

**Document 1 - Preliminary advice requested by Sean McGivern and follow up by Clare Hicks to Graeme Logan**

From: Clare Hicks <Clare.Hicks@gov.scot>  
Sent: Friday, September 22, 2023 5:47 PM  
To: Director of Learning <DirectorofLearning@gov.scot>  
Subject: Fwd: Advice - centre for teaching excellence

We can discuss on Monday and set up a wider discussion. [redacted s.29(1)(a) (policy formulation)]

C

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From: Sean McGivern <Sean.McGivern@gov.scot>  
Sent: Friday, September 22, 2023 5:38:52 PM  
To: Graeme Logan <Graeme.Logan@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>  
Cc: Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>  
Subject: Advice - centre for teaching excellence

Graeme, Claire,

[redacted s.29(1)(a) (policy formulation)].

Would it be possible to work up some high-level, preliminary advice on what this might look like which the Cabinet Secretary can consider by close of play on the 5th October?

Happy to discuss further.

PKind regards

Sean

Sean McGivern

Special Adviser to the First Minister

[s.38(1)(b) (personal information)]

sean.mcgivern@gov.scot

Scottish Ministers, Special advisers and the Permanent Secretary to the Scottish Government are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot).

## **Document 2 – Email exchanges on centre for Teaching Excellence advice**

From: Lisa Bird <Lisa.Bird@gov.scot>  
Sent: Thursday, September 28, 2023 10:26 AM  
To: [s.38(1)(b) (personal information)] <Redacted@gov.scot>  
Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: RE: Advice - centre for teaching excellence

Clare is working on a paper.  
L

Lisa Bird  
Deputy Director, Education Reform  
Scottish Government

From: Redacted <Redacted@gov.scot>  
Sent: Thursday, September 28, 2023 10:22 AM  
To: Lisa Bird <Lisa.Bird@gov.scot>  
Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: RE: Advice - centre for teaching excellence

Morning Lisa,

I just wondered if there had been any further discussion / traffic on this at SLT level – given ref in Clare’s original email to a meeting this week to discuss and the original deadline?

Thanks

Redacted

From: Redacted <Redacted@gov.scot>  
Sent: Tuesday, September 26, 2023 8:07 PM  
To: Redacted <Redacted@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>  
Cc: Sam Anson <Sam.Anson@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Lisa Bird <Lisa.Bird@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: RE: Advice - centre for teaching excellence

I should also have said that the comments in the paper from Redacted have been left there deliberately because I thought they were v.helpful in setting the context and making links with wider work.

Thanks  
Redacted

Redacted | Education Reform Directorate | Scottish Government

From: Redacted  
Sent: Tuesday, September 26, 2023 7:56 PM  
To: Redacted <Redacted@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>  
Cc: Sam Anson <Sam.Anson@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Lisa Bird <Lisa.Bird@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: RE: Advice - centre for teaching excellence  
Hi Clare  
Sorry for the delay in getting this to you. I hope it's helpful and I'm happy to provide more info as required.  
Thanks  
Redacted  
[redacted s.29(1)(a) (policy formulation)]

Redacted | Education Reform Directorate | Scottish Government

From: Redacted <Redacted@gov.scot>  
Sent: Tuesday, September 26, 2023 11:48 AM  
To: Clare Hicks <Clare.Hicks@gov.scot>; Redacted <Redacted@gov.scot>  
Cc: Sam Anson <Sam.Anson@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Lisa Bird <Lisa.Bird@gov.scot>  
Subject: RE: Advice - centre for teaching excellence

Hi Clare

Didn't get very far with [redacted s.29(1)(a) (policy formulation)].  
[redacted s.30 (b)(i) (free and frank advice)].

Redacted

Redacted | Head of the Education Workforce Unit | Learning Directorate | Scottish Government  
Tel: Redacted | Email: Redacted@gov.scot

From: Clare Hicks <Clare.Hicks@gov.scot>  
Sent: 25 September 2023 09:50  
To: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Cc: Sam Anson <Sam.Anson@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Lisa Bird <Lisa.Bird@gov.scot>  
Subject: FW: Advice - centre for teaching excellence

Redacted/Redacted

Graeme and I will be discussing later re how we provide some preliminary advice on this request, as background to that it would be helpful to have the paper you'd worked on earlier Redacted and from you Redacted [redacted s.29(1)(a) (policy formulation)]

We will set up a wider discussion this week and assign leadership to the work etc there but grateful if you could send on the background papers asap.

Thanks

Clare

Clare Hicks

Director for Education Reform

Education Reform Directorate | Buidheann-stiùiridh Ath-leasachadh Foghlaim

Scottish Government | Riaghaltas na h-Alba

You can contact me on: Redacted

I am emailing at a time that is convenient to me, there is no expectation for a response outside of your normal working hours.

**Document 3 - Email from Graeme Logan querying whether to include additional option**

From: Director of Learning <DirectorofLearning@gov.scot>

Sent: Monday, October 2, 2023 10:52 AM

To: Clare Hicks <Clare.Hicks@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Sam Anson <Sam.Anson@gov.scot>; Redacted <Redacted@gov.scot>; Laura Murdoch <Laura.Murdoch2@gov.scot>; Lisa Bird <Lisa.Bird@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Cc: Lisa Bird <Lisa.Bird@gov.scot>

Subject: RE: Sean McGivern's commission

Clare, Colleagues

Thanks for all the thinking that has gone in to this. I attach a few relatively minor tracked changes.

[redacted s.29(1)(a) (policy formulation)].

Graeme.

From: Clare Hicks <Clare.Hicks@gov.scot>

Sent: Sunday, October 1, 2023 12:51 PM

To: Director of Learning <DirectorofLearning@gov.scot>; Sam Anson <Sam.Anson@gov.scot>; Redacted <Redacted@gov.scot>; Laura Murdoch <Laura.Murdoch2@gov.scot>; Lisa Bird <Lisa.Bird@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Cc: Lisa Bird <Lisa.Bird@gov.scot>

Subject: Sean McGivern's commission

Colleagues

I've pulled together a rough first draft of background and options re Sean McGivern's commission on an approach centre for teaching excellence. I'd be grateful if Redacted and Redacted could now hold the pen on this. I'm hoping I've worked the one drive link so comments can be added. We have a deadline of 5th October and I'll set up a slot to discuss on Monday pm.

Many thanks to Redacted and Redacted for feeding background info in.

Clare

Clare Hicks

Director for Education Reform

Education Reform Directorate | Buidheann-stiùiridh Ath-leasachadh Foghlaim

Scottish Government | Riaghaltas na h-Alba

You can contact me on: Redacted

I am emailing at a time that is convenient to me, there is no expectation for a response outside of your normal working hours.

**Document 4 - Email providing submission to Cabinet Secretary for Education and Skills on the Centre of Teaching Excellence**

From: Clare Hicks <Clare.Hicks@gov.scot>

Sent: Wednesday, October 4, 2023 6:31 PM

To: Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>

Cc: DG Education & Justice <dgej@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Director for Children and Families <DirectorforChildrenandFamilies@gov.scot>; Director for Lifelong Learning and Skills <DirectorforLifelongLearningandSkills@gov.scot>; Sam Anson <Sam.Ansongov.scot>; Laura Murdoch <Laura.Murdoch2@gov.scot>; Lisa Bird <Lisa.Bird@gov.scot>; Redacted <redacted@gov.scot>; Redacted <redacted@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted <redacted@gov.scot>; Redacted <redacted@gov.scot>

Subject: Advice requested: Centre of Teaching Excellence

PO

Please find attached high-level advice as requested on proposals for establishing a centre of teaching excellence, it has been developed between Education Reform and Learning Directorates. Officials would be happy to meet to discuss further in more detail.

