

# ANNUAL REVIEW 2013

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# SCIS Governing Board 2013

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\* Denotes those appointed at the SCIS AGM in April 2013. \*\* Denotes those retired at, or prior to, the SCIS AGM in April 2013. ^ Denotes co-opted member.

## SCIS STAFF

Director  
 CPD coordinator  
 Communications and marketing  
  
 Policy and liaison  
  
 Finance, office manager, research  
 CPD administration, jobs & supply

John Edward  
 Nicola Dudley  
 Alison Herbert (from 11.2013)  
 Sarah Randell (until 10.2013)  
 Laura Forster (from 6.2013)  
 Tania Smith (until 6.2013)  
 Alison Newlands  
 Fiona MacAulay

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# Introduction

## from the Chairman and Chief Executive

### CHAIRMAN

The following report makes for encouraging reading – in two ways. For those involved in the independent sector as pupils, families and teachers it is an indication of the continuity and confidence of teaching and learning in the sector. For those further afield, as policy-makers, commentators, or the general public; it demonstrates the inventiveness, resilience and continuing attraction of the independent sector.

Scottish education has been through many changes of late. Whatever the result in September 2014, Scotland itself will change in the months and years to come. SCIS has worked long and hard to anticipate those changes. I am secure in the knowledge that the independent sector in Scotland is well-equipped, well-informed and well-prepared for what lies ahead, and acknowledge on behalf of the Governing Board the excellent work the team at SCIS is doing.

**Professor Anton Colella**  
Chairman

### DIRECTOR/CHIEF EXECUTIVE

It is never an easy task looking in two directions at once. As a membership body for a high-achieving, fast-moving and increasingly diverse body of schools, SCIS has to keep an eye on many things. Changes in education, in teaching, in technology, safeguarding, sport and so on are constant and not always well-advertised in advance. At the same time, the wheels of policy and law making roll forwards and the diverse needs of the independent sector are not always the first consideration in decision-makers minds.

SCIS does all it can to keep the concerns, best practice and achievements of the independent sector on display and well-understood, while never forgetting the relative size of the sector in Scottish, UK and global school education. Two of the key concerns of independent schools in Scotland have moved towards if not their end, then the beginning of an end in 2013.

As a fresh new set of challenges approach - along with recurring issues for schools, their boards, their staff, pupils and families – I am confident that SCIS possesses the energy and expertise to serve the sector as best it can. In doing so, we will also ensure that the sector's place at the historic heart of Scottish education is never far from the minds of others.

**John Edward**  
Director/Chief Executive



# Vision & Values

Scottish Council of Independent Schools is an educational charity representing over 70 member schools, which educate more than 31,000 children of mixed abilities from diverse backgrounds. SCIS promotes choice, diversity and excellence in Scottish education.

## Objectives

to provide a professional service to member schools that is supportive, relevant and of high quality

to represent and promote the interests of the independent school sector

to enable the sector to make a worthwhile contribution to the development of education in Scotland

## SCIS'S ROLE IN INDEPENDENT EDUCATION IN SCOTLAND

### Aims

- to provide information, advice and guidance to parents
- to advance education via curriculum development and the training of teachers
- to advise member schools and their governing bodies about educational developments and legislation affecting independent schools (e.g. education, taxation, welfare, health and safety)
- to communicate and negotiate with the Scottish Parliament, the Government, public and private bodies on behalf of the independent sector



# Activities and Achievements

## SCIS SCHOOL STATISTICS

SCIS provides analysis of pupil numbers, fees, staffing levels, examination results, leaver destinations and the financial assistance provided by independent schools – as well as ad hoc research work requested by the Governing Board of SCIS and individual schools. All research findings are published on the SCIS website.

In 2013:

- SCIS was equivalent to the seventh largest local authority in terms of pupil numbers in its member schools.
- The independent school sector employed 6.4% (3,459) of the teaching workforce in Scotland and was the 6th largest employer of teachers. There are 4,000 non-teaching staff including residential care, support and administrative staff.
- 88% of leavers entered further or higher education.

### Pupil Numbers

At the start of each new academic year SCIS conducts a census to gather data from member schools, which provides an overview of the sector. The analysis of this data is made available to member schools, the public and the press. Facts and statistics about pupil numbers and demographic projections can be downloaded from the SCIS website.

