

Choice | Diversity | Excellence



ANNUAL REVIEW 2015



www.scis.org.uk

Company limited by guarantee, registered in Scotland no 125368.
Scottish Charity No SC018033

SCIS Governing Board 2015



CHAIRMAN

Prof. Anton Colella

BOARD MEMBERS

Jennifer Alexander	Business Director, George Heriot's School, Edinburgh
John Broadfoot	Governor, Merchiston School, Edinburgh**
Gavin Calder	Headmaster, The Edinburgh Academy Junior School
Michael Carslaw	Headmaster, St Leonards School, St Andrews
Anne Everest	Head, St George's School for Girls, Edinburgh
Richard Harvey	Head, Ardvreck School, Crieff **
Richard Hellewell	Chief Executive, The Royal Blind School, Edinburgh
Simon Johnson	Headmaster, Wellington School, Ayr ^
Elizabeth Lister	Governor, Strathallan School, Forgandenny
Colin Mair	Rector, The High School of Glasgow, Glasgow **
Jonathan Molloy	Bursar, Erskine Stewart's Melville Schools, Edinburgh
Simon Mills	Head of College, Robert Gordon's College, Aberdeen **
Dr Laura Murphy	Headteacher, Fernhill School, Glasgow ^
Kieron O'Brien	Head of Education, Common Thread Schools, Dumfries ^
Armored Robinson	Bursar, Craigclowan Preparatory School, Perth
Melvyn Roffe	Principal, George Watson's College, Edinburgh *
Melvyn Shanks	Principal, Belmont House School, Glasgow ^
Kathleen Sweeney	Bursar, St Aloysius' College, Glasgow
Richard Toley	Head, Lathallan School, Angus
Justin Wilkes	Bursar, Dollar Academy, Clackmannanshire
Prof. Brian Williams	Chair of Governors, Hutchesons' Grammar School **
Guy Cartwright	Hon Treasurer SCIS and Bursar, The Edinburgh Academy, Edinburgh

* Denotes those appointed at the SCIS AGM in April 2015.

** Denotes those retired at the SCIS AGM in April 2015 or at another point in 2015.

^ Denotes co-opted member.

SCIS STAFF

Director	John Edward
Deputy Director Professional Learning & Development	Nicola Dudley (to 31 Dec 2015)
Deputy Director Professional Learning & Development	Margaret Lannon (from 1 Jan 2016)
Deputy Director Communications & Marketing	Alison Herbert
Policy & Liaison	Ruth Mendel
Finance & Research	Alison Newlands
Professional Learning & Development	Fiona MacAulay

The Scottish Council of Independent Schools is a company limited by guarantee registered in Scotland No 125368 and registered as a Scottish Charity, No SC018033, at 61 Dublin Street, Edinburgh EH3 6NL. www.scis.org.uk

Introduction

from the Chairman and Chief Executive



CHAIRMAN

The publication of this Report marks my sixth, and final, year as Chairman of the Governing Board of SCIS. I have been very fortunate to work alongside many schools, Heads, Governors and staff that bring great credit to the sector in Scotland. I would like to applaud the contribution of the Board members over these last years, and particularly honour and pay tribute to the leadership and outstanding work of our Director John Edward and his Team who serve the sector tirelessly.

Scottish independent schools have a reach, an output and a recognition that far outweighs the size of the sector. It has been a great pleasure to support them in their important work over the last six years, and I wish them every success in the world that lies ahead. I wish the same to my successor in her work.

Professor Anton Colella

DIRECTOR/CHIEF EXECUTIVE

This has been an intensive year for the sector in Scotland, with independent schools and teaching more in the limelight than is usual. The perseverance of schools and their staff has been invaluable – our thanks goes to all the membership. At the same time, we also come to the end of the conscientious, diplomatic, firm and focussed chairmanship of Anton Colella, for which the SCIS staff are hugely grateful.

The Education Bill was introduced and amended to include several sections specific to the independent and grant-aided sector. One of these, full GTCS registration, has been the aim of many schools and teachers for years and will, in due course, come to pass relatively smoothly. The other, the extension of the Into Headship proposal to the independent sector, was a more concerning development, neither tested and consulted in a sector with as many types of school headship and leadership as there are schools.

