



ANNUAL REPORT

2019



www.scis.org.uk

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About SCIS

The Scottish Council of Independent Schools (SCIS) is an educational charity representing and promoting the interests of over 70 independent schools across the country.

Objectives



TO PROVIDE A PROFESSIONAL AND BESPOKE SERVICE TO MEMBER SCHOOLS THAT IS SUPPORTIVE, RELEVANT AND OF HIGH VALUE



TO REPRESENT, PROTECT AND PROMOTE THE INTERESTS AND IDENTITY OF THE INDEPENDENT SCHOOL SECTOR – INCLUDING THOSE OF SPECIAL SCHOOLS



TO ENABLE THE SECTOR TO MAKE A WORTHWHILE AND RECOGNISED CONTRIBUTION TO THE DEVELOPMENT OF EDUCATION IN SCOTLAND, THE UK AND BEYOND.

Service to Schools

- to support member schools in delivering a high quality, values-based education for all pupils
- to provide up-to-date guidance and advice to schools on key political, educational, pastoral, special and additional support needs, legal and financial issues
- to make information accessible to parents and young people, the media, political and community figures and the general public
- to support Governors, Heads, Bursars, teaching and support staff through the SCIS professional learning programme
- to provide research to help schools with their education choices, forward planning and marketing

Promoting the Sector

- to represent the sector at national, regional and community events concerned with the education, well-being and care of children and young people in Scotland
- to promote the sector to members of the Scottish and UK Government, the Scottish and UK Parliament, the media, national educational and other bodies, in order to foster a better and more informed understanding of the sector
- to highlight and support the particular educational and pastoral responsibilities of special schools
- to promote the sector to parents, challenge misconceptions, to encourage participation and widen access to the sector
- to secure, market and enhance the global reputation of the independent sector – including the promotion of Scotland's boarding schools.

Service to Education

- to contribute to the development of education in its widest sense for children and young people in Scotland
- to promote excellence in academic and all-round achievement
- to support highly-qualified and well-resourced teaching and support staff
- to defend the independence, autonomy and founding principles of individual institutions
- to engage constructively with employers, further and higher education to ensure the widest choice of positive learner destinations
- to demonstrate the sector's breadth and excellence in curricular and qualification development to support quality improvement with proportionate, informed and responsive inspections.



Chairman's Statement

We all thought that we were beginning to come to terms with the triple impact on the Independent Sector during 2019 of: -

1. Potential rate rises of losing charitable rates relief
2. Increased employer contributions on teachers' pensions
3. Pay rises for teachers in the state sector

Surely matters could not get any worse in 2020. How wrong we were. The potential impact of the COVID-19 virus on our schools is much worse. How many risk registers had included the impact of a virus as a risk.

For the industry a number of support schemes have been put in place by the UK and Scottish Governments but none of these schemes, with the exception of the scheme to furlough employees, apply to charities in the Education Sector. Even the recently announced package of £750m of assistance to charities will not help the Independent Sector. The future of the sector in Scotland depends on the

willingness and the ability of parents to pay school fees for the Summer term. Many of our teachers are continuing to work hard writing and delivering online lessons and assessing pupil's performance to enable examination certificates to be awarded. It is to be hoped that parents will take a reasonable line.

SCIS, as ever, is at the forefront of lobbying UK and Scottish politicians for assistance for our Sector and keeping you advised on the latest changes and announcements as they happen. John is, as I write this statement, lobbying for the start date for the new rates increases to be delayed beyond September 2019.

As ever I must thank Claire, Kristen, Alison, Alison, Margaret and John for their efforts on behalf of our members and hope that we will all return to normal before too long.

Alan Hartley

Chairman



Director's Statement

2019 saw an unusually high level of political activity, as SCIS sought to question and scrutinise the measures of the Non-Domestic Rates Bill. The value and contribution of, and support for, the independent sector was tested at Holyrood - and found wanting. At the same time, repeated delays and deadlines in the EU withdrawal process added a wider sense of uncertainty to forward planning.

As the year closed, the first signs were indicating that a far greater challenge awaited in 2020. At time of writing schools, staff, families and suppliers are all in a new of closed schools, closed countries and closed examination diets. The implications for the future of teaching and learning may well be as profound as for the economy and accepted social standards.

SCIS will seek to foster some true reflection and debate on the state of the sector and beyond as and when we are all free to meet again in person. Until then, we will continue to do all we can to support a sector that - in any situation - never fails to deliver choice, diversity and excellence.

John Edward

Director



Achievements and Performance

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 2019:

- SCIS member schools remains equivalent to the eighth largest local authority in pupil numbers.
- The independent school sector employs 3,759 in the teaching workforce in Scotland. There are approximately 3,415 part-time and full-time non-teaching staff including residential care, support and administrative staff.
- Approximately 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.

29,225 CHILDREN AND
YOUNG PEOPLE IN INDEPENDENT
SCHOOLS IN MEMBERSHIP OF SCIS.