As at September 2012 there were 31,146 pupils in SCIS schools. Of these, 1,722 were children in nurseries, 10,805 were in primary schools and 18,619 were in secondary schools. Pupil numbers in the independent sector have been remarkably resilient: 2013 saw a fractional fall of 0.7%.

### Financial Assistance

All member schools offer financial assistance, most commonly in the form of means-tested awards, granted on the basis of financial need. The level of financial assistance can vary considerably from a free place (where 100% of the fees are met by the school) to awards worth around 10% of the fees.

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*Since 2009, the number of pupils on fully funded places has increased by over 60%.*

The proportion of all SCIS pupils who receive means tested support has increased by nearly one third over the same period.

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## Examination Results

Although most pupils in the independent sector sit SQA examinations, a significant number are presented for GCSE, A Levels and the International Baccalaureate. The full table of results is published by SCIS each year and can be found on the SCIS website.

The latest Scottish examination results for independent schools are produced from the Scottish Qualifications Authority's post-appeals data, published in December 2013. The information can be used in conjunction with the Scottish Schools Online website (currently under review) to compare results at individual schools with schools nationally.

The table below page sets out the pass rates and percentage of entries awarded grade A – or grade 1 in the case of Standard Grade – in SCIS schools, compared with all Scottish schools.

Comparable figures for International Baccalaureate, A Level and GCSE results are not currently available due to continuing difficulties with accessing results data from the relevant examination bodies.

2013	SCIS entries as a % of all entries	A-C pass rate % SCIS schools	A-C pass rate % all schools	% of entries awarded grade A SCIS schools	% of entries awarded grade A all schools
Standard	2.7	99.8	99	62.2	23.2
Intermediate 1	1.0	86.3	79.2	51.5	28.1
Intermediate 2	7.4	96.5	83.2	76	36.8
Higher	7.8	91.6	79.3	52.8	28.5
Adv Higher	16.1	93.7	84	52.9	33.9



## PROMOTION



### Parental Enquiries

Throughout 2013, the volume of telephone enquiries and e-mail requests from prospective parents remained high. Many are seeking help in narrowing down their choice of school. 2013 saw an increase in enquiries from families returning to the U.K. from overseas and there was also a high volume of calls specifically about Additional Support Needs, in relation to the Equality Act, about Financial Assistance and about qualifications. SCIS updated existing guidance to member schools on handling complaints and on admission and enrolment procedures and parental contracts.



### Supporting Schools in their Marketing

Each year SCIS hosts a Marketing and Admissions Conference attended by over 50 colleagues from member schools. In 2013 it was held at St Leonards School, St Andrews and topics covered included: gauging the political and media climate, how to create a strong brand identity and relationship building. As well as the conference, marketing and admission staff are invited to attend termly meetings in the SCIS offices to share best practice and to discuss current issues affecting schools. It is always well attended and valued by all who participate. Details of this and other events for Marketing and Admissions staff can be found on the CPD pages of the website.



### Scotland's Boarding Schools

In July 2013 SCIS launched the Scotland's Boarding Schools website [www.scotlandsboardingschools.org.uk](http://www.scotlandsboardingschools.org.uk). Since the launch over 7000 people have visited the website and visitor numbers continue to grow. Adverts have also been placed in relevant publications to promote boarding in Scotland. All 18 mainstream boarding schools have supported this initiative and continue to work together to sustain the momentum.

Scottish Boarding Schools currently contribute around £27 million to the Scottish economy - as recognised by the Scottish Government's Council of Economic Advisors - and many of the pupils drawn from other countries stay in Scotland for their higher education. It is an important market for SCIS to support.



### SCIS Online

The SCIS website had over 57,000 visitors to its pages in 2013. The website serves many purposes:

- Assisting families looking for information about independent education
- Supporting member schools looking for advice
- Promoting CPD courses
- Advertising vacancies within member schools



## CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

The Continuing Professional Development programme offered by SCIS is the backbone of the services provided to schools. The importance of CPD to all schools and staff has been highlighted by the requirements of Professional Update which will come into force for all GTCs registered teachers from August 2014, as well as in the registration requirements with the SSSC in the case of boarding school staff. In 2013 the SCIS Framework for Professional Review and Development was revised to assist schools in their preparations for Professional Update.

The SCIS CPD programme continues to provide a wide variety of conferences for leaders, teachers and support staff which draw together high quality and inspiring speakers covering exciting initiatives and current trends in education, alongside the programme of courses which provide training in core areas. The established SCIS Team and School Leadership programmes remain very popular with record levels of interest in both programmes this session.