At the same time, moves were made to extend Freedom Of Information legislation to independent special schools; the final schools were passing through the formal charity test, while a public petition seeking to unravel that work was finally closed; the Doran Review moved towards a national commissioning model; the Child Abuse Inquiry began work; and so on.

During all of this, and while curriculum and qualification changes continued and the challenge of attainment was brought to the top of the political agenda, independent schools continued to deliver choice, diversity and excellence. To quote the First Minister from August 2015, *“When it comes to the education of our young people and to improving attainment... what matters... is what works.”*

John Edward

Visions & Values



Scottish Council of Independent Schools is an educational charity representing over 70 member schools, which educates more than 30,000 children of mixed abilities from diverse backgrounds.

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 PROMOTES CHOICE, DIVERSITY AND EXCELLENCE IN SCOTTISH EDUCATION.

Aims

to advise member schools and their governing bodies on 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

to advance education via curriculum development and the training of teachers

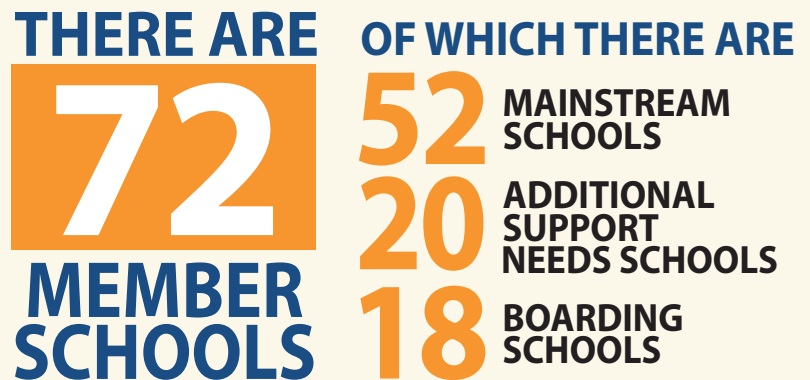
to provide information, advice and guidance to parents

Activities & Achievements



SCIS SCHOOL STATISTICS

SCIS provides analysis of pupil numbers, 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. The historical and comparative data which SCIS provides helps schools demonstrate their value for money and evaluate their position in a wider context.



In 2015:

- SCIS is equivalent to the eighth largest local authority in terms of pupil numbers in its member schools.
- The independent school sector employed 6.4% (3,490) of the teaching workforce in Scotland and was the 3rd largest employer of teachers by local authority area. There are almost 3,900 non-teaching staff including residential care, support and administrative staff.
- 88% of leavers entered further or higher education.

Pupil Numbers

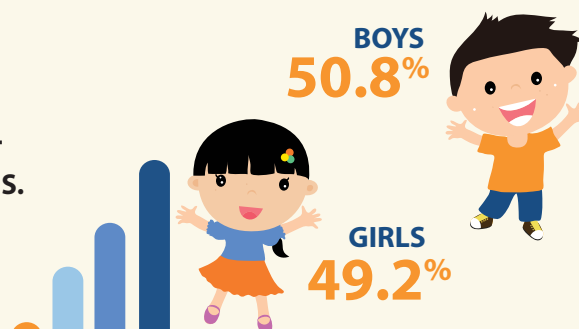
At the start of each new academic year SCIS conducts a census to gather data from member schools, which provides an overview of the sector. The analysis of this data is made available to member schools, the public and the press. Facts and statistics about pupil numbers and demographic projections can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

Pupil numbers in the independent sector remain robust despite a slight dip in pupil numbers and the percentage of pupils in independent education in Scotland remains the same at 4.4%.

As at September 2015

30,238 CHILDREN AND YOUNG PEOPLE IN INDEPENDENT SCHOOLS IN MEMBERSHIP OF SCIS.

1,417 IN NURSERIES,
10,662 IN PRIMARY SCHOOLS,
18,159 IN SENIOR SCHOOLS.