[redacted s.29(1)(a) (policy formulation)].

Many thanks

Clare

Clare Hicks

Director for Education Reform

Education Reform Directorate | Buidheann-stiùiridh Ath-leasachadh Foghlaim

Scottish Government | Riaghaltas na h-Alba

You can contact me on: Redacted

I am emailing at a time that is convenient to me, there is no expectation for a response outside of your normal working hours.

**Document 5 – Copy of attached submission provided to Cabinet Secretary for Education and Skills on the Centre of Teaching Excellence**

From: Clare Hicks  
Director for Education Reform  
4 October 2023

Cabinet Secretary for Education and Skills

**CENTRE OF TEACHING EXCELLENCE**

**Priority and Purpose**

1. Routine - to provide initial advice on high level options for the creation of a centre of teaching excellence, as part of the reform process, which would focus on high-quality pedagogy in our schools.

**Recommendation**

2. Recommends that you: consider this advice and provide feedback on the options provided.

**Context and Issues**

3. It is recognised internationally that, along with leadership, the quality of teaching is the key factor within schools in improving children and young people’s learning and the outcomes they achieve. Research evidence also indicates that quality of teaching is the most important lever schools have to improve the attainment of children and young people.
4. Excellent teaching is happening in schools across Scotland. Children and young people are achieving well, and the gap is narrowing, but more can and should be done to ensure that all children and young people benefit from excellent teaching. Ensuring every teacher is supported in delivering high-quality teaching is essential to achieving the best outcomes for all children and young people, particularly those most impacted by poverty.
5. Quality indicator 2.3 Learning, teaching and assessment from *How Good is Our School?* (4<sup>th</sup> edition) includes the theme “Quality of teaching”. Quality indicator 2.3 is included in all school inspections which enable HMI to provide evidence for the National Improvement Framework. In light of reflections from the Cabinet Secretary on this paper, further information can be sought from HMIE colleagues [redacted s.29(1)(a) (policy formulation)].

6. Overall teacher numbers remain at historically high levels. Scotland has the most teachers-per-pupil compared to the rest of the UK, and education spend per person is higher than in England and Wales. Overall pupil teacher ratios also remain at near record levels with the current ratio of pupils-to-teachers maintained at 13.2, its lowest level since 2009.
7. [redacted s.29(1)(a) (policy formulation)].
8. It has been 20 years since the Teachers' Agreement was implemented following the McCrone report, and over 10 years since 'Teaching Scotland's Future' was authored by Graham Donaldson, setting out a wide range of recommendations relating to teacher education in Scotland.  
[redacted s.29(1)(a) (policy formulation)]
9. While the work on developing structural and system reform (OECD, Muir, Hayward, National Discussion, Withers) has focused on bringing greater coherence to the Scottish education and skills system, [redacted s.30 (b)(i) (free and frank advice)]. High Quality is a key principle in the Tertiary Purpose and Principles work, however, and while the recommendations made by Hayward are broad, the report does recognise that any changes to qualifications and assessment must be underpinned by high-quality teaching and makes recommendations about how that could be achieved.
10. In establishing a refreshed and renewed approach to education and skills reform, the Cabinet Secretary has an opportunity to position necessary structural and system reform in the context of a renewed approach to excellence in learning and teaching. This advice provides background on the current landscape and approach and options for the Cabinet Secretary to consider in relation to enhancing the support for high quality teaching.
11. [redacted s.29(1)(a) (policy formulation)].

## **The current system**

### **GTCS Professional Standards**

12. Scotland has a graduate teaching workforce with high professional standards, underpinned by a mandatory national registration scheme which is designed to ensure the high quality of our teaching profession. The professional standards provide the framework for all teachers in Scotland to enhance their professionalism and ensure rigour and challenge that supports a resilient and enabled profession confident in the skills, knowledge and values needed to enable Scotland's children and young people to develop skills for learning, life and work.
13. Among other aspects, registered teachers are required to demonstrate a depth of knowledge and understanding of how to plan for effective assessment, teaching and learning, in order to support the needs of every learner and how to adapt planning approaches to ensure that the needs of every learner are effectively addressed. It is important to note that the introduction of Professional Update and the new General Teaching Council for Scotland (GTCS) Standards played a crucial role in requiring increased engagement with professional learning. It is felt that the new Standards provided coherence to Career Long Professional Learning (CLPL) through all career stages and a shared language around CLPL and pedagogy.

14. GTC Scotland is required by the Public Services Reform (General Teaching Council for Scotland) Order 2011 to determine provisions about the admission of individuals to courses resulting in a recognised teaching qualifications for teachers of school education. [redacted s.30 (b)(i) (free and frank advice)].

#### Initial teacher education

15. ITE is the recognised qualification for individuals seeking registration as a school teacher in Scotland. There are currently 11 higher education institutions offering ITE programmes across Scotland.
16. All ITE programmes across Scotland are accredited by the GTCS, and must ensure that student teachers meet the requirements of the Standard for Provisional Registration.
17. ITE is underpinned by theoretical knowledge of purposes, principles and practices of education, which supports student teachers to develop skills in curriculum, pedagogy and assessment in order to meet the needs and interests of children and young people. ITE programmes allow student teachers to develop an in depth understanding of the complex processes of learning by engaging with theory, research and practice.

#### *What do we know about the quality of ITE?*

18. The report, *Measuring Quality in Initial Teacher Education*<sup>1</sup>, published April 2023, was a six-year, Scottish Government-funded study of the quality of ITE, involving all 11 University providers of ITE along with the GTCS. MQuITE is the largest ITE study in Scotland to date, representing the views of 946 early career teachers from the 2018 and 2019 cohorts across 1,414 individual survey response. It has resulted in a comprehensive study contributing to our understanding of the quality of initial teacher education in Scotland.
19. Overall, the survey findings tell us that there are no specific areas of crisis but do help to give a clearer picture of confidence and self-efficacy across a number of measures which will help us to target specific areas of programmes, Teacher Induction Scheme and general early phase support in a more targeted way.
20. However, the report does highlight that not all teachers assigned school-based mentor roles possess the necessary knowledge, skills, or motivation to support student teachers appropriately.

#### Career-long professional learning

21. It is important that we maintain our teachers' professionalism, and support them to engage in CLPL to further increase their skills to support young peoples' learning needs. Since the McCrone Review, a required minimum of 35 hours of professional development per year has been included in the Scottish Negotiating Committee for Teachers Handbook. [redacted s.30 (b)(i) (free and frank advice)].