1,474 IN NURSERIES
9,961 IN PRIMARY SCHOOLS
17,820 IN SENIOR SCHOOLS
2,772 BOARDERS



Pupil numbers in the independent sector remained robust despite a 0.8% fall since 2018, representing 4% of the Scottish school pupil population.

Financial assistance

All mainstream 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. In 2018-19, approximately one-third of all pupils received some form of financial help with their fees, amounting to £32 million in overall financial assistance, of which over £30 million was fully means-tested.

FINANCIAL ASSISTANCE IN MAINSTREAM SCHOOLS

24.5% receive **FINANCIAL HELP**

3.1% of senior school pupils receive **100% fee assistance**



Totalling over

£52
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 SQA post-marking review results by school is published by SCIS each year on the SCIS website.¹ A majority of schools chose to put forward one set of results, after the post-results service, rather than double-gathering results pre and post marking review. In addition, a substantial number of schools no longer contribute to an overall survey for the sector so SCIS no longer compiles or releases individual school data to the public.

The latest post marking review examination results for independent schools are produced from the Scottish Qualifications Authority's, published in December 2019. The summary below provides a snapshot of the performance of candidates in independent schools compared with candidates in all schools in Scotland.

2019	Entries			A-C Pass Rate	
	SCIS entries as a % of all entries	Entries SCIS schools	Entries all schools	A-C Pass Rate SCIS schools %	A-C Pass Rate all schools %
National 4	0.7	727	104,866	90	88.5
National 5	6	17,304	288,552	95	78.2
Highers	7.5	13,945	185,914	93	74.8
Adv. Highers	16	3,746	23,460	92	79.4
Scottish Baccalaureate	2.5	4	157	100	69.4

¹ <http://www.scis.org.uk/facts-and-figures/exam-results/>
<http://www.isc.co.uk/research/exam-results/>



Professional Learning

The Professional Learning programme continues to be integral to the services provided by SCIS. During 2019 in excess of 65 courses and events were facilitated, catering for over 1,400 members of staff in a wide range of roles; from teachers to classroom assistants, administrative and marketing staff to senior managers and governors.

An emergent trend amongst Local Authorities and the Regional Improvement Collaboratives (RICs) has been the shift away from “one off” professional learning events to a more coherent provision that embraces the national model of professional learning. SCIS mirrors this through the suite of multi-day programmes, offering sustained professional learning. Coupled with this, SCIS is committed to providing “one-off” events i.e. on a needs and/or demand basis. However, professional learning within the sector is not confined to the professional learning programme and 2019 witnessed enhanced collaboration across a number of spheres.

The Professional Learning Programme continued to evolve throughout the year. New providers, new content and new approaches to delivery, combined to ensure that the programme appealed to as wide a range of colleagues as possible.

Headlines from the 2019 Professional Learning Programme:

- All multi-day programmes (Leadership/CBT/Coaching) full and waiting lists created.
- SCIS CBT Informed Mental Health Programme achieved national endorsement by Education Scotland in June 2019 and is now on the national register - a testament to the high quality learning provision.
- Augmentation of the SCIS suite of Leadership provision with a 2-day Leadership Retreat for strategic leaders in schools – led by Ewan Macintosh.
- Two dedicated days for Deputies led by leading academics from Scottish Universities.
- Refreshed one day immersion for school Governors.
- Well-received day for classroom assistants.
- Securing input from national and international figures, including a behaviour specialist and a global modern languages consultant.
- Focus on the wellbeing of practitioners, working in partnership with Claire Lavelle (input into probationers, classroom assistants, learning support and Junior School Heads).



Enhancing Professional Learning Activity, 2019 round-up:

An outcome of the sector-wide stakeholder survey undertaken by SCIS in 2019 was

“To facilitate opportunities designed to enhance participation, development and collaboration”

Within the professional learning domain, a number of initiatives have been facilitated to realise what is essentially an engagement strategy, including:

- Establishment of Communities of Practice (CoP): eLearning and Art and Design.
- National engagement event with Education Scotland’s Leadership and Professional Learning team (previously SCEL).
- Launch (in partnership with Navigator Law) of a HR Steering Group with an initial focus on Good Practice in Recruitment and Selection – on-going work.
- Development of a Pastoral Care Steering Group (with inaugural meeting having a 3-fold focus: Refreshing GIRFEC; Development of a Pastoral Care Professional Learning Pathway; and consideration of sector-informed protocols).
- In partnership with Young Carers Scotland, creation of an engagement forum.
- Launch of a Professional Review and Development (PRD) Pilot to enhance the PRD process by embedding a strengths-based coaching approach.