In 2013 78 SCIS conferences and workshops were delivered. Course numbers have continued to be healthy with 1600 delegates attending events during the year. Courses, speakers and venues are kept under constant review, and SCIS continues to aim to provide high quality courses which offer value for money as part of our service to member schools.

MARKETING  
REGULATION  
BOARDING  
SCHOOL TRIPS  
PASTORAL CARE  
TEACHING AND LEARNING  
GOVERNANCE  
ICT

OUTDOOR EDUCATION  
HEALTH AND WELLBEING  
CHILD PROTECTION  
COACHING

LEADERSHIP  
EMPLOYMENT LAW  
SUPPORT FOR LEARNING





## SCOTTISH GOVERNMENT AND PARLIAMENT

Regular engagement with political institutions is a key priority for SCIS to maintain the independence, diversity and profile of the sector. In 2013, Lesley Sheppard became the Registrar of Independent Schools in the Scottish Government, replacing Maggie Tierney. Fiona Robertson was appointed Director of Learning in the Scottish Government, with lead responsibility for schools.

SCIS has worked with the Scottish Government and Committees of the Parliament during the passage of the Children & Young People Bill. The Bill will include responsibilities for schools relating to Getting It Right For Every Child (GIRFEC) and co-operation with local authorities, as well as the definition of the "Named Person" in a school setting. There may also be implications for nursery care from the passage of the Bill.

In addition, the Post-16 Education Bill was finalised, which, among other proposals, seeks to set a statutory responsibility for Scottish Universities to widen access. SCIS responded to the consultation, key concerns being that widening access is already underway, and tight controls on pupil origin might negate work at school level. New University Access Guidelines will follow.

SCIS was also consulted on the new Senior Phase Benchmarking Tool, which independent schools will be able to use from 2015, and on guidance on the education of children absent from school due to ill-health. It is the view of SCIS that the on-going responsibility of authorities for children absent through ill health is supported by both Section 1 of the 1980 Education (Scotland) Act and Section 29 (1) of the Equality Act 2010. Following the publication of Auxiliary Aids technical guidance as part of the reasonable adjustments for disabled pupils duties in the 2010 Equalities Act, SCIS will respond to draft government guidance on updated accessibility strategies.

SCIS worked closely with the Scottish Government, Local Government Valuation Joint Boards and the Electoral Commission seeking clarification on the extension of the electoral franchise to 16 and 17 year-olds for the referendum on Scottish independence, which received Royal Assent in August 2013.

Further consultation responses were made to:

- Scottish Parliament's European and External Relations Committee's inquiry on foreign language learning in primary schools
- Scottish Parliament's Education and Culture Committee's inquiry on outdoor learning
- Commission for Developing Scotland's Young Workforce (Interim Report)
- Scottish Government's review of Independent Advocacy



## Review of Business Rates

SCIS submitted a response to the Scottish Government's Review of Business Rates. In early September, the Government published its response to that. It included confirmation of details such as a new power for local authorities over local business rates, that the next revaluation is now scheduled for April 2017, that there will be no change to the split between central and local government funding and that the message from SCIS and others on the length of appeals was agreed with. The key – and welcome – passage for schools in the Government's response is:

*"All rates reliefs will be kept under regular review to ensure that benefit is directed where it is most needed... Although views were mixed, the Scottish Government has on balance decided that all current exemptions provided, including to agriculture, should be retained."*

## Scottish Immunisation Programme

SCIS is represented on the new Scottish Immunisation Programme Steering Group which aims to introduce further school-age immunisations, including seasonal influenza pilots and other Joint Council for Vaccination and Immunisation (JCVI) recommendations. A pilot scheme took place across Primary Schools in Scotland and although a three year phasing plan was agreed throughout the UK, it has been subject to change and the newest phasing has not yet been agreed.

SCIS raised a series of issues related specifically to residential schools, additional support needs pupils and overseas pupils. At the same time, NHS Lothian completed a data-sharing protocol with schools to allow for the extension of immunisation and nurse training into independent schools.

## Glow

Independent schools were invited to join Glow, free of charge, at the end of February 2013. The creation of a new website on Glow to support the new National Qualifications assisted in the case made by SCIS. By the end of 2013, the review and recommissioning of Glow was still under discussion with the Scottish Government and Education Scotland.