#### *Education Scotland's role in Professional Learning*

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<sup>1</sup> Kennedy, A., Carver, M. & Adams, P. (2023). *Measuring quality in initial teacher education: Final report*. Scottish Council of Deans of Education

22. Education Scotland (ES) has the strategic responsibility for Professional Learning and Leadership Development at a national level and aims to ensure that teachers and education professionals are supported by a streamlined and coherent professional learning offer. Central to this is the national Model of Professional Learning which provides guidance on what professional learning should look like for education professionals. It identifies the key principles and features of effective professional learning, offering strategic guidance for education professionals and leaders on how to support, structure and plan it.
23. The Professional Learning and Leadership Directorate (a team of approximately 18) in ES has its main focus on professional learning for leadership including the following programmes:
- Aspiring to Middle Leadership
  - Educator Leadership programme
  - Into Headship
  - In Headship
  - Excellence in headship
24. The model for wider professional learning, reflecting national priorities and regional or local need, can also include delivery from ES staff across the wider organisation. Professional learning is also commissioned and delivered by Regional Improvement Collaboratives (RICs), LAs, schools etc. ES can offer bespoke professional learning at the request of LAs/RICs. [redacted s.29(1)(a) (policy formulation)].
25. Professional learning is also delivered by Teaching Unions, professional organisations, and through universities. [redacted s.29(1)(a) (policy formulation)].
26. In addition, in recognition of the importance of linking curriculum areas with pedagogy there have been calls from organisations such as the Institute of Physics for additional subject specific professional learning. [redacted s.29(1)(a) (policy formulation)].
27. [redacted s.29(1)(a) (policy formulation)]. The following improvements to the national professional offer have been discussed:
- [redacted s.29(1)(a) (policy formulation)].
  - [redacted s.29(1)(a) (policy formulation)].
  - [redacted s.29(1)(a) (policy formulation)].
  - [redacted s.29(1)(a) (policy formulation)].

#### *Local authority role in professional learning*

28. As the employers of Scotland's teachers, local authorities (LAs) have a crucial role in supporting access to and utilisation of national and local professional learning for teachers. The establishment of RICs has brought additional resource and focus to this aspect of improvement. [redacted s.30 (b)(i) (free and frank advice)]. The review of RICs, which will deliver a report by the end of October, will provide additional information in terms of the current regional approach to professional learning and its impacts in the system.

#### **High Level Options Considered and Assessment of Options**

29. [redacted s.29(1)(a) (policy formulation)].

A). [redacted s.29(1)(a) (policy formulation)].

30. [redacted s.29(1)(a) (policy formulation)].

31. [redacted s.29(1)(a) (policy formulation)].

Pros	Cons
[redacted s.29(1)(a) (policy formulation)].	[redacted s.29(1)(a) (policy formulation)].
[redacted s.29(1)(a) (policy formulation)].	[redacted s.29(1)(a) (policy formulation)].
[redacted s.29(1)(a) (policy formulation)].	

B). [redacted s.29(1)(a) (policy formulation)].

32. [redacted s.29(1)(a) (policy formulation)].

33. [redacted s.29(1)(a) (policy formulation)].

34. [redacted s.29(1)(a) (policy formulation)].

Pros	Cons
[redacted s.29(1)(a) (policy formulation)].	[redacted s.29(1)(a) (policy formulation)].
[redacted s.29(1)(a) (policy formulation)].	[redacted s.29(1)(a) (policy formulation)].
[redacted s.29(1)(a) (policy formulation)].	

C). [redacted s.29(1)(a) (policy formulation)].

[redacted s.29(1)(a) (policy formulation)].

Pros	Cons
[redacted s.29(1)(a) (policy formulation)].	[redacted s.29(1)(a) (policy formulation)].
[redacted s.29(1)(a) (policy formulation)].	

#### **Additional work to strengthen high quality teaching**

35. [redacted s.29(1)(a) (policy formulation)]:

- [redacted s.29(1)(a) (policy formulation)].
- [redacted s.29(1)(a) (policy formulation)].
- [redacted s.29(1)(a) (policy formulation)].
- [redacted s.29(1)(a) (policy formulation)].  
[redacted s.29(1)(a) (policy formulation)].

#### **Bute House Agreement Implications**

36. [redacted s.29(1)(a) (policy formulation)].

#### **Verity House Agreement Implications**

37. There are Verity House Agreement implications associated with these proposals, [redacted s.30 (b)(i) (free and frank advice)].

**Financial and Legal Considerations**

38. [redacted s.29(1)(a) (policy formulation)].

**Quality Assurance**

39. This Submission has been approved by Clare Hicks, Director of Education Reform.

**Conclusions and next Steps**

40. [redacted s.29(1)(a) (policy formulation)].

41. [redacted s.29(1)(a) (policy formulation)].

**Clare Hicks**

Director for Education Reform

<b>Cabinet Secretaries and Ministers Copy List</b>	<b>For Action</b>	<b>For Information Portfolio interest</b>	<b>For Information Constituency interest</b>	<b>For Information General awareness</b>
Minister for Higher and Further Education and Minister for Veterans				X

<b>Officials Copy List</b>
DG Education and Skills Director for Learning Lisa Bird Sam Anson Redacted Redacted Redacted Redacted Redacted Redacted Sean McGivern

**Document 6 – Email response from Cab Sec to submission on Centre of Teaching Excellence**

From: Redacted <Redacted@gov.scot> On Behalf Of Cabinet Secretary for Education & Skills  
Sent: Wednesday, October 11, 2023 8:00 PM  
To: Clare Hicks <Clare.Hicks@gov.scot>; Redacted <Redacted@gov.scot>; Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>  
Cc: DG Education & Justice <dgej@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Director for Children and Families <DirectorforChildrenandFamilies@gov.scot>; Director for Lifelong Learning and Skills <DirectorforLifelongLearningandSkills@gov.scot>; Sam Anson <Sam.Anson@gov.scot>; Laura Murdoch <Laura.Murdoch2@gov.scot>; Lisa Bird <Lisa.Bird@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: RE: Advice requested: Centre of Teaching Excellence

Clare

Ms Gilruth has noted your advice. 29(1)(a) (policy formulation)].

Thanks  
Redacted

Redacted | Deputy Private Secretary | Cabinet Secretary for Education and Skills  
: Redacted | St Andrews House, Regent Road, Edinburgh, EH1 3DG

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Ms Gilruth's Ministerial Preferences can be found here  
Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)

From: Redacted <Redacted@gov.scot>  
Sent: 11 October 2023 16:39  
To: Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>  
Cc: Clare Hicks <Clare.Hicks@gov.scot>; DG Education & Justice <dgej@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Director for Children and Families <DirectorforChildrenandFamilies@gov.scot>; Director for Lifelong Learning and Skills <DirectorforLifelongLearningandSkills@gov.scot>; Sam Anson <Sam.Anson@gov.scot>; Laura Murdoch <Laura.Murdoch2@gov.scot>; Lisa Bird <Lisa.Bird@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: RE: Advice requested: Centre of Teaching Excellence

Please keep comms copied to anything further on this.

Many thanks,

Redacted

Redacted

News | Communications Team Leader | Education & Skills

The Scottish Government

Mobile: Redacted

gov.scot/news

**Document 7 – Email to Cab Sec on potential discussions with teaching unions**

From: Clare Hicks <Clare.Hicks@gov.scot>

Sent: Monday, October 16, 2023 10:55 AM

To: Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>

Cc: Lisa Bird <Lisa.Bird@gov.scot>; Redacted <Redacted@gov.scot>; Redacted

<Redacted@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>

Subject: FW: Short discussion with Cabinet Secretary

Redacted/Redacted

Can you ensure that Lisa and I know if discussions have been set up with Teaching unions re the Centre of Excellence.

We reached out to Andrea and Seamus yesterday, would Ms Gilruth also wish to discuss with NASUWT too?

Thanks

Clare Hicks

Director for Education Reform

Education Reform Directorate | Buidheann-stiùiridh Ath-leasachadh Foghlaim

Scottish Government | Riaghaltas na h-Alba

You can contact me on: Redacted

I am emailing at a time that is convenient to me, there is no expectation for a response outside of your normal working hours.