The 2019 stakeholder survey cited the professional learning provision as being a key benefit of SCIS membership. Such provision continues to be instrumental to the work of SCIS, it:

- Keeps the sector abreast and engaged in current national educational policy
- Provides access to a range of professionals, agencies and national bodies
- Delivers sector-informed professional learning that is consistently well-received
- Enhances collaboration and professional learning within and out-with the sector
- Makes a significant contribution to the overall budget



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



Service to Schools

SCIS provides a professional and bespoke service to member schools that is supportive, relevant and of high quality

Non-Domestic Rates

The Scottish Government published on 22 February the findings of the Barclay Implementation Advisory Group and a summary of responses to its consultation on business rates reform. The Government declined the recommendation to remove charity relief for certain university properties and “ALEOs”, but maintained that mainstream independent schools will see their relief removed from April 2020, and that primary legislation would be placed before the Scottish Parliament by Easter 2019. The analysis of consultation responses showed that of those who responded on independent schools, the majority supported the current arrangement.

The Scottish Government placed the Non-Domestic Rates (Scotland) Bill before the Scottish Parliament on 26 March. The Bill sought to amend Section 4 of the Local Government (Financial Provisions etc.) (Scotland) Act 1962 by removing the ineligibility for the reduction and remission of rates payable by charitable and other organisations from “lands and heritages which are wholly or mainly used for the purpose of carrying on an independent school”. The Bill proposed maintaining the remission for any independent school where all the pupils are selected on the basis of musical ability or potential, and follow a curriculum which includes “classes aimed at developing musical excellence”; as well as any independent school which is a special school.

The lead Committee for the Bill was the Local Government and Communities Committee, which launched a Call for Written Evidence of views on the Bill, which was open until 30 May 2019. SCIS prepared a summary of non-domestic

rates (NDR) issues to assist schools, staff and families should they wish to respond. Over 350 individual written responses were received and published. Respondents were asked to comment on some or all of the proposed measures in the Bill, including Section 10, which sought to remove eligibility to claim charitable relief from non-domestic rates from mainstream independent schools. The submissions included one from the Office of the Scottish Charity Regulator, the views of which were supported by the Charity Tax Group:

Our ultimate aim is to underpin public trust and confidence in charities. With this in mind, OSCR has a long held general concern that treating any group of charities in a differentiated way for tax or other purposes, as proposed by the Barclay Review and now the Bill, introduces the potential for confusion in the minds of the public as to what it means to be a charity. There is a long-standing public understanding that all charities will enjoy similar treatment in relation to taxation and in other respects, on the basis that they are all subject to the same statutory test of charitable status. Removal of charitable relief from non-domestic rates from the majority of independent schools has potential to undermine this understanding.

We have concerns about treating any group of charities in a differentiated way for tax or other purposes. Charity regulation in Scotland is comprehensive, all charities enjoy equal status under charity law, which does not place more or less value on different groups of charities. Where it appears that any government policy or new legislation has the potential to have a clear, adverse impact on charities, or a group of charities, and ultimately their beneficiaries we will highlight this. Removal of mandatory and discretionary



charitable tax relief from any charity has the potential to impact on financial viability. These changes may have implications for the charities' beneficiaries and their local communities.

During our comprehensive review of all the fee-charging schools on the register we identified 10 charities that failed the charity test. OSCR took action to enforce compliance with the requirements of charity law, using our powers to give directions to the charities.

The actions the charities took included increases in the support they provided for those unable to pay the fees and increasing the amount of educational benefit provided without charge. As part of the provision of public benefit the charities also provide activities that benefit their local communities, for example:

- Provision of facilities, such as classrooms, sports facilities, halls and theatres, to a number of external users on a regular and scheduled basis. Users include state schools, sports clubs and community groups
- The provision of secondary education to state school pupils where the subject was not offered by their own school
- Lectures, seminars and other events open to pupils from other schools
- The use of halls or sports facilities by community bodies or local sports clubs.

There is a clear risk that should the charities decide to de-register these benefits to the wider community will not continue.

The Finance and Constitution Committee undertook a Call for Written Evidence on the estimated financial implications of the Bill as set out in its accompanying Financial Memorandum, which closed on 7 June. The Memorandum set out the estimated costs of introducing the legislation and the additional receipts that were expected to be generated as a result of the changes proposed.

The estimated costs for independent schools are illustrated in Table 1:

Removing charity relief from mainstream independent schools	
2020-21	7.0
2021-22	7.2
2022-23	7.4
2023-24	7.5
2024-25	7.7
TOTAL	36.9

The Memorandum recognised that removing charity relief for mainstream independent schools would have a direct impact on affected ratepayers' rates liabilities, and thus on total non-domestic rates income: However, it stated that in relation to independent schools, these are held by private individuals or corporations, therefore "there is no direct impact of this change on the Scottish Administration or local authorities as ratepayers".

The Scottish Parliament Local Government and Communities Committee met on 12 June at George Watson's College with representatives from a range of schools and the following Committee members:

James Dornan MSP	Convener (SNP) Glasgow Cathcart
Alex Rowley MSP	Deputy Convener (Labour) Mid-Scotland and Fife
Kenneth Gibson MSP	(SNP) Cunninghame North
Graham Simpson MSP	(Conservative) Central Scotland
Alexander Stewart MSP	(Conservative) Mid-Scotland and Fife
Andy Wightman MSP	(Green) Lothians.