## Doran Review of Additional Support Needs – Strategic Commissioning Group

SCIS is now taking part in the Strategic Commissioning Project Board that has been created as a result of recommendations 17-21 in the Doran Review, a report that looked at how best to provide education for Scottish children and young people with complex learning needs. SCIS is a member of work streams 3 and 4 which seek to create a national strategic commissioning model, and support local authorities to take this commissioning approach to external services.

## Residential children's care framework

Residential care services to children and young people with very complex needs were the subject of a tendering process by Scotland Excel, a consortium owned by Scottish local authorities. The tender process is now underway to first assess the capacity and capability of providers to participate in the framework. SCIS took part in the engagement and consultation process with stakeholders to pass on the concerns of independent providers in SCIS membership about the tendering process itself.

Residential services have raised considerable concerns about the exclusion of local authority in-house provision from the tendering process for purchased services, and the impact that has on the relative perceived costs between local authority and independent provision, as well as issues over proposed payment for services in arrears and the placement procedure to be employed.



## School inspections

The inspection team within Education Scotland (ES) was returning to full strength in 2013 and it is planning to increase “evaluative activity” across the independent sector. The QUIPE process has been reviewed and will be discussed with SCIS and Head Teachers before a pilot in 2014. In 2013, Education Scotland also suggested the possibility of unannounced school inspections being piloted, but there are “no plans” at present to pilot these in the independent sector.

## School care and residential accommodation

Dr Robert Peat, incoming Director of Inspection at the Care Inspectorate, met with the SCIS Governing Board in November 2013, in advance of a wide-ranging review of its inspection methodology expected for 2014.

## COLLABORATION

Throughout 2013, SCIS has represented the views and concerns of the independent sector on a wide range of bodies, through consultations and at events organised by national bodies for schools, education authorities, care agencies and others:

### City of Edinburgh Council Child Protection Committee

### Doran Review of Additional Support Needs

#### Scottish Government:

- Curriculum for Excellence Management Board
- Additional Support for Learning Team
- ScotXed Forum

#### General Teaching Council Scotland:

- Council: Education Committee
- Professional Update Working Group

### Education Scotland Professional Review and Development Working Group

#### Independent Schools Council (ISC):

- Secretaries’ Group
- Child Welfare Expert Group

### Independent School Nurses’ Network – NHS Lothian and independent school nurses

#### Scottish Teachers’ Superannuation Scheme:

- Scheme Negotiation Group
- Technical Working Group

### Scottish Centre for Information on Language Teaching and Research (SCILT)

### Scottish Continuing International Professional Development Programme (SCIPD)

#### Scottish Parliament:

- Cross Party Group on Children and Young People
- Cross Party Group on Sport

### Scottish Qualification for Headship – East & West Consortia

#### Scottish Qualifications Authority:

- Advisory Council
- SQA/SCIS/SLS joint forum.



## CHARITABLE STATUS OF INDEPENDENT SCHOOLS

2013 saw the completion of the main bulk of testing by OSCR of the independent schools with charitable status. Over the year, the following SCIS schools were passed to remain on the Scottish charity register:

- Albyn School, Aberdeen
- Ardvreck School, Crieff
- Beaconhurst School, Bridge of Allan
- Belhaven Hill, Dunbar
- Belmont House, Newton Mearns
- Clifton Hall School, Edinburgh
- Compass School, East Lothian
- Craigclowan School, Perth
- Dollar Academy
- Edinburgh Steiner School
- Fettes College, Edinburgh
- The Glasgow Academy
- Glenalmond College, Perth
- Hamilton College
- The High School of Glasgow
- The International School of Aberdeen
- Kelvinside Academy, Glasgow
- Kilgraston School, Bridge of Earn
- Lathallan School, Montrose
- Moray Steiner School, Forres
- Robert Gordon's College, Aberdeen
- St George's School for Girls, Edinburgh
- St. Margaret's School for Girls, Aberdeen
- Strathallan School, Forgandenny

By the end of 2013, the following schools were either awaiting a decision from the charity regulator or were under directions to meet the charity test:

- Aberdeen Waldorf School
- Cedars School of Excellence, Greenock
- Craigholme School, Glasgow
- The Edinburgh Academy
- Erskine Stewart's Melville Schools, Edinburgh
- Fernhill School, Glasgow
- George Watson's College, Edinburgh
- Loretto School, Musselburgh
- St Columba's School, Kilmacolm
- St Mary's School, Melrose
- Morrison's Academy, Crieff
- Wellington School, Ayr

OSCR made informal recommendations to some schools in respect of various matters such as aspects of their activities, constitutional provisions, and accounting and finance issues. In a couple of cases decisions on charitable status were "finely balanced". SCIS will continue to work with OSCR once the testing of all schools is completed, to help establish a clear direction for the future.