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 to awards worth around 10% of the fees. In 2015-16 3.2% of senior schools pupils were on fully funded places with 26.4% of all pupils receiving some form of financial help with their fees, totalling over £47 million in financial assistance.

FINANCIAL ASSISTANCE IN MAINSTREAM SCHOOLS

26.4% receive **FINANCIAL HELP**
3.2% of senior school pupils receive **100% fee assistance**

Totalling over **£47 MILLION** in assistance.



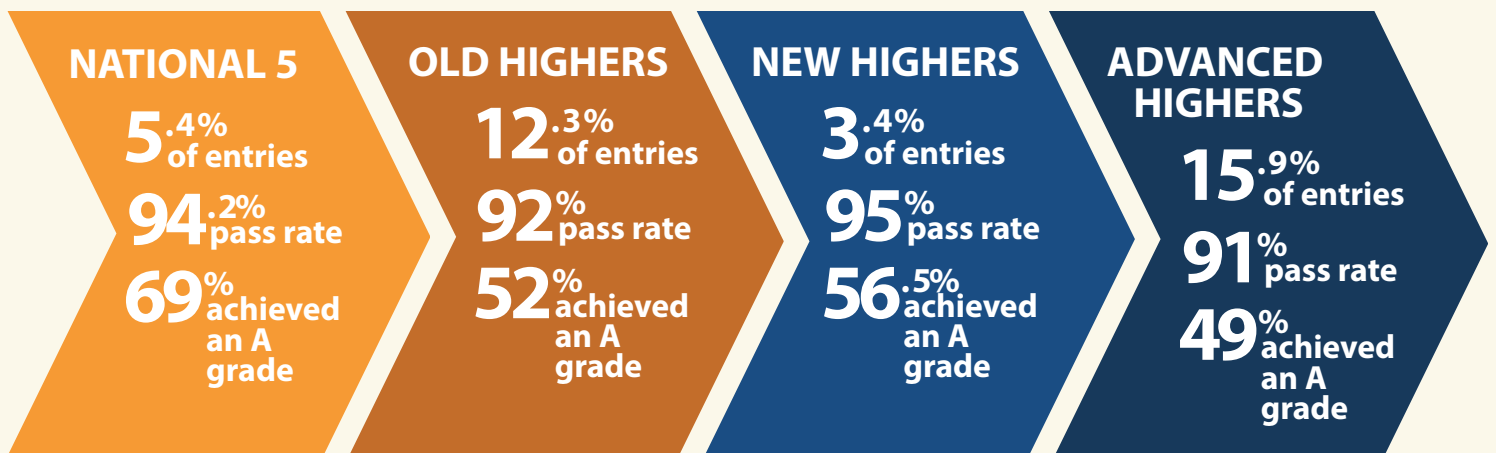
Examination Results

Although most senior pupils in the independent sector sit Scottish Qualifications Authority (SQA) examinations, a significant number are presented for GCSE, A Levels and the International Baccalaureate. The full table of results by school is published by SCIS each year on the SCIS website.

The latest Scottish examination results for independent schools are produced from the Scottish Qualifications Authority's post marking review, published in December 2015. The summary below provides a snapshot of the performance of candidates in independent schools compared with candidates in all schools in Scotland.

Comparable figures for Scotland in International Baccalaureate, A Level and GCSE results are not currently available although individual results for each participating school are available. Each year the Independent Schools Council (ISC) releases A Level and International Baccalaureate results and Scottish independent schools are included in the data produced.¹

2015 Post Marking Review SQA Results – all SCIS schools (mainstream and special)



In 2015 the new Higher ran in parallel with the old Higher.

¹ <http://www.isc.co.uk/research/exam-results>



SCIS continues to promote the sector through engagement with the press and in 2015 we had, for the first time, a digital advertising campaign which greatly increased the number of visits to our website.



Enquiries

Our enquiry logging system, which was introduced in 2014, has enabled us to identify any patterns and trends. A significant number of enquiries are from prospective parents seeking advice and guidance on selecting a school and on how to apply for fee assistance. Member schools continue to use the services of SCIS to seek information on topics such as teacher registration and child protection issues.