In addition, the SCIS Director gave oral evidence to the Committee at the Scottish Parliament on 19 June, along with the Rector of Hutchesons' Grammar School and the Headmaster of St Mary's School, Melrose.

Kate Forbes MSP, the lead Minister on the NDR Bill, responded to the evidence received by the Local Government and Communities Committee, in oral evidence on 11 September. The Minister was clear that the Government has no intention to withdraw the independent schools measure. The Minister did stress the "the important role that independent schools play in our education system" and repeat the Government's view that charitable

status was not in question – "Independent schools will retain their charitable status".

However, the Minister added: "... independent schools deal with a host of additional costs. One example of those costs is the UK Government changes to pensions. I recognise that independent schools are having to deal with the cumulative effect of those additional costs and that it is a challenging time for them. Therefore, although we are not prepared to ditch the proposal, I am very willing to listen to suggestions or ideas about how we can support the sector through this time of change."

While not conceding on the principle of the proposal, SCIS continued to explore and promote the possibility of mitigation and/or delay. The Non-Domestic Rates (Scotland) Bill was debated on 10 October in the Scottish Parliament, at the end of the Stage 1 legislative process.² The motion - that the Parliament agree to the general principles of the Bill - passed by 97 votes to 0 with 6 abstentions (by the Scottish Green Party).

In the course of the debate, in answer to questions about the financial impact of Bill on independent school, the Minister (Kate Forbes MSP) stated:

"It is fair to say that not all the provisions in the bill have been universally welcomed; I refer specifically to the removal of charitable rate relief from mainstream independent schools. I recognise that the independent school sector is a well-established part of the Scottish education system that promotes choice for parents. However, we agree with the Barclay review that the current difference in rates treatment between independent and local authority schools is unfair and must end. I stress unequivocally that that is a change to rating and not to charity law."

Winding up the debate, the Minister added:

"I find it difficult to accept that the magnitude of change that has been identified would be sufficient to lead to a mass exodus of pupils. The impact of our proposals is

² <http://www.parliament.scot/parliamentarybusiness/report.aspx?r=12312&i=111307#ScotParlOR>

equivalent to a 1.3 per cent increase in current average fees. That is a small increase compared to the average yearly fee increase of 4 per cent. That is why the financial memorandum is as it is—we do not believe that the policy change will result in a mass exodus of pupils to the public sector.”

The view of the Convenor of the Local Government and Communities Committee (James Dornan MSP) was:

“The most contentious proposal is in section 12, which removes from most independent schools the right to claim mandatory charitable relief...The majority of responses to our call for evidence were about section 12; generally, they were from parents, teachers and, occasionally, young people with a direct connection to an independent school. They expressed their views with sincerity and strength of feeling, and set out their concerns about what they felt the change could mean for their school.

I want to mention the visit by committee members to George Watson’s college in June. I thank the college for hosting a discussion with representatives of the independent sector. As members will imagine, they put their views across to us forcefully, clearly and courteously; by the end of the meeting, the committee knew well where the independent sector stands on the issue.

...The independent sector has been around for a long time and has always shown an ability to adapt to change. It did so last decade when the Scottish Parliament agreed reforms to charity law. Most of us believe that this is another change that the sector will adapt to.”

Amendments – some with the advice and support of SCIS – were lodged for consideration of the Bill at Stage 2 on 27 November and 4 December. The amendments covered:

- draft valuation notices
- preventing rates differential to those in England and Wales for certain businesses

- the extension of relief to public schools which select pupils on the basis of musical ability or potential, or follow a curriculum which includes classes aimed at developing musical excellence
- independent schools (see appendix).

The Bill passed Stage 2 in the Scottish Parliament and, at the end of 2019, awaited progress to Stage 3.

In a Westminster parliamentary question in February 2019, Sir Vince Cable MP asked the Secretary of State for Housing, Communities and Local Government, whether his Department had plans to review the status of independent schools and/or free schools eligible for business rate relief. Responding for the Government, Rishi Sunak, the then Parliamentary Under-Secretary (Housing, Communities and Local Government) said:

“Schools may benefit from charitable rate relief from business rates if the billing authority considers that they satisfy the requirements and are used wholly or mainly for charitable purposes. The Government has no plans to review eligibility”.

In Welsh Assembly Questions in February 2019, asked about the “tax advantages of charitable status for private schools”, Rebecca Evans AM, Minister for Finance and Trefnydd responded: “I can confirm that I do intend to consult over the next 12 months on proposals to place independent schools and private hospitals on an equal footing with their public sector counterparts in respect of the payment of non-domestic rates. The consultation will consider removing charitable rate relief from private schools and private hospitals where they’re registered as charities.”

UK General Election and UK campaigning

Prior to the UK General Election on 12 December the UK Labour Party manifesto, published on 21 November stated:

“We will close the tax loopholes enjoyed by elite private schools and use that money to improve the lives of all children, and we will ask the Social Justice Commission

to advise on integrating private schools and creating a comprehensive education system."

SCIS was part of an ISC-convened strategy group that studied political and legal threats to the sector.