SCIS attended a round-table meeting with the Electoral Commission and OSCR concerning the role of charities and the referendum on independence. The resulting guidance covered many of the concerns that Heads and Trustees have been raising, and SCIS supported the idea of comprehensive guidance – both as guidelines for the ensuing debate but also as some means of protection for charities too.



## UK Government and charity law

In relation to UK-wide matters, UK Government supported the development of cross-border charity recognition, a development SCIS has been supportive of:

*"We recognise the difficulties faced by charities operating across the separate countries, and charity jurisdictions, of the United Kingdom. While recognising that charity regulation is a devolved matter, we believe there would be benefits for charities in all parts of the country if a passporting system for charity regulation could be developed. The present system wastes the resources of both charities and taxpayers. If this proposal results in the convergence of conditions for the registration of charities across the UK, this would be welcomed by the sector. We call on the Cabinet Office and the Charity Commission, and the equivalent bodies in Scotland and Northern Ireland, to renew efforts to achieve this."*

SCIS will pursue this issue in future discussions with OSCR.

## International independent schools

SCIS was invited to take part in a first meeting in December 2013 of the General-Secretaries of the independent school bodies from the main English-speaking markets. This allowed SCIS the opportunity to highlight the different circumstances in terms of teaching, regulation and politics compared to the rest of the UK, and some similarity to other international markets. The meeting undertook an analysis of the strengths, weaknesses, opportunities and threats for international independent schools and identified many areas of best practice and possible joint work, including: advocacy, public purpose, government relations, research and data, accreditation/quality assurance, and membership issues.

The meeting also highlighted that independent schools in Scotland were subject to the most rigorous test of public purpose anywhere in the world, and that schools in the UK – unlike elsewhere – received no government support or subvention.

In addition to SCIS, the other bodies involved were:

- Independent Schools Association of Southern Africa (ISASA, host)
- Independent Schools of New Zealand (ISNZ)
- National Association of Independent Schools (NAIS, USA)
- Independent Schools Council of Australia (ISCA)
- Independent Schools Council (ISC, UK)
- Canadian Accredited Independent Schools (CAIS).

## Curriculum for Excellence and National Qualifications

As of autumn 2013, SQA schools are teaching to the new National 4 and 5 qualifications that are replacing Standard and Intermediate Grades for the 2013-14 diet. Revised Highers and Advanced Highers will follow in succession, and schools have been encouraged to follow National 5 Qualifications with the "new" Higher. Among others, SCIS schools raised concerns about possible over-assessment, and tight time frames involved, particularly in terms of feedback on verification materials and extra support to schools. The media interest in exam results and league tables will face a challenge when new qualifications results are produced in 2014 for the first time.

The Scottish Qualifications Authority (SQA) also announced details of the new services being introduced to replace its existing Appeals Service in academic year 2013-2014.



- The 'Exceptional Circumstances Consideration' will ensure that candidates who their school or college believe have suffered as a result of exceptional circumstances, such as bereavement or illness, will be able to submit alternative evidence of demonstrated attainment before results are published. This 'alternative evidence' will take the form of coursework, class assessments or prelims.
- The 'Post-Results Service' will ensure that if, after results day in August, a school or college is concerned by a candidate's result, it can request an administrative review of the script and/or request to have the marking of the script checked. This could result in a candidate's grade going up or down.

In cooperation with the ISC and individual Schools' and Heads' associations, SCIS continues to monitor the fast pace of proposed reforms to GCSE and A/AS examinations.

### **General Teaching Council for Scotland (GTCS)**

Ken Muir replaced Tony Finn as the new Chief Executive of the General Teaching Council for Scotland. Mr Muir is a former lead inspector for independent schools in HMIE. SCIS completed an update of the SCIS Framework for Professional Review and Development as well as authoring guidance for schools on Professional Update, as a response to developments with GTCS. SCIS remains in contact with GTCS over issues related to teachers qualified elsewhere. SCIS, conscious of the growing difficulties of recruiting qualified Classics teachers, consulted with schools and the University of Glasgow over possible options.