Supporting Schools in their Marketing

The annual SCIS Marketing and Admissions Conference attended by over 50 colleagues from member schools was held at Fettes College, Edinburgh, and topics covered included the Dangers of Social Media and Marketing of Schools – a legal perspective; Customer Journeys: The Admissions Process; and Converting Open Day Visitors to Quality Applications. As well as the conference, marketing and admission staff can attend termly meetings in the SCIS offices to share best practice and to discuss current issues affecting schools. These are 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 2015 Scotland's Boarding Schools website continued to attract visitors with over 30,000 visitors to the site, an increase of 50% on last year's figures. SCIS, with the support of the 18 mainstream boarding schools, continues to promote this important sector, which brings in around £27 million to the Scottish economy each year. There is a dedicated web-site and Twitter feed at @ScotBoardSchool.



SCIS Online

The SCIS website had over 70,000 visitors to its pages in 2015, an increase of 14,000 on 2014's figures. The website:

- Assists families looking for information about independent education
- Promotes Professional Learning & Development courses
- Advertises vacancies within member schools
- Promotes SCIS member services

Continuing Professional Development (CPD)



The Continuing Professional Development programme offered by SCIS continues to be integral to the services provided by SCIS

The extensive programme provides insights into current trends and new initiatives in education, a focus on the wellbeing and protection of children and young people, regulatory updates, seminars on SQA qualifications and valuable opportunities for networking and sharing practice. During 2015 a total of 80 SCIS courses and events were facilitated, catering for over 1800 delegates in a wide range of roles, from teachers to classroom assistants, boarding and nursing staff, administrative and marketing staff to senior managers and governors.

SCIS supported schools in meeting the requirements of legislation, in particular in relation to the Children and Young People (Scotland) Act 2014. Revised Guidance on Wellbeing and Child Protection were devised to reflect the changing roles and responsibilities of all concerned. The SCIS Team and School Leadership courses continue to prove popular with waiting lists being indicative of the high demand. During 2015 the School Leadership course was adapted to reflect the ever-increasing role of School Leaders and this course has been submitted to the GTCS for Professional Recognition accreditation.

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.

PASTORAL CARE
SCHOOL TRIPS
MARKETING
REGULATION
BOARDING
SUPPORT FOR LEARNING
TEACHING AND LEARNING
GOVERNANCE
OUTDOOR EDUCATION
HEALTH AND WELLBEING
CHILD PROTECTION
COACHING
ICT
LEADERSHIP
EMPLOYMENT LAW



The CPD programme can also be followed on Twitter at [@SCIScpd](https://twitter.com/SCIScpd)



Regular engagement with political institutions remained a key priority for SCIS to maintain the independence, diversity and profile of the sector.

Scottish Government

In 2015 the Scottish Government transferred the post of Registrar of Independent Schools to Education Scotland, and Denise Brock was appointed as first full-time Registrar.

In August 2015, following the election of Kezia Dugdale MSP as Leader of the Scottish Labour Party, Iain Gray MSP was appointed as the Scottish Labour Shadow Spokesperson for Opportunity.

The Education (Scotland) Government Bill was introduced by Angela Constance MSP on 23 March 2015. The Bill included the formal requirement for the registration of all teachers in independent and grant-aided schools in Scotland with the General Teaching Council for Scotland (GTCS). On 23 February 2015, the First Minister announced that a Master's qualification for headship will be introduced and become mandatory for all new headteachers from 2018-19.

It was initially unclear what impact, if any, this would have on independent schools, as Heads are recruited by independent Governing Boards. The Education and Culture Committee of the Scottish Parliament took written and oral evidence on the proposed amendment and SCIS gave evidence in a session on 17 November. Reference was made to legal advice on the free movement of workers received from Brodies Solicitors, in addition to the lack of consultation by the Scottish Government and the absence of an Impact Assessment of the qualification as relates to the independent sector by the Scottish College for Educational Leadership.

An amendment extending the obligation to independent and grant-aided schools was accepted by the Parliament in December 2015. The amendment does provide Ministers with the power to set education and training standards for head teachers working in all schools in Scotland. The draft amendment appeared to allow for the development of alternative arrangements in respect of the general requirement that all new head teachers must hold the Standard for Headship before being appointed. The Scottish Government made clear that there were no immediate plans to use the power in respect of independent schools. SCIS continued to stress the need to ensure effective equivalency procedures for head teachers coming from outside Scotland.