From: Redacted <Redacted@ssta.org.uk>

Sent: Sunday, October 15, 2023 4:10 PM

To: Clare Hicks <Clare.Hicks@gov.scot>

Cc: Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>

Subject: Re: Short discussion with Cabinet Secretary - Weds 21 June

Dear Claire

I am available anytime.

Best wishes Seamus  
Sent from Android device

On 15 Oct 2023 16:06, Clare.Hicks@gov.scot wrote:  
Hi Seamus

The Cabinet Secretary has asked me to reach out to help arrange a short discussion with you following speech she is delivering this weekend.

Hopefully this can happen over next couple of days.

Best wishes,  
Clare

**Document 8 – email chain about news release to be issued around the CTE**

From: Redacted <Redacted@gov.scot>  
Sent: Sunday, October 15, 2023 5:03 PM  
To: Redacted <Redacted@gov.scot>; Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>; Redacted <Redacted@gov.scot>  
Cc: Minister for Higher Education, Further Education, and Veterans <MinisterHEFEV@gov.scot>; Minister for Children, Young People & Keeping the Promise <MinisterCYPKP@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted <Redacted@gov.scot>; Graeme Logan <Graeme.Logan@gov.scot>; Redacted <redacted@gov.scot>; Redacted <Redacted@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Redacted <Redacted@gov.scot>; Communications Education & Skills <CommunicationsEducationandSkills@gov.scot>; Callum McCaig <Callum.Mccaig@gov.scot>; Lesley Fraser <Lesley.Fraser@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Jackie Mcallister <Jackie.Mcallister2@gov.scot>; Redacted <Redacted@gov.scot>; Andrew Bruce <Andrew.Bruce@gov.scot>; Kevin Pringle <Kevin.Pringle@gov.scot>; Tom Thomson <Tom.Thomson@gov.scot>  
Subject: RE: For review: News Release - Centre of Teaching Excellence

thanks all

From: Redacted <Redacted@gov.scot>  
Sent: Sunday, October 15, 2023 5:02 PM  
To: Redacted <Redacted@gov.scot>; Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>; Redacted <Redacted@gov.scot>  
Cc: Minister for Higher Education, Further Education, and Veterans <MinisterHEFEV@gov.scot>; Minister for Children, Young People & Keeping the Promise <MinisterCYPKP@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted

<Redacted@gov.scot>; Graeme Logan <Graeme.Logan@gov.scot>; Redacted  
<Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Clare Hicks  
<Clare.Hicks@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>;  
Director of Learning <DirectorofLearning@gov.scot>; Redacted <Redacted@gov.scot>;  
Communications Education & Skills <CommunicationsEducationandSkills@gov.scot>; Callum  
McCaig <Callum.Mccaig@gov.scot>; Lesley Fraser <Lesley.Fraser@gov.scot>; DG Corporate  
<dgcorporate@gov.scot>; Jackie Mcallister <Jackie.Mcallister2@gov.scot>; Redacted  
<Redacted@gov.scot>; Andrew Bruce <Andrew.Bruce@gov.scot>; Kevin Pringle  
<Kevin.Pringle@gov.scot>; Tom Thomson <Tom.Thomson@gov.scot>  
Subject: RE: For review: News Release - Centre of Teaching Excellence

Thanks Redacted – this has been issued - Centre of Teaching Excellence

Redacted  
News | Communications Team Leader  
Constitution, External Affairs and Culture Communications  
The Scottish Government, St Andrew's House, Edinburgh  
Mobile: Redacted | Portfolio media enquiries: 0300 244 9029

[www.gov.scot/news](http://www.gov.scot/news)

From: Redacted <Redacted@gov.scot>  
Sent: Sunday, October 15, 2023 4:59 PM  
To: Redacted <Redacted@gov.scot>; Cabinet Secretary for Education & Skills  
<CabSecforES@gov.scot>; Michael McHugh <Michael.McHugh@gov.scot>  
Cc: Minister for Higher Education, Further Education, and Veterans  
<MinisterHEFEV@gov.scot>; Minister for Children, Young People & Keeping the Promise  
<MinisterCYPKP@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted  
<Redacted@gov.scot>; Graeme Logan <Graeme.Logan@gov.scot>; Redacted  
<Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Clare Hicks  
<Clare.Hicks@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>;  
Director of Learning <DirectorofLearning@gov.scot>; Redacted <Redacted@gov.scot>;  
Communications Education & Skills <CommunicationsEducationandSkills@gov.scot>; Callum  
McCaig <Callum.Mccaig@gov.scot>; Lesley Fraser <Lesley.Fraser@gov.scot>; DG Corporate  
<dgcorporate@gov.scot>; Jackie Mcallister <Jackie.Mcallister2@gov.scot>; Redacted  
<Redacted@gov.scot>; Andrew Bruce <Andrew.Bruce@gov.scot>; Kevin Pringle  
<Kevin.Pringle@gov.scot>; Tom Thomson <Tom.Thomson@gov.scot>  
Subject: RE: For review: News Release - Centre of Teaching Excellence

Redacted/Redacted  
sorry for delay - good to issue now thanks  
Redacted

From: Redacted <Redacted@gov.scot>  
Sent: Sunday, October 15, 2023 2:43 PM

To: Redacted <Redacted@gov.scot>; Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>  
Cc: Minister for Higher Education, Further Education, and Veterans <MinisterHEFEV@gov.scot>; Minister for Children, Young People & Keeping the Promise <MinisterCYPKP@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted <Redacted@gov.scot>; Graeme Logan <Graeme.Logan@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Redacted <Redacted@gov.scot>; Communications Education & Skills <CommunicationsEducationandSkills@gov.scot>; Callum McCaig <Callum.Mccaig@gov.scot>; Lesley Fraser <Lesley.Fraser@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Jackie Mcallister <Jackie.Mcallister2@gov.scot>; Redacted <Redacted@gov.scot>; Andrew Bruce <Andrew.Bruce@gov.scot>; Kevin Pringle <Kevin.Pringle@gov.scot>; Tom Thomson <Tom.Thomson@gov.scot>  
Subject: Re: For review: News Release - Centre of Teaching Excellence

Thanks Redacted - we'll keep an eye out for it.

---

From: Redacted <Redacted@gov.scot>  
Sent: Sunday, October 15, 2023 2:30:39 PM  
To: Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>; Redacted <Redacted@gov.scot>  
Cc: Minister for Higher Education, Further Education, and Veterans <MinisterHEFEV@gov.scot>; Minister for Children, Young People & Keeping the Promise <MinisterCYPKP@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted <Redacted@gov.scot>; Graeme Logan <Graeme.Logan@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Redacted <Redacted@gov.scot>; Communications Education & Skills <CommunicationsEducationandSkills@gov.scot>; Callum McCaig <Callum.Mccaig@gov.scot>; Lesley Fraser <Lesley.Fraser@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Jackie Mcallister <Jackie.Mcallister2@gov.scot>; Redacted <Redacted@gov.scot>; Andrew Bruce <Andrew.Bruce@gov.scot>; Kevin Pringle <Kevin.Pringle@gov.scot>; Tom Thomson <Tom.Thomson@gov.scot>  
Subject: RE: For review: News Release - Centre of Teaching Excellence

Ms Gilruth has made small amend. Sean or I will give nod for when to issue later this afternoon.

thanks

Redacted

Centre of Teaching Excellence

Education Secretary announces plans as part of wider reform.

