redacted]	0
[redacted]	1
[redacted]	38
[redacted]	0
[redacted]	56
[redacted]	5
[redacted]	2
[redacted]	0
[redacted]	6
[redacted]	1
[redacted]	10
[redacted]	2
[redacted]	6
[redacted]	0
[redacted]	64

[redacted]
[redacted]
[redacted]
[redacted]

1
0
0
8

[redacted]

Subject: FW: Doran - National Commissioning Group - 15 February 2017

From: [redacted]
Sent: 09 February 2017 14:10
To: [redacted]@scis.org.uk [**Other recipients redacted**]
Cc: [Redacted]
Subject: FW: Doran - National Commissioning Group - 15 February 2017

Dear All,



Doran - National Commissioning... Doran - National Commissioning... Doran - National Commissioning...

Please find attached papers for the next meeting of the Doran National Commissioning Group which takes place on Wednesday, 15 February, 10.00-13.00 (incl. lunch) in Saughton House, Edinburgh .

- Paper 1: agenda
- Paper 2: minute of the meeting of 16 November
- Paper 3: improvement driver diagram

You will remember that at the last meeting, we began work on the improvement driver diagram with a focus on training and research. We plan to expand and move the discussion forward at the meeting and as such, we have asked [redacted] one of our Improvement Advisers in Scottish Government to come along to facilitate a session around this. To support this, the language in the attached driver diagram has been amended to reflect a more outcomes based approach. Although the outputs from the last meeting have been removed, we have not lost sight of these and will consider them in addition to the outputs from the improvement session following the meeting next week.

Thank you for all those who have confirmed you are able to attend. If you are unable to attend this meeting, I would be grateful if you could let me know if you will be able to send a sub to represent your organisation.

Looking forward to seeing you on the 15th.

Many thanks

[redacted]

[redacted] | Policy Officer | Learning and Justice Directorate | Support and Wellbeing Unit | Area 2C South, Victoria Quay, Edinburgh, EH6 6QQ | Tel: 0131 244 [redacted] | Email: [redacted]@gov.scot

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[redacted]

From: [redacted]
Sent: 02 March 2017 11:31
To: [redacted]
Cc: [redacted]; [redacted]; [redacted]
Subject: RE: Meeting notes

Thank you very much, [redacted].
[redacted]

[redacted] GIRFEC Implementation Adviser | Better Life Chances Unit, Creating Positive Futures | Directorate for Children and Families | Area 2C North, Victoria Quay | email: [redacted]@gov.scot | Telephone: 0131 244 [redacted] | Mobile: [redacted]

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-----Original Message-----

From: [redacted] [mailto:[redacted]@scis.org.uk]
Sent: 02 March 2017 11:27
To: [redacted]
Cc: [redacted]; [redacted]
Subject: RE: Meeting notes

Dear [redacted]
Thank you for these and the time to discuss. I can't speak for the Early Years' Meeting, but as regards the other two, certainly a measured, and accurate reflection of the issues raised/discussed.
Best wishes
[redacted]

[redacted]
Deputy Director, Professional Learning & Development

0131 556 [redacted]

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@ SCIScpd