

The background of the top half of the page is a warm, orange-tinted photograph of several children looking at a small robot. The robot has a boxy head with two large circular eyes and a small antenna. The children are in the foreground, some with their hands near their faces, looking intently at the robot. The overall mood is educational and curious.

ANNUAL REPORT

2016



www.scis.org.uk

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Scottish Charity No SC018033

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 CPD programme
- to provide research to help schools with their education choices, forward planning and marketing strategies.

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.



Director/Chief Executive Statement

If nothing else, 2016 was certainly memorable. We will be working through the implications of decisions taken for years to come, and they will affect the school world as much as any other. Fortunately, our sector's key strengths will prevail through the challenges to come, as those that have preceded it.

Key policy areas included the full GTCS registration of teachers – where SCIS and member schools sought to bring clarity and detail to the proposals now on the statute books. Substantial changes were announced to National Qualifications, while there was recognition that “Headship” in independent schools requires a range of skills that are not easy to apply a single standard too.

SCIS was fortunate to be able to approve the appointment of the Rt Hon Lady Smith as Chair. That fortune was short-lived as the Deputy First Minister appointed her to chair the Scottish Child Abuse Inquiry in July. The Inquiry is an important, sensitive and complex process that will, rightly, occupy substantial time in the months and years ahead. SCIS was fortunate that Richard Toley, as Chair of the Finance and General Purposes Committee, was willing to stand in as interim chair for the remainder of 2016.

The implication of wider developments will become more evident into 2017. May saw the election of a new Scottish Government and the appointment of a new Education Secretary. That was followed closely by the decision in June to end UK membership of the European Union. SCIS will be working hard to ensure that all the possible opportunities and threats of the changes that lie ahead are well-understood and prepared for.

As it does, I am more confident than ever that the sector is moving forward with confidence, unity and ambition; and that we can continue to support it through the tireless work and expertise of my colleagues in SCIS itself.



John Edward

Director/Chief Executive

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 2016:

- SCIS remained 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.

29,647 CHILDREN AND
YOUNG PEOPLE IN INDEPENDENT
SCHOOLS IN MEMBERSHIP OF SCIS.
1,445 IN NURSERIES,
10,416 IN PRIMARY SCHOOLS,
17,786 IN SENIOR SCHOOLS.



Pupil numbers in the independent sector remain robust despite a slight fall in pupil numbers and the percentage of pupils in independent education in Scotland is 0.3% lower at 4.1%.

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 tuition fees are met by the school, along with books, uniform, lunches, trips etc.) to awards progressively down to 10% of fees. In 2015-16, approximately 600 (3.2%) of senior school pupils received fully funded places with 26.9% of all pupils receiving some form of financial help with their fees, in most cases 40% or above. This totalled an increase from £47 million to £49 million in financial assistance.

FINANCIAL ASSISTANCE IN MAINSTREAM SCHOOLS

26.9% receive **FINANCIAL HELP**

3.2% of senior school pupils receive **100% fee assistance**

Totalling over

£49

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 2016. 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

2016	Entries			A-C Pass Rate	
	SCIS entries as a % of all entries	SCIS schools	All schools	SCIS schools