SCIS met the Scottish Government on the implications for independent schools of the newly-proposed National Improvement Framework announced in 2015. As with the Scottish Survey of Literacy and Numeracy, independent schools are encouraged, but not required, to participate.

SCIS has worked with the Scottish Government on statutory guidance following the passing of The Children & Young People (Scotland) Act. The Act includes responsibilities for schools relating to Getting It Right For Every Child (GIRFEC) and co-operation with local authorities, early learning and childcare provisions as well as the definition of the "Named Person" in a school setting.

In April, Nicola Dudley completed the draft version of the SCIS Wellbeing and Child Protection Guidance 2015, which replaced the 2011 edition. The Guidance was in draft form to support schools in taking forward their plans to implement the relevant requirements of the Children and Young People (Scotland) Act 2014, so as to comply with the Act by the required date of August 2016, and subject to any changes following the publication of the final version of the statutory guidance supporting the GIRFEC provisions of the CYP Act.

In addition, SCIS provided responses to a range of government consultations, including:

- Educational Attainment Gap
- Guidance on Children absent from school due to ill health
- Carers (Scotland) Bill
- Education (Scotland) Bill
- GTC Scotland: Consultation on revised Registration and Standards Rules
- Extension of FOI coverage
- Migration Advisory Committee – Tier 2 Visa
- Children and Young People (Scotland) Act – Statutory Guidance and complaints concerning functions relating to the Named Person and Child's Plan



In 2015 SCIS continued to work with the education services of Scottish Development International and UK Trade & Investment to identify opportunities for international expansion of independent schools, particularly in mainland China, the Gulf and India.

Scottish Parliament

In 2015 SCIS continued to monitor the Scottish Parliament's Education and Culture Committee.

Nicola Dudley appeared at an oral evidence session of the Education Committee on 16 June to address issues around full GTCS registration, and John Edward appeared on 17 November to outline concerns over the Into Headship proposals.

As part of a study into the education attainment gap, the Education and Culture Committee undertook an online survey for views of parents of school age children on their communication with school, involvement with the Parent Council and ideas for how schools and parents might work together. (22% of responses came from parents with children at independent schools.)

General Teaching Council for Scotland (GTCS)

The GTCS and Registrar of Independent Schools sought nominations from SCIS schools to explore the issues involved with full registration – and that working group continued through 2015 with representatives of Fettes College, St Leonards School, Stanmore House School, and Closeburn House and Maben House schools. SCIS also developed an extensive list of the issues to date that have prevented full registration.

On 9 December the GTCS approved the category of Provisional (Conditional) registration, where an applicant does not fully meet one or more of the criteria for registration for teachers qualified outside Scotland or for Professional Registration. The University of Buckingham Independent PGCE was accredited by GTCS in July 2015.

Glow

The Scottish Government, RM and SCIS schools took part in a workshop to run through all the aspects of Glow use by independent schools. The Scottish Government distributed a Memorandum of Understanding to each school wishing to be involved accompanied by a Data Processing agreement between the school and RM, as the then operators of Glow.

School Inspections

Lesley Johnstone was been confirmed as the new Lead Inspector for independent schools. Education Scotland has also sought nominations for Associate Assessors from independent schools.

Education Scotland also began considering future approaches to inspection and review, to explore what inspection might look like in three to five years' time.

The fourth edition of "How good is our school" was published in September 2015.

PREVENT Duty/Police Scotland

The Prevent Duty in England, Scotland and Wales came in to force on 1 July 2015. This covers Independent and Grant-aided schools, with a duty "to prevent people from being drawn into terrorism". This Duty is now reflected in SCIS Child Protection guidelines, governors' training and other appropriate briefings.

SCIS is a member of the Prevent Sub-Group for Scotland as the national point of contact for the sector, and SCIS staff received "WRAP" (Workshop to Raise Awareness of Prevent) from the Home Office in November. Education Scotland will ensure that the Duty is being followed as part of established inspection and QUIPE procedures.