Plans for a new national centre to ensure excellence in teaching across Scotland have been announced by Education Secretary Jenny Gilruth.

The Centre of Teaching Excellence will support research and innovation in teaching practice for all children and young people, with the aim of making Scotland a world-leader in teaching practice.

The centre will be developed in partnership with teachers and professional associations as part of ongoing work to reform Scotland's education system.

Education Secretary Jenny Gilruth said:

"Excellent learning and teaching must be the foundation of all that we do in Scottish education.

"I want to ensure that all of our hard-working teachers are supported and empowered in our classrooms.

"That is why, as part of the education reform agenda, we will establish a new Centre of Teaching Excellence, making Scotland a world-leader in new approaches to learning and teaching.

"Co-designed with our teachers and professional associations, the Centre of Teaching Excellence will put Scotland at the forefront of innovative research in teaching practice.

"We will use the centre to work together with Local Authorities in our shared, national mission to close the attainment gap and deliver truly excellent learning and teaching to all of our children."

Background:

Next steps for the creation of the Centre of Teaching Excellence will be announced in due course, after engagement with teachers and professional associations.

Draft Tweet (to issue next week, date tbc)

Plans are underway for Scotland to have its own Centre of Teaching Excellence as part of ongoing work to reform education.

Read more (arrow) link to NR

From: Redacted <Redacted@gov.scot> On Behalf Of Cabinet Secretary for Education & Skills  
Sent: Sunday, October 15, 2023 1:13 PM  
To: Redacted <Redacted@gov.scot>

Cc: Minister for Higher Education, Further Education, and Veterans  
<MinisterHEFEV@gov.scot>; Minister for Children, Young People & Keeping the Promise  
<MinisterCYPKP@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted  
<Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Graeme Logan  
<Graeme.Logan@gov.scot>; Redacted <Redacted@gov.scot>; Redacted  
<Redacted@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>; Redacted  
<Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning  
<DirectorofLearning@gov.scot>; Redacted <Redacted@gov.scot>; Communications  
Education & Skills <CommunicationsEducationandSkills@gov.scot>; Callum McCaig  
<Callum.Mccaig@gov.scot>; Lesley Fraser <Lesley.Fraser@gov.scot>; DG Corporate  
<dgcorporate@gov.scot>; Jackie Mcallister <Jackie.Mcallister2@gov.scot>; Redacted  
<Redacted@gov.scot>; Andrew Bruce <Andrew.Bruce@gov.scot>; Kevin Pringle  
<Kevin.Pringle@gov.scot>; Tom Thomson <Tom.Thomson@gov.scot>; Cabinet Secretary for  
Education & Skills <CabSecforES@gov.scot>  
Subject: Re: For review: News Release - Centre of Teaching Excellence

Redacted

Ms Gilruth is at conference this weekend and unable to look at anything until this evening.

Grateful if this could go on spad clearance as per current arrangements.

Thanks

Redacted

---

From: Redacted <Redacted@gov.scot>  
Sent: Sunday, October 15, 2023 9:22:58 am  
To: Cabinet Secretary for Education & Skills <CabSecforES@gov.scot>  
Cc: Minister for Higher Education, Further Education, and Veterans  
<MinisterHEFEV@gov.scot>; Minister for Children, Young People & Keeping the Promise  
<MinisterCYPKP@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted  
<Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Graeme Logan  
<Graeme.Logan@gov.scot>; Redacted <Redacted@gov.scot>; Redacted  
<Redacted@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>; Redacted  
<Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning  
<DirectorofLearning@gov.scot>; Redacted <Redacted@gov.scot>; Communications  
Education & Skills <CommunicationsEducationandSkills@gov.scot>; Callum McCaig  
<Callum.Mccaig@gov.scot>; Lesley Fraser <Lesley.Fraser@gov.scot>; DG Corporate  
<dgcorporate@gov.scot>; Jackie Mcallister <Jackie.Mcallister2@gov.scot>; Redacted  
<Redacted@gov.scot>; Andrew Bruce <Andrew.Bruce@gov.scot>; Kevin Pringle  
<Kevin.Pringle@gov.scot>; Tom Thomson <Tom.Thomson@gov.scot>  
Subject: For review: News Release - Centre of Teaching Excellence

PO/ Cabinet Secretary for Education & Skills

CC for info

PO/ Minister for Higher Education, Further Education, and Veterans

PO/ Minister for Children, Young People & Keeping the Promise

As above

Grateful if you can advise if the Cab Sec is content with the news release below on the Centre of Teaching Excellence. The plan is for this to issue to media after 16:30 today.

SpAds and officials are content with the release.

I've also included the tweet that we're planning to issue on social media next week – this approach has been agreed with SpAds.

Best,

Redacted

Centre of Teaching Excellence

Education Secretary announces plans as part of wider reform.

Plans for a new national centre to ensure excellence in teaching across Scotland have been announced by Education Secretary Jenny Gilruth.

The Centre of Teaching Excellence will support research and innovation in teaching practice for all children and young people, with the aim of making Scotland a world-leader in teaching practice.

The centre will be developed in partnership with teachers and professional associations [redacted s.29(1)(a) (policy formulation)]. as part of ongoing work to reform Scotland's education system.

Education Secretary Jenny Gilruth said:

"Excellent learning and teaching must be the foundation of all that we do in Scottish education.

"I want to ensure that all of our hard-working teachers are supported and empowered in our classrooms.

"That is why, as part of the education reform agenda, we will establish a new Centre of Teaching Excellence, making Scotland a world-leader in new approaches to learning and teaching.

"Co-designed with our teachers and professional associations, the Centre of Teaching Excellence will put Scotland at the forefront of innovative research in teaching practice.

"We will use the centre to work together with Local Authorities in our shared, national mission to close the attainment gap and deliver truly excellent learning and teaching to all of our children."

Background:

Next steps for the creation of the Centre of Teaching Excellence will be announced in due course, after engagement with teachers and professional associations.

Draft Tweet (to issue next week, date tbc)

Plans are underway for Scotland to have its own Centre of Teaching Excellence as part of ongoing work to reform education.

Read more (arrow) link to NR

Redacted

News | Communications Team Leader

Constitution, External Affairs and Culture Communications

The Scottish Government, St Andrew's House, Edinburgh

Mobile: Redacted | Portfolio media enquiries: 0300 244 9029

[www.gov.scot/news](http://www.gov.scot/news)

### **Document 9 – Email chain from SpAds on need for a news release**

From: Redacted <Redacted@gov.scot>

Sent: Saturday, October 14, 2023 9:43 AM

To: Clare Hicks <Clare.Hicks@gov.scot>; Redacted <Redacted@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>

Cc: Graeme Logan <Graeme.Logan@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Subject: RE: Centre for Teaching Excellence

Adding Redacted, should this need to be progressed today, and re-attaching the sub for reference.

Thanks

Redacted

Redacted

Team Leader Communications Health and Social Care

Scottish Government

Redacted

Redacted@gov.scot

From: Clare Hicks <Clare.Hicks@gov.scot>

Sent: Friday, October 13, 2023 5:12 PM

To: Redacted <Redacted@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>  
Cc: Graeme Logan <Graeme.Logan@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: Re: Centre for Teaching Excellence

Redacted

[redacted s.30 (b)(i) (free and frank exchange of views)].

---

From: Redacted<Redacted@gov.scot>  
Sent: Friday, October 13, 2023 4:38 pm  
To: Sean McGivern <Sean.McGivern@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>  
Cc: Graeme Logan <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: RE: Centre for Teaching Excellence

Hi,

In the interest of time and supporting weekend duty colleagues with this late ask, please see below.