Scottish Historical Child Abuse Inquiry

SCIS has retained a legal advisor for assistance in the preparation for hearings too the Inquiry. SCIS remained in regular contact with the Boarding Schools Association (BSA), for experience from the Independent Inquiry into Child Sexual Abuse in England, which has taken evidence from individual residential schools, key regulators and inspectors, and the BSA itself.

SCIS met with nominated schools and legal advisors on 7 October for an update on the progress, procedure and expectations of the Inquiry to date. Schools were also briefed on advice from the Inquiry as to how best to prepare for Phase 6 hearings in the summer of 2020. A substantial amount of additional data had been requested of schools.

The Scottish Government published a consultation on a statutory scheme for financial redress, to run alongside the Inquiry, which closed on 25 November. This followed an initial redress scheme which did not extend to pupils at independent boarding schools.

Teacher Pay

In April 2019 the Scottish Negotiating Committee for Teachers agreed the pay award for teachers and associated professionals arising from the Teachers' Side claim. The agreement covers a period of three years up to 31 March 2021 and includes Scottish Government policy intervention to revalue the salary scales for all SNCT grades. SCIS maintains close contact with the Scottish Government over the implications for pay settlements for the independent sector.

Scottish Teachers' Pension Scheme

SCIS sits of the Advisory Board of the STPS on behalf of the independent sector's scheme members. The scheme is an unfunded one, with no fund of assets, so current pension payments are made from current contributions from employers and employees .

On 20 March, the Education and Skills Committee of the Scottish Parliament agreed The Teachers' Superannuation And Pension Scheme (Scotland) Amendment Regulations 2019 (SSI 2019/48), a "negative instrument" implementing the increase in the employer contribution rate. The Teachers' Pension Scheme circular 2019/01 of 6 February confirmed that, following the scheme valuation, the revised employer contribution rate for the period 1 April 2019 to 31 March 2023 would be 22.4%.

Although HM Treasury were aware that the Scottish Government planned to introduce the increase in employer contributions from 1 April 2019, the Teachers' scheme in England and Wales is deferring the increase of employers contributions until 1 September, with the rate adjusted to account for the later implementation date. Scottish Ministers decided that the employer contribution increase for the Scottish scheme should be similarly deferred to 1 September 2019. Deferring the increase added an additional 0.6% to the employer rate, taking the revised rate to 23% from 1 September 2019.

On 9 September, the Department for Education in England launched a consultation concerning proposals to change the England and Wales Teachers' Pension Scheme rules to allow independent schools opting out of the scheme to do so more flexibly. Under current scheme rules, an independent school electing to opt-out of the scheme results in all members becoming deferred. The proposal could allow independent schools, electing to opt-out of TPS participation for future teaching staff, to allow existing staff to remain as active members. SCIS engaged with Scottish authorities to ask what consideration had been given to an equivalent move in Scotland, and to request such consideration if none is underway.

SCIS is aware that schools may be considering options for the future given recent increases to employer contributions. A valuation of employee contributions is anticipated in the first half of 2020.

General Teaching Council for Scotland

During 2019, there was a change in personnel at the GTCS with a new Director of Education, Registration and Professional Learning taking up post in October 2019. This followed a significant period of absence of the previous incumbent. In October 2019, SCIS proactively contacted the new Director to discuss a myriad of issues which were still outstanding, these remain unresolved and are:

- Senior School specialists with a dedicated Junior School remit e.g. expressive art specialists, music specialists and teachers of modern foreign languages. There is still no provision to enable such colleagues to gain Full Registration.
- A number of schools employ teachers to deliver “subjects” that are currently not recognised by the GTCS, these would include History of Art, some Modern Foreign Languages and Photography - the latter being an SQA examinable course. There is currently no mechanism for these colleagues to gain Full Registration.
- Teachers in Preparatory Schools who deliver a discrete subject within the curriculum are unable to gain Full Registration as they do not qualify for Primary or Secondary Registration. The GTCS had mooted the concept of a Broad General Education (BGE) category which would have facilitated the registration of teachers from P1-S3. It had been advocated that this could be a potential route for colleagues; with the GTCS writing to colleagues to confirm that they would be eligible for this category of registration. However, by the close of 2019, the GTCS Council had not approved this category of registration and it appeared increasingly unlikely that such a category would come to fruition.
- The role of the Named School Only category had been cited as a means to address a number of the above

issues, with the previous Director stating that this could operate in the future as a “facilitation category”. However, the current Director has stated that this category is now closed. It remains unclear what the repercussions are for colleagues who currently hold this category of registration.

- SCIS have worked closely with teachers in Edinburgh Steiner to support colleagues as they work towards registration. The advice from the GTCS in this context has been “challenging”.

The deadline for Registration remains 1 October 2020.