SCIS also met with Police Scotland in November 2015 to learn about the Divert and Deter strands of “Scotland’s Strategy to tackle Serious Organised Crime”. The Divert strand concentrates on diverting individuals from engaging in, or using the products of serious organised crime and Deter is about working with public, private and 3rd Sector to support them in protecting themselves from Serious Organised Crime. Discussions have also begun with Police Scotland with a view to a pilot of a secure e-mail format for the sharing of information under the Named Person scheme, as part of the Children and Young People Act.

Draft Carers Bill

The Carers (Scotland) Bill was introduced in the Scottish Parliament on 9 March 2015. It is the intention of the Scottish Government that Scotland’s estimated 44,000 young carers should be better supported and have a childhood similar to their non-carer peers. In relation to young carers, this complements the provisions in the Children and Young People (Scotland) Act 2014 requiring Scottish Ministers to promote public awareness and understanding of the rights of children and young people.

Consultation has been limited on these provisions but SCIS will work with the Scottish Government and Parliament on the implications for independent schools, should young carers in those schools wish to be identified as such.

Scottish Historical Child Abuse Inquiry

The Historical Child Abuse Inquiry for Scotland, set up by Scottish Ministers with Susan O’Brien QC as the Chair, began work on 1 October 2015, with a time limit for completion of no more than 4 years.

The Inquiry’s remit covers a time period “within living memory”, up until such date as it may determine, but no later than 17 December 2014. Provisionally, schools are asked to treat the timescale as starting in 1945, although no formal decision has been taken about this.

Organisations are asked to consider whether they hold records relating to any legal responsibilities for children in care

over the relevant decades, whether or not those records mention individual children by name.

SCIS has been liaising with the Boarding Schools Association (BSA) over the possibility of agreeing a code of conduct or charter of safe practice in boarding.

Doran Review of Additional Support Needs

SCIS sits on the both the Doran Review Project Board and the newly established National Commissioning Group for Education Provision – for children and young people with complex additional support needs. These groups are working to agree proposals for the commissioning of national services to meet the needs of children with complex additional support needs.

Care Inspectorate

In 2015, SCIS was able to reactivate a regular dialogue between Heads of Boarding and the Care Inspectorate which is a very valuable opportunity for the Care Inspectorate to give updates to schools to help ensure clarity around expectations in inspections whilst providing a forum for schools to raise any concerns or questions they may have.

Charitable Status of independent schools

New guidance on meeting the charity test was published during the summer of 2015, during which OSCR also confirmed that Fernhill School and Cedars Schools of Excellence had passed the charity test – thus completing the full audit of the independent sector.

SCIS met with OSCR staff to discuss proposals stemming from the Targeted Regulation consultation undertaken earlier in 2015. Work is still underway on a database of charity trustees, with some privacy issues outstanding. Likewise OSCR will consider points raised by SCIS concerning the introduction of a “Notifiable Incidents” regime (formerly Serious Incident Reporting). SCIS had raised the example of the Charity Commission for England and Wales’s report into St Paul’s School, and asked what level or range of incident required to be notified to OSCR. Further guidance will follow.



Following the introduction of the new charity “SORPs” (Statements of Recommended Practice) and the proposal to publish charity accounts, OSCAR released draft templates for Trustee Annual Reports, including one specific to independent schools. Feedback was sought from school bursars in October and has been communicated to OSCAR. The new Trustee Annual Report (TAR) will serve as public charity accounts as well as public benefit reporting. They will also allow schools to demonstrate how their charitable purposes are met, e.g. through publication of examination results. The TAR will record:

- Key data and measures of school – including curriculum, results, leaver destinations
- Summary of activities in charitable purpose – including use of facilities
- Financial assistance

In an interview with “Holyrood” Magazine in September 2015, the First Minister responded to comments from the new Leader of Scottish Labour on charitable status for independent schools:

“Well, we are where we are. If you’re serious about improving or continuing to improve the quality of state education that’s what you should focus on. There is a diversity of opinion on private schools and charitable status for private schools and that is something that is determined by OSCAR so private schools or any charity need to fulfill those conditions to obtain charity status. It’s not an automatic status.”