[redacted s.30 (b)(i) (free and frank exchange of views)].

I have teed up weekend duty colleagues and copied them here (Redacted TL Sat and Redacted TL Sun)

Clare/Graeme, grateful for any initial thoughts on the below draft so we have something in decent shape should this need to go.

Sean, if you can pick up with Redacted/Redacted asap if this is required for Sunday. If we get to that stage if you can also add a couple pars from JGs speech, which comms can review to confirm content before progressing clearance.

Thanks

Redacted

Redacted

News | Communications Team Leader | Education & Skills  
The Scottish Government

Mobile: Redacted

gov.scot/news

Draft NR (to issue once announcement is made by JG)

Centre of Teaching Excellence  
Education Secretary announces plans as part of wider reform.

Plans are underway for Scotland to develop a Centre of Teaching Excellence, to bring research evidence and innovation in teaching practice to support excellent learning and teaching for all children and young people.

The centre – which would be a national first – will form part of ongoing work to reform Scotland’s education system. Created in partnership with teachers and professional associations, [redacted s.29(1)(a) (policy formulation)]. it will be designed to make Scotland a world-leader in teaching practice, while also supporting research.

Education Secretary Jenny Gilruth said:

QUOTES TO ADD FROM JG SPEECH – Sean to add and run past SG comms

Background:

[redacted s.29(1)(a) (policy formulation)].

Draft Tweet (to issue next week, date tbc)

Plans are underway for Scotland to have its own Centre of Teaching Excellence as part of ongoing work to reform education.

Read more (arrow) link to NR

From: Sean McGivern <Sean.McGivern@gov.scot>  
Sent: Friday, October 13, 2023 4:14 PM  
To: Redacted <Redacted@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>  
Cc: Graeme Logan <Graeme.Logan@gov.scot>  
Subject: RE: Centre for Teaching Excellence

Hi,

[Redact (out of scope)]

We will need a high level news release on this. [redacted s.30 (b)(i) (free and frank exchange of views)]

It doesn’t need a lot of detail, the key points are:

- The Cab Sec announced her intention to establish a new Centre for Teaching Excellence, as part of the education reform agenda
- The Centre will be designed to make Scotland a world-leader in approaches to pedagogy, will support research into teaching and learning, and is central to Cab

Sec's view that supporting excellent learning and teaching is the key to improving attainment and should be the foundation of everything we do in Scottish education.

- The Centre will be co-designed with teachers and professional associations and she looks forward to beginning engagement with them and providing an update when that initial engagement has taken place.

From: Redacted <Redacted@gov.scot>  
Sent: Friday, October 13, 2023 2:42 PM  
To: Clare Hicks <Clare.Hicks@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>  
Cc: Graeme Logan <Graeme.Logan@gov.scot>  
Subject: RE: Centre for Teaching Excellence

Thanks Clare, that sounds sensible to me.

Redacted  
News | Communications Team Leader | Education & Skills  
The Scottish Government

Mobile: Redacted

[gov.scot/news](https://gov.scot/news)

From: Clare Hicks <Clare.Hicks@gov.scot>  
Sent: Friday, October 13, 2023 2:41 PM  
To: Redacted <Redacted@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>; Redacted <Redacted@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>  
Cc: Graeme Logan <Graeme.Logan@gov.scot>  
Subject: Re: Centre for Teaching Excellence

Sean/Redacted

[redacted s.30 (b)(i) (free and frank exchange of views)]

Clare

---

From: Redacted <Redacted@gov.scot>  
Sent: Friday, October 13, 2023 2:15 pm  
To: Sean McGivern <Sean.McGivern@gov.scot>; Redacted <Redacted@gov.scot>  
Cc: Clare Hicks <Clare.Hicks@gov.scot>; Graeme Logan <Graeme.Logan@gov.scot>  
Subject: RE: Centre for Teaching Excellence

Thaks Sean, give me a call when you get a sec. [redacted s.30 (b)(i) (free and frank exchange of views)].

Redacted

Redacted  
News | Communications Team Leader | Education & Skills  
The Scottish Government

Mobile: Redacted

gov.scot/news

From: Sean McGivern <Sean.McGivern@gov.scot>  
Sent: Friday, October 13, 2023 2:14 PM  
To: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Cc: Clare Hicks <Clare.Hicks@gov.scot>; Graeme Logan <Graeme.Logan@gov.scot>  
Subject: Centre for Teaching Excellence

Hi both,

With apologies for the short notice, but there is now the potential that Ms Gilruth herself will be making the announcement on the Centre for Teaching Excellence on Sunday afternoon [redacted s.30 (b)(i) (free and frank advice)].

[redacted s.30 (b)(i) (free and frank exchange of views)]. But I think a short release, given the lateness in the week, is sufficient.

I am around all weekend, so am on hand if this is left with duty comms and am happy to slot in Ms Gilruth quotes when she's content with the language she'd use to announce.

Thanks  
Sean

Sean McGivern  
Special Adviser to the First Minister  
Redacted  
sean.mcgivern@gov.scot

Scottish Ministers, Special advisers and the Permanent Secretary to the Scottish Government are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot).

#### **Document 10 - Email with Gillian Hamilton on CTE news release**

From: Clare Hicks <Clare.Hicks@gov.scot>  
Sent: Monday, October 16, 2023 9:17 AM  
To: Gillian Hamilton <Gillian.Hamilton@educationscotland.gov.scot>  
Cc: Lisa Bird <Lisa.Bird@gov.scot>; Redacted <Redacted@gov.scot>

Subject: RE: For review: News Release - Centre of Teaching Excellence

Thanks Gillian

[redacted s.30 (b)(i) (free and frank exchange of views)]

Copied to Lisa and Redacted who can provide more overarching lines as appropriate.

Clare

Clare Hicks

Director for Education Reform

Education Reform Directorate | Buidheann-stiùiridh Ath-leasachadh Foghlaim

Scottish Government | Riaghaltas na h-Alba

You can contact me on: Redacted

I am emailing at a time that is convenient to me, there is no expectation for a response outside of your normal working hours.

From: Gillian Hamilton <Gillian.Hamilton@educationscotland.gov.scot>

Sent: Monday, October 16, 2023 9:07 AM

To: Clare Hicks <Clare.Hicks@gov.scot>

Subject: RE: For review: News Release - Centre of Teaching Excellence

Morning Clare,

Saw the announcement last night and it's picked up in our media cuttings this morning. I've shared with all our Leadership Team this morning, and I've asked our Head of Comms to start to draft a staff message. Given the reference to being taken forward as part of the wider education reform work, are there any lines / additional information that you and Lisa would suggest including?

Thanks

Gillian

Gillian Hamilton

Interim Chief Executive, Education Scotland, Foghlam Alba

Address: Education Scotland, Optima Building, Robertson Street, Glasgow.

Email: Gillian.Hamilton@educationscotland.gov.scot

Mobile: Redacted

Web: education.gov.scot

From: Clare Hicks <Clare.Hicks@gov.scot>

Sent: 15 October 2023 15:36

To: Gillian Hamilton <Gillian.Hamilton@educationscotland.gov.scot>

Subject: Fwd: For review: News Release - Centre of Teaching Excellence

To see – [redacted s.30 (b)(i) (free and frank exchange of views)].

[redacted s.30 (b)(i) (free and frank exchange of views)].