School Nursery Partnerships

SCIS and individual schools continue to work with the Scottish Government, MSPs and local authorities on the proposed move to 1140 hours of early years care, and the implications for – and restrictions on – school nursery partnerships. SCIS convened a meeting between the Scottish Government and school nursery providers on 8 February, hosted by The Edinburgh Academy. Funding Follows the Child and the National Standard for Early Years were outlined by the Government, and schools raised a range of concerns over the future of partnership funding – including the 1140 hours target, prohibition of top-up fees, wrap-around hours and capital spending on facilities. SCIS met with Scottish Government officials on 31 July and discussions continue with relevant MSPs. Correspondence between SCIS and the Government’s Early Learning and Childcare team reiterated:

- It remains the case that some schools will choose to withdraw from funded provider status, although several local authorities have yet to announce their sustainable rate
- ‘Funding Follows the Child’, which will be introduced from August 2020, is intended to be a ‘provider neutral’ approach. Children should be able to access their increased entitlement at any setting that meets the new National Standard, provided that setting is willing to enter into a contract with its local authority and has a place available.
- There is no requirement that settings offering the

funded entitlement have to be able to offer the full 1,140 hours (something that has been contradicted in messages to specific schools by some local authorities)

- The National Standard, which will also be introduced from August 2020, sets 10 criteria that must be met by all providers offering funded hours. Parents must not be asked to make any upfront payment, or any other payment (such as a requirement to purchase additional hours or a top-up fee), in respect of the statutory hours.
- Operating Guidance explains that additional charges to parents and carers relating to funded hours should be optional, and limited to, for example, snacks and costs of outings or extracurricular activities such as music classes; and where parents choose to purchase further hours in addition to the funded hours, the associated fees and hours must be transparent and clearly set out in any parental communications and invoices. Again, messages from local authorities continue to vary on the details of this.
- The multi-year revenue and capital funding package covers all aspects of the expansion and includes funding to local authorities to support the payment of sustainable rates to all providers delivering the funded entitlement. Authorities are responsible for setting a sustainable rate that reflects “local circumstances”.

Transport (Scotland) Act

This Government Bill was introduced on 8 June 2018, passed Stage 3 on 10 October 2019 and received Royal Assent on 15 November 2019. The Bill makes provision, among other areas:

- for low emission zones;
- for powers of local transport authorities in connection with the operation of local bus services;
- about arrangements about entitlement to travel on local bus and other services;
- to prohibit the parking of vehicles on pavements and double parking;

The Act includes provisions for the establishment of a workplace parking levy (WPL). The WPL is a levy on premises, not individuals or specific professions. It will be for occupiers to consider whether and how they recover the levy from individual workers.

To date, Glasgow City and City of Edinburgh councils have already expressed the intention to consult on such a scheme. A scheme may cover a “worker, agent, supplier, business customer or business visitor”; and a person attending a course of education or training. SCIS will continue to follow the implementation process and its potential implications for the sector.

Named Person

On 19 September, the Deputy First Minister announced that he had accepted an independent recommendation that the personal information aspects of Named Person cannot be enforced as planned. As a result, a statutory code of conduct on information sharing will not be forthcoming, relying instead on existing data protection practice. The law on information sharing will not now change as part of the Named Person proposals. The Children and Young People (Information Sharing) (Scotland) Bill will not now be taken through the Scottish Parliament. Parts 4 & 5, on Named Persons and the Child’s Plan, of the Children and Young People Act 2014 will now be repealed.

The Deputy First Minister “reflected on progress” made by Community Planning Partnerships to introduce elements of a named person service and child’s plan through existing statutory functions and considers that further legislation to underpin delivery of these functions is no longer needed. SCIS will look at how that progress is reflected in the independent sector.

Immigration

SCIS has responded to consultations undertaken by the Scottish Council for Development and Industry (SCDI) and the Migration Advisory Committee (MAC) on the possible introduction to a Points-Based System for migration, potential salary level requirements, and possible changes to Tier 4 visas and relation of the leave to work requirements following Tier 4 Study visas, following EU withdrawal. In addition, SCIS has engaged with the Scottish Government over its own proposals for a Scottish visa regime.



HPV Vaccine

SCIS worked with NHS services over the announced introduction of a single or double dose vaccination of boys against the Human Papilloma Virus, due to be introduced in 2019-20.

NHS Data Sharing

SCIS took part in discussion with Greater Glasgow and Clyde NHS Board concerning a possible data sharing agreement with independent schools in the area. A similar arrangement currently exists for schools in the NHS Lothian area, covering vaccinations, immunisations and other key medical programmes.

Charity Law

SCIS drafted and circulated a response to the Scottish Government's consultation on Charity Law. Along with proposals on charity trustees, the key proposals of interest concerned the use of assets for public benefit after a charity has ceased to be registered as such, and the possible provision to OSCR of the powers to amend charity constitutions and statutes, with the requirement for formal legislation or statutory instrument. The consultation closed on 1 April 2019.

Promoting the Sector

COMMUNICATION

Marketing Vision: 'To promote choice, diversity and excellence in independent education.'

Over the last year SCIS continued to work in collaboration with a PR and Digital agency to support member schools marketing strategies and to provide a professional service to all member schools.