“But we can have a debate about that and I am totally up for that but what Labour shouldn’t do is suggest if we take away the charitable status of private schools it will make one iota of difference to the performance in state schools. By all means have that debate and I’m not shying away from it but I’d rather we focus on the attainment challenge and the work we’re doing around the performance framework on improving the picture in state schools.”

On 22 September, after lengthy correspondence, Public Petition 1531 to the Public Petitions Committee of the Scottish Parliament on the removal of charitable status was closed.

Etherington Review: changes to fundraising regulation

The UK government commissioned a review into UK-wide fundraising regulation and in September, Sir Stuart Etherington published his findings.

All the Review’s recommendations were accepted by Government. As educational charities, those independent schools members which carry out fundraising activities will be affected by the review’s recommendations.

The practicalities of the review’s proposed Fundraising Preference Service (FPS) which will get individuals to ‘opt-in’ or give ‘explicit consent’ to be contacted by a charity for fundraising purposes, are that former pupils, parents and staff will automatically (and in many cases unknowingly) may cease to receive any communication from their school which refers to fundraising. The implications of this are that, potentially, the emerging culture of philanthropy and increased charitable income within schools may be affected before development has a chance to make a difference.

The Institute of Development Professionals in Education (IDPE) is taking the lead on this issue, and the Scottish representative is David Rider, Director of Development at Merchiston Castle School.





Curriculum for Excellence and National Qualifications/SQA

The 2014-15 diet of new Higher qualifications took place. SCIS continued to raise issues regarding over-assessment and verification procedures in particular, as well as issues over changes in the proposed revised Advanced Highers.

There was a range of issues identified by schools from the National 5, Higher (Old/New) and Advanced Higher diets, all of which have been communicated to the Scottish Qualifications Authority (SQA). SCIS has also been made aware of correspondence from some schools concerning the post-results service which, if read in isolation, might suggest that financial – rather than academic – considerations were key to post-results checks. The Government has been assured that all schools will have a full academic methodology based on the professional experience of staff, discussed with pupils and families in advance, which will identify appropriate cases for marking checks.

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

Scottish Teachers' Pension Scheme (STPS)

The new pensions scheme commenced in April 2015 with differing conditions for unprotected, protected, and "tapered" scheme members. From 1 September 2015, employer contributions to the Teachers' pension scheme in Scotland were payable at 17.3% of pensionable pay. This is an increase of 2.4% of pensionable pay compared to the current rate of 14.9% which has been paid since 1 April 2009.



A consultation was undertaken on options for employee contribution rates from 1 April 2015. The option that provided protection against any increase to those in the lowest pay band with the cost of that protection met by adding a further 0.1% to those earning over £41,500 was adopted by Scottish Ministers, to be applied from 1 April 2015.

The Director of SCIS was appointed to the Scottish Teacher Pension Scheme Advisory Board by the Scottish Government. SCIS is also part of a working sub-group to discuss eligibility for scheme membership, which will look at current categories and possible additions such as music and sports staff.

Collaboration with key bodies



Throughout 2015, 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

EDUCATION PROVISION FOR CHILDREN & YOUNG PEOPLE WITH COMPLEX ADDITIONAL SUPPORT NEEDS ("DORAN"):

- Project Board
 - National Commissioning Group
 - Work streams 3 & 4
-

SCOTTISH GOVERNMENT:

- Curriculum for Excellence Management Board
 - National Named Person Resource Group
 - Additional Support for Learning Team
 - Safeguarding Network
 - GIRFEC working group session - independent schools
 - PREVENT Duty sub-group
-

GENERAL TEACHING COUNCIL SCOTLAND:

- Council
 - Education Committee
 - Full Registration Working Group
-

EDUCATION SCOTLAND:

- National Safeguarding Network
 - External Reference Group - inspections
-

INDEPENDENT SCHOOLS COUNCIL (ISC):

- General Secretaries' Group
- Child Welfare Expert Group
- Communications working group

NHS:

- LICOG Schools subgroup for Scottish Immunisation Programme in Lothian
 - Immunisation Steering Group (completed work in 2015)
 - Lothian independent School Nurses' network group
-

SCOTTISH CENTRE FOR INFORMATION ON LANGUAGE TEACHING AND RESEARCH (SCILT) - Cultural Organisations and Local Authority Advisers

SCOTTISH TEACHERS' PENSION SCHEME:

- Scheme Negotiation Group (ended in 2015)
 - Scheme Advisory Board
 - Technical Working Group
-

SCOTTISH COLLEGE FOR EDUCATIONAL LEADERSHIP STAKEHOLDER GROUP

SCOTTISH PARLIAMENT:

- Cross Party Group on Children & Young People
 - Cross Party Group on Sport
 - Cross Party Group on Learning Disability
-

SCOTTISH QUALIFICATION FOR HEADSHIP – East & West Consortia

SCOTTISH QUALIFICATIONS AUTHORITY:

- Advisory Council
- SQA/SCIS/SLS joint forum



The Governing Board records its appreciation and thanks for the work undertaken by all the staff of SCIS throughout 2015.

In December 2015, Nicola Dudley left her post as SCIS Deputy Director, Professional Development and Learning, to take up a position as Director of Education at Malvern College International Schools. Malvern College Qingdao opened in 2012; a second school opens in Chengdu, south-western China, in September 2015; a third in Cairo in September 2016, and a fourth in Hong Kong in 2018.

Nicola updated and modernised the entire SCIS CPD provision with energy, diligence and a very strong understanding of the individual, pastoral and educational needs of the staff in schools, as well as of the upcoming trends in all aspects of education. In addition, Nicola represented the independent sector on the Council of the General Teaching Council of Scotland, was closely attuned to developments in teacher education and on-going professional development and – almost single-handedly - developed a sector-wide scheme for validation of Professional Review and Development procedures in schools under the GTCS “Professional Update” proposals, as well as the proposals for the full registration of independent school teachers.

Margaret Lannon, Depute for Professional Learning and Development at George Heriot’s School since 2002, accepted the post of SCIS Deputy Director – Professional Learning and Development, to commence at the beginning of 2016. Prior to her current post she was Principal Teacher of Business Education at Tynecastle High School and George Heriot’s School. She holds a Doctorate of Education from the University of Edinburgh and a range of professional board and association memberships.

The Annual General Meeting, in April 2015, hosted a panel discussion on “*Education: Where next?*” with Jacqueline Lamb, Deputy Chief Executive, Children in Scotland; Colin Mair, Chief Executive, The Improvement Service; Neil Squires, Chief Executive, Harnemy Education Trust; and Colin Mair, Rector, The High School of Glasgow.

The Annual Dinner was addressed by Professor Louise Richardson, Principal and Vice-Chancellor of the University of St Andrews, previously Executive Dean of the Radcliffe Institute for Advanced Study at Harvard University, on the topic “*Education: What is it for?*”

Alongside changes at the AGM, John Broadfoot, Governor of Merchiston Castle School, and Simon Mills, Head of Robert Gordon’s College, retired from the SCIS Governing Board in 2015.

In 2015 the SCIS Governing Board approved the membership of Newlands Junior College, Glasgow with 42 pupils. Newlands Junior College exists to help young people who are disengaged from education to make a success of their lives and contribute to society.

SCIS membership remains open to independent schools registered with the Scottish Government which have had satisfactory inspection reports from Education Scotland and the Care Inspectorate.

Contact SCIS



www.scis.org.uk

The members' area of the website is an excellent source of information and supports member schools looking for advice with sections on the following regularly updated:

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



 @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 1400 followers.

E-bulletin

The SCIS e-bulletin is emailed monthly and available to all school staff and governors. The number of subscribers has risen to over 600 this year. A full archive is available in the members' area of the SCIS website and all SCIS members are encouraged to subscribe to the bulletin.

61 Dublin Street,
Edinburgh, EH3 6NL

T: +44 (0)131 556 2316
E: info@scis.org.uk

Registered Scottish Charity SC018033
scis.org.uk | Choice | Diversity | Excellence