C

**Document 11 – FMQ lines on Centre for Teaching Excellence**

From: Redacted <Redacted@gov.scot>  
Sent: Tuesday, October 17, 2023 10:17 AM  
To: Redacted <Redacted@gov.scot>  
Subject: RE: Centre of Teaching Excellence - lines to take

I've just pinged the FMQ across to Lisa now and CC'd you in, just so you can see what comments/changes she comes back with on the lines, or hopefully that she's happy with them.

Cheers,

Redacted

Redacted | Stakeholder Engagement Manager | Directorate for Education Reform | Scottish Government

From: Redacted <Redacted@gov.scot>  
Sent: 17 October 2023 10:14  
To: Redacted <Redacted@gov.scot>  
Subject: RE: Centre of Teaching Excellence - lines to take

No worries. Assume you will run them by Lisa or do you want me to do that?

From: Redacted <Redacted@gov.scot>  
Sent: Tuesday, October 17, 2023 10:08 AM  
To: Redacted <Redacted@gov.scot>  
Subject: RE: Centre of Teaching Excellence - lines to take

Thanks so much Redacted – I owe you one!

Redacted | Stakeholder Engagement Manager | Directorate for Education Reform | Scottish Government

From: Redacted <Redacted@gov.scot>  
Sent: 17 October 2023 10:02  
To: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: RE: Centre of Teaching Excellence - lines to take

All, here are the final lines. Any final thoughts?

Redacted

Establishing a Centre for Teaching Excellence is a top priority for the Education Secretary as it is central to our national mission to close the attainment gap and deliver truly excellent learning and teaching to all of our children.

- Scotland has a history of leading the way in education reform, including as a world leader in designing and implementing the Curriculum for Excellence.
- The new centre will ensure that Scotland remains at the forefront of innovation in education, ensuring that we harness the best of Scottish education and the latest innovations to support and empower the profession, ensuring that each child and young person in Scotland has high-quality learning experiences
- The Education Secretary is committed to co-designing the organisation with teachers, professional associations, local government partners, and our national education bodies.
- [redacted s.29(1)(a) (policy formulation)]. recognising roles and responsibilities across the system, including the collective ambition of national and local government to improve education.
- The Centre for Teaching Excellence will be progressed as part of the Education Reform programme. The government remains committed to establishing a new qualifications body, national education agency and independent inspectorate, to support the delivery of a world class education and skills system.

From: Redacted

Sent: Tuesday, October 17, 2023 9:26 AM

To: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Subject: RE: Centre of Teaching Excellence - lines to take

Really helpful, thanks both. I'll pull something together based on the below and ping them across for a final once over before they go to Lisa.

Redacted – when do you meet ES today?

Redacted

From: Redacted <Redacted@gov.scot>

Sent: Monday, October 16, 2023 4:28 PM

To: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Subject: RE: Centre of Teaching Excellence - lines to take

Sounds good – my only other thought – [redacted s.30 (b)(i) (free and frank exchange of views)]

Redacted

Redacted

RIC Policy Team Leader

Education Reform Directorate | Buidheann-stiùiridh Ath-leasachadh Foghlaim

Area 2-A South, Victoria Quay, Edinburgh EH6 6QQ | Raon 2-A(Deas), Cidhe Bhictòria, Dùn Èideann EH6 6QQ

Redacted@gov.scot | Redacted

Working Pattern: Redacted

From Redacted <Redacted@gov.scot>

Sent: Monday, October 16, 2023 4:11 PM

To: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Subject: FW: Centre of Teaching Excellence - lines to take

Thanks Redacted,

Support Reacted helpful points – minor suggestion from me to include ‘empowered’ (Party conference ‘I want to ensure that all of our hard-working teachers are supported and empowered in our classrooms. That is why... Centre...’)

Redacted

From: Redacted <Redacted@gov.scot>

Sent: Monday, October 16, 2023 3:43 PM

To: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Subject: RE: Centre of Teaching Excellence - lines to take

A couple of quick thoughts in red below...

Redacted

Redacted

RIC Policy Team Leader

Education Reform Directorate | Buidheann-stiùiridh Ath-leasachadh Foghlaim

Area 2-A South, Victoria Quay, Edinburgh EH6 6QQ | Raon 2-A(Deas), Cidhe Bhictòria, Dùn Èideann EH6 6QQ

Redacted@gov.scot | Redacted

Working Pattern: Redacted

From: Redacted <Redacted@gov.scot>

Sent: Monday, October 16, 2023 3:21 PM

To: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: Centre of Teaching Excellence - lines to take

Hi both

In Redacted and Redacted absence I've had a go at pulling together lines to take on the establishment of a Centre for Teaching Excellence. Do you have any thoughts on the below, before it goes to Lisa?

Establishing a Centre for Teaching Excellence is a top priority for the Education Secretary as it is central to our national mission to close the attainment gap and deliver truly excellent learning and teaching to all of our children.

- Scotland has a history of leading the way in education reform, [redacted s.30 (b)(i) (free and frank exchange of views)] a world leader in designing and implementing the Curriculum for Excellence.
- The new centre will ensure that Scotland remains at the forefront of innovation in education, ensuring that the profession is supported and empowered, and that each child and young person in Scotland has high-quality learning experiences [redacted s.30 (b)(i) (free and frank exchange of views)]
- The Education Secretary is committed to co-designing the organisation with teachers, professional associations, and other stakeholders and partners, such as including Local Authorities and our national education bodies. [redacted s.30 (b)(i) (free and frank exchange of views)]
- [redacted s.29(1)(a) (policy formulation)]. recognising roles and responsibilities across the system, including the [redacted s.30 (b)(i) (free and frank exchange of views)] of national and local government to improve education.
- The Centre for Teaching Excellence will be progressed as part of the Education Reform programme. The government remains committed to establishing a new qualifications body, national education agency and independent inspectorate, to support the delivery of a world class education and skills system.

Thanks,

Redacted (he/him)

National Agency Policy | Education Reform | DG Education and Justice | T: Redacted | E: Redacted

### **Document 12 – Lisa Bird view on FMQ**

From: Lisa Bird <Lisa.Bird@gov.scot>

Sent: Tuesday, October 17, 2023 4:51 PM

To: Redacted <Redacted@gov.scot>

Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Subject: RE: FMQ for comments/sign-off

Redacted – sorry this got lost in the flurry of stuff today! I have suggested areas to cut back a bit. See what you think.

[redacted s.30 (b)(i) (free and frank exchange of views)].

L

Lisa Bird  
Deputy Director, Education Reform  
Scottish Government

From: Redacted <Redacted@gov.scot>  
Sent: Tuesday, October 17, 2023 10:16 AM  
To: Lisa Bird <Lisa.Bird@gov.scot>  
Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>  
Subject: FMQ for comments/sign-off

Morning Lisa,

I hope you're well.

The FMQ has been updated for comments/sign-off and can be found here: Education Reform 16 October 2023 details - Objective ECM ([scotland.gov.uk](https://scotland.gov.uk))

As ever, thanks to Redacted for his help and thanks to Redacted for supplying lines on the Centre for Teaching Excellence.

Thanks,

Redacted

Redacted | Stakeholder Engagement Manager | Directorate for Education Reform | Scottish Government

### **Document 13 – FMQ brief 16 October**

**15 Oct:** Cabinet Secretary for Education and Skills announces plans to develop a new 'centre of teaching excellence' as part of reform.