The objectives for the 2019 marketing plan were to:

- To change perceptions of independent education amongst the wider public
- To raise awareness of the benefits of an independent education
- To bring new parents (and staff) into independent education in Scotland
- To strengthen the SCIS brand and profile.

The strategy included:

- PR to drive awareness of the benefits of an independent education in Scotland
- Content marketing to drive traffic to the SCIS website
- Social media marketing to raise awareness of the benefits of independent education in Scotland and drive traffic to the SCIS website.

In 2019 SCIS produced regular blogs to promote the sector to families, education professionals and influencers. The blog topics have ranged from "Health and Wellbeing: the value of Co-curricular Activities" to "My Role in an Independent School: Design Technology Teacher".

Website and Social Highlights

Manage social media channels with a focus on Facebook, Twitter and LinkedIn. There were over 102,000 visitors to the SCIS website in 2019. Top performing pages were:

- Vacancies
- Find a School
- Facts & Figures

Twitter

SCIS has 4086 followers over 3 Twitter accounts, this is a 15% increase on the 2018 figure.



@SCISschools
@SCIScpd
@ScotBoardSchool

Facebook

The number of followers on our Facebook page (www.facebook.com/SCISschools) has increased by 30% in 2019.





LinkedIn

The SCIS LinkedIn page was launched in 2018 and saw a 35% increase in followers in 2019. <https://www.linkedin.com/company/scottish-council-of-independent-schools/>

E-bulletin

The SCIS e-bulletin is emailed monthly and available to all school staff and governors. The total number of subscribers has increased by 10% to 1100. Schools are encouraged to share the bulletin with all members of staff. Individuals may subscribe at <http://www.scis.org.uk/about-scis/>

Building Partnerships



SCIS continues to work in partnership with a number of organisations including the Boarding School Association (BSA), The Institute of Development Professionals in Education (IDPE) and Admissions, Marketing and Admissions in Independent Schools (AMCIS) to promote the sector in Scotland and maximising the potential for knowledge transfer.

Enquiries

The team at SCIS are always available to offer support and professional advice to SCIS member schools and in 2019 took a significant number of enquiries from schools seeking advice and guidance on a range of topics. Prospective and current parents also made contact looking for information and support on a number of issues.



Edinburgh Independent Schools

Ten Edinburgh schools commissioned an economic contribution report from BiGGAR Economics which was published in January 2019. SCIS is assisting the schools with the development of a specific Edinburgh independent schools portal, similar to that developed for Scotland's Boarding Schools.

Service to Education

SCIS enables the sector to make a worthwhile contribution to the development of education in Scotland, the UK and beyond

Additional Support for Learning Review

A review of the implementation of additional support for learning (ASL) in schools was announced in January 2019. The review is led by Angela Morgan and is considering:

- how ASL works in practice
- where children and young people learn within the balance of the provision set out above
- the quality of learning and support, including achievement and positive destinations
- the different approaches to planning and assessment
- the roles and responsibilities of staff, leadership, education authorities and national agencies
- the areas of practice which could be further enhanced

The Reviewer is gathering views and experiences from October to December 2019. It is anticipated that a report with recommendations for next steps will be available in spring 2020.

Senior Phase

On 16 September, the Deputy First Minister announced an independent review to consider senior phase in schools and implementation of Curriculum for Excellence between S4 and S6. The move follows the Education and Skills Committee publishing a report on subject choice which recommended a review of the senior phase. SCIS will contribute to the review through its membership of the Curriculum and Assessment Board.





Collaboration with key bodies

Throughout 2019, 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

Scottish Government:

- Education Leaders Forum
- Curriculum and Assessment Board
- Strategic Board for Teacher Education
- PREVENT Duty sub-group
- Short-term Working Group Recording and Monitoring of Bullying (RAMBIS)
- Doran - National Commissioning Group and Project Board
- Third and Independent sector GIRFEC stakeholder group

General Teaching Council Scotland:

- Council
- Education Committee

Education Scotland:

- Knowledge Into Action Strategic Stakeholder Group
- Stakeholder network

Independent Schools Council (ISC):

- Executives' Group
 - ISC Communications Working Group Meeting
 - Strategy Group
-

NHS:

- LICOG Schools subgroup for Scottish Immunisation Programme in Lothian
- Greater Glasgow & Clyde data sharing working group
- Lothian independent school nurses network group

Scottish Teachers' Pension Scheme:

- Scheme Advisory Board
- Technical Working Group

Scottish Parliament:

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

Scottish Qualifications Authority:

- AAdvisory Council
 - SQA/SCIS/SLS joint forum
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Plans for the Future Periods

There are key educational and political issues requiring continued focus in 2019. SCIS will continue to work with schools and the GTCS on the completion of the full registration of teachers and heads by October 2020. SCIS will follow the review of the Disclosure scheme, the proposed review of the Curriculum for Excellence, and the review of Additional Support Needs. The likely passage of the Non-Domestic Rates (Scotland) Bill will be a key ongoing concern. Where necessary, SCIS will work closely with schools as the Scottish Child Abuse Inquiry continues through 2020 and hearing begin for boarding schools as part of Phase 6.