### **Scottish Teachers' Superannuation Scheme (STSS)**

A Statutory Instrument was raised in the Scottish Parliament to introduce the 2013-14 increase in employee contributions in time for April 2013. A similar process will take place for 2014-2105.

Negotiations continued about the structure and funding of the STSS from 2015 onwards and were due to conclude by the end of the academic year. The Scottish Teachers' Pension Scheme Negotiating Group did not reach agreement with HM Treasury on the early retirement variations proposed. As a result, in December 2013, the Scottish Public Pensions Agency opened a consultation on a Scottish Teachers' Pension Scheme, based on the agreed TPS scheme for England and Wales. SCIS will be involved in the design of that, to ensure that the existing membership of independent schools and teachers in the scheme is maintained.

A new Technical Working Group was established to look at practical aspects of management of the STSS. SCIS is represented on that group along with Colin Hyslop, Finance Manager, Erskine Stewart's Melville Schools.

### **UK Border Agency (UKBA)**

There are discussions underway with the UK Border Agency to see if Highly Trusted Status for independent schools can be extended from 1 to 3 years, given their highly regulated and low risk nature. As the Independent Schools Inspectorate is not responsible for inspecting boarding welfare in Scotland, SCIS has been in touch with the Inspectorate and UKBA to seek a Scottish solution. UKBA has confirmed that sponsors must carry out immigration checks on those pupils they wish to sponsor who are already in the UK. However, schools without a sponsor licence (i.e. day schools) are not required to check the immigration status of pupils and should not, unless they have a legal right to do so.



## “Scotland’s Future” – White Paper on Scottish Independence

Following work on the extension of the franchise and related matters, SCIS attended a stakeholder event with the Scottish cabinet following the launch of the White Paper in November 2013. The Paper contained no specific references to the sector and few on school education in general. However, SCIS has received a response via the White Paper Q&A process, asking about the approach to the sector post-independence, OSCR and the impact on international boarding. “All independent schools in Scotland are registered with Scottish Ministers in accordance with the Education (Scotland) Act 1980. They are part of the education system in Scotland providing choice for parents when selecting their children’s education and the intention is for this to continue following independence. With regard to International pupils’ attendance at independent schools this will also continue to be openly encouraged. There are no plans to change the legislation relating to charitable status of independent schools.”

SCIS intends to issue a series of challenges and expectations for all Parties, irrespective of the result, in 2014, coupled with an independent report on the economic impact of the sector to Scotland.

## SCIS operations, staff and membership

SCIS continued to benefit from the expertise and guidance provided by its Chairman, Chairman of the Finance and General Purposes Committee, and Mr Jeremy Chittleburgh, Hon Treasurer of SCIS, in his last year in post.

After six years of service, Sarah Randell gave notice of her departure at the end of October 2013 following her appointment as Head of Marketing & Operations at First Psychology. Alison Herbert, previously Marketing Manager at ESMS Schools was appointed and commenced work with SCIS in November 2013.

In April 2013, Tania Smith left SCIS to start work in Canada. In June, she was replaced by Laura Forster as Policy and Liaison Officer. Laura joined SCIS from work with the Centre for Scottish Public Policy (CSPP) among others, which included work on the Commission for School Reform.

The Governing Board records its appreciation and thanks for the work undertaken by all the staff of SCIS throughout 2013.

The Annual General Meeting, in April 2013, was addressed by Sir Andrew Cubie and Jeremy Peat.



**The members' area of the website is an excellent source of information with sections on the following regularly updated:**

- Research
- Boarding & Residential
- Legal & Financial
- Teaching & Learning
- Care & Welfare
- Regulation & Inspection
- Policies & Guides
- Admissions & Marketing



**twitter** @SCISschools

SCIS continues to enjoy the benefits of Twitter – specifically the instant right-of-reply it gives to media commentary and opinion. SCIS currently has more than 870 followers.

**www.scis.org.uk**

The SCIS e-bulletin is issued monthly and available to all school staff and governors. A full archive is available in the members' area of the SCIS website and schools are encouraged to share the login and password with staff and governors. The SCIS "Jobs" page is increasingly popular with schools, with the number of advertisements rising substantially in 2013.

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