[Redacted – Out of scope]

## **CENTRE FOR TEACHING EXCELLENCE**

**Establishing a Centre for Teaching Excellence is a top priority for the Education Secretary as it is central to our national mission to close the attainment gap and deliver truly excellent learning and teaching to all of our children.**

- Scotland has a history of leading the way in education reform, including as a world leader in designing and implementing the Curriculum for Excellence.
- The new centre will ensure that Scotland remains at the forefront of innovation in education, ensuring that we harness the best of Scottish education and the latest innovations to support and empower the profession, ensuring that each child and young person in Scotland has high-quality learning experiences.
- The Education Secretary is committed to this being designed with teachers and professional associations to ensure it builds on current experience and needs.
- The government will also draw on the expertise of local government and our national education bodies.
- The Centre for Teaching Excellence will be progressed as part of the Education Reform programme. The government remains committed to establishing a new qualifications body, national education agency and independent inspectorate, to support the delivery of a world class education and skills system.

[Redacted – Out of Scope]

**Document 14 – discussion on Herald media lines**

From: Redacted <Redacted@gov.scot>  
Sent: Wednesday, October 18, 2023 4:26 PM  
To: Redacted <Redacted@gov.scot>  
Cc: Redacted <Redacted@gov.scot>  
Subject: RE: FOR POLICY VIEW: follow up on Centre of Teaching Excellence announcement - The Herald

No worries Redacted. [redacted s.29(1)(a) (policy formulation)]:

“The centre will be developed in partnership with teachers and professional associations as part of ongoing work to reform Scotland’s education system.

“Next steps for the creation of the Centre of Teaching Excellence will be announced in due course, after engagement with teachers and professional associations.”

[redacted s.29(1)(a) (policy formulation)]?

Cheers,

Redacted

Redacted | Stakeholder Engagement Manager | Directorate for Education Reform | Scottish Government

From: Redacted <Redacted@gov.scot>  
Sent: 18 October 2023 16:20  
To Redacted <Redacted@gov.scot>  
Cc: Redacted <Redacted@gov.scot>  
Subject: RE: FOR POLICY VIEW: follow up on Centre of Teaching Excellence announcement - The Herald

Thanks Redacted – [redacted s.29(1)(a) (policy formulation)]

[redacted s.29(1)(a) (policy formulation)]

Any thoughts?

From: Redacted <Redacted@gov.scot>  
Sent: Wednesday, October 18, 2023 4:16 PM  
To: Redacted <Redacted@gov.scot>  
Cc: Redacted <Redacted@gov.scot>  
Subject: RE: FOR POLICY VIEW: follow up on Centre of Teaching Excellence announcement - The Herald

Hi Redacted,

I've just pulled together the below from the statement on Sunday, hopefully it's helpful:

[redacted s.29(1)(a) (policy formulation)].

"The centre will be developed in partnership with teachers and professional associations as part of ongoing work to reform Scotland's education system.

"Next steps for the creation of the Centre of Teaching Excellence will be announced in due course, after engagement with teachers and professional associations."

[redacted s.29(1)(a) (policy formulation)] .

Cheers,

Redacted

Redacted | Stakeholder Engagement Manager | Directorate for Education Reform | Scottish Government

From: Redacted <Redacted@gov.scot>

Sent: 18 October 2023 16:09

To: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Graeme Logan <Graeme.Logan@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Lisa Bird <Lisa.Bird@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Cc: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Communications Education & Skills <CommunicationsEducationandSkills@gov.scot>

Subject: RE: FOR POLICY VIEW: follow up on Centre of Teaching Excellence announcement - The Herald

Thanks Redacted

Given [redacted s.38(1)(b) (personal information)], I can have a go at pulling together a response to the questions and come to colleagues for input where necessary.

Redacted

From: Redacted <Redacted@gov.scot>

Sent: Wednesday, October 18, 2023 4:00 PM

To: Redacted <Redacted@gov.scot>; Clare Hicks <Clare.Hicks@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>; Graeme Logan <Graeme.Logan@gov.scot>;



Grateful for your views on this.

Thanks,

Redacted

QUERY

Hello and thanks for dealing with this for me. As it's an explanatory piece rather than some news reporting I don't necessarily need a big formal comment to each of these questions and in most cases just the information would be absolutely fine. If you prefer to provide that on an unattributed basis that's not a problem and if you also wish to include an actual comment then feel free to send that through as well. As I say the piece is very much just going to be framed around trying to explain what this actually means - the nuts and bolts type of things I suppose.

The first issue is the surprise nature of the announcement. The EIS, and individuals I have spoken to in teacher education at universities, have said that the government did not discuss this with them beforehand. Did the government discuss this with anyone beforehand and if so who? I imagine discussions would have had to have taken place at least the GTCS and presumably with at least the head of education Scotland but I would appreciate clarification on that point, especially as the way in which this has been made public has been raised with me.

I'd also be keen to know where the idea came from? I'm assuming Jenny Gilruth didn't wake up one morning and decide this is a good idea. Have submissions come from outside organisations and/or individuals? Has expert opinion been sought? Given that this wasn't really on anyone's radar, I've had several people raising concerns about the origins of the new policy.

Q: With whom had the policy been discussed before it was announced?

Q: The government says it wants to work in partnership with teachers, and Jenny Gilruth has spoken of wishing to reset the relationship with the profession. Is a unilateral announcement like this the sort of thing that teachers can expect to see as part of that process?

People also want to know where exactly this new body will sit within the structures of Scottish education, particularly in light of the fact that we've just had big formal reviews and this policy seems to have kind of come out of nowhere. We already know that inspection functions are going to be removed from Education Scotland and we're told the SQA is going to be replaced. One concern that's been raised with me is that what we're going to end up with here is just an extra organisation, an extra quango, in Scottish education. It seems to me there are two likely possibilities, since we know that inspection is going to be in its own body and we know that qualifications are going to sit with another body, so: either this new organisation is effectively just going to replace the

remainder of Education Scotland or it is going to operate alongside Education Scotland. If it's the latter then that would suggest pedagogy and classroom practice would be in remit of the new body while curriculum and maybe some other things stay with whatever Education Scotland turns into? But a concern there is that separating teachers from the material that they teach, by having different bodies for pedagogy and curriculum, is a regressive idea? There is also the question of how a body focused on teaching practice would interact with (or would it replace?) the GTCS, which regulates teachers on the basis of their practice. I think it's important to know therefore exactly what we're talking about in terms of this new formal organisation in Scotland and its relationship to the existing bodies, most particularly the GTCS Education Scotland, HMIE and the SQA.

Q: Will the Centre of Teaching Excellence replace one or more of the GTCS, EdScot, HMIE, SQA, or will it become an additional body in Scottish education?

Money is, apparently, very tight just now, but something like what is being proposed surely costs money. The government has not yet delivered the cut to contact time that was promised, and teachers are increasingly vocal about the impact of it tightened spending and resources on the education they can provide. College lecturers still don't have a pay deal. That being the case, some might question the value of yet another initiative when other, perhaps more important issues, remain outstanding.

Q: How much will it cost to establish the new body, and how long will it take? How much will it cost to run each year?

I think all that should give me what I need to put together a decent explainer for readers, and am happy to discuss any of it if that helps.

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Redacted (Redacted) | Media Manager (Education & Skills)

Email: Redacted@gov.scot

Mobile: Redacted

St. Andrew's House, Regent Road, Edinburgh, EH1 3DG

**Document 15 – Ministerial communications on news release**

[redacted s.29 (1)(b) (ministerial communications)]