Pressure on school finances may continue with a revaluation due of Teacher Pension Scheme employee contributions.

The wider context of Scottish and UK politics following the anticipated withdrawal of the UK from the EU and the end of the transition period at the end of December 2020 remains uncertain and may yet have a substantial impact on the operating climate for schools.

In 2019 SCIS renewed its lease on 4th floor, 61 Dublin Street.



SCIS operations, staff and school membership

The Governing Board records its appreciation and thanks for the work undertaken by all the staff of SCIS throughout 2019.

The Annual General Meeting, in April 2019, included a speech from Professor Mona Siddiqui, University of Edinburgh, on "From School to University: Resilience, happiness and the pursuit of excellence". This was followed by a presentation from David Hourston, Brewin Dolphin on "The investment world: What's not to worry about?" The Annual Dinner was addressed by John Loughton, CEO, Dare2Lead, on "An Entire Village to Raise Every Child. Where Are You?"

On 20 May the renamed Moore House Academy, Butterstone opened to pupils with special needs. Specialist education and care provider Moore House is operating the school and initially will take on 12 day students over coming weeks, with plans to create day and residential places for up to 30 pupils. On 8 November, the Scottish Government announced an Independent Review commissioned by Ministers into the previous closure of the New School Butterstone. The school closed in November 2018, and the Independent Review will consider the procedures followed by the school's Board and a range of public bodies in advance of the decision to close. Deputy First Minister John Swinney has appointed James Martin CBE to carry out the Independent Review.

Newlands Junior College ceased to provide full time education for students from 29 April 2019. The last day for 25 students was Friday 26 April and members of staff finished work on 3 May.

Craigholme School and Kelvinside Academy announced that from August 2019, the majority of Craigholme Primary 7 and all Senior School teaching would be based at Kelvinside's West End Campus. The Craigholme Nursery and Junior School moved into the Senior School buildings.

Fairview International, which educates 3,000 IB students from 55 countries on 5 campuses in Malaysia, purchased Beaconsfield School in Bridge of Allan.

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.

SCIS met with a member of the Board of Scottish Mediation concerning the promotion of mediation across society. A Year Of Mediation is planned for 2020 and signatories to a Charter will give an indication to stakeholders that the organisation is one that seeks and encourages dialogue as a core part of the way it conducts itself and fulfil a willingness to use mediation to resolve issues and equip the people with mediation skills. SCIS will consider signing the proposed Charter and look at ways to promote mediation as a means to resolve disputes rather than by formal grievance procedures, where appropriate.

SCIS Governing Board 2019

Chairman

Alan Hartley

Board Members

Jennifer Alexander	Bursar and Treasurer, George Heriot's School, Edinburgh. *
Pippa Axon	Bursar, Merchiston Castle School, Edinburgh. **
Matthew Bartlett	Head, St Aloysius College, Glasgow.
Laura Battles	Chief Executive, Donaldson's, Linlithgow.
Mark Becher	Headmaster, The Compass School, Haddington. **
Mike Carslaw	Headmaster, St Leonards School, St Andrews.
Guy Cartwright	Bursar, The Edinburgh Academy. **
Nathan Davies	Head of Junior School, Albyn School, Aberdeen. **
Paul Fairclough	Head of Senior School, George Heriot's School, Edinburgh. **
John Gilmour	Headmaster, Craigclowan Prep School, Perth.
Simon Johnson	Headmaster, Wellington School, Ayr.
Elaine Logan	Governor, Cargilfield Prep School, Edinburgh.
Jacqui Mcinnes	Accountant, The Glasgow Academy, Glasgow.
Jonathan Molloy	Bursar Erskine Stewart's Melville Schools, Edinburgh. *
Pamela Muir	Financial Director, Gordonstoun, Elgin. **
Laura Murphy	Headteacher then Governor, Fernhill School, Glasgow.
Simon Pengelley	Governor, High School of Glasgow & Loretto, Musselburgh.
Melvyn Roffe	Principal, George Watson's College, Edinburgh. *
George Salmond	Head of Junior School, George Watson's College, Edinburgh. **
Melvyn Shanks	Principal, Belmont House School, Glasgow.
Richard Toley	Head, Lathallan School, Angus. *
Anna Tomlinson	Head, St Margaret's School for Girls, Aberdeen. **
Justin Wilkes	Bursar, Dollar Academy, Clackmannanshire. *

* Until April 2019 \

** From April 2019

Honorary Treasurer

Jeremy Harper	Financial Controller, The Edinburgh Academy; then Bursar, St George's School for Girls, Edinburgh
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SCIS Staff

John Edward	Director
Margaret Lannon	Deputy Director, Education & Professional Learning
Alison Herbert	Deputy Director, External Relations
Alison Newlands	Assistant Director, Finance & Research
Claire Burnett	Administrator (part-time)
Kirsten Hamilton	Administrator (part-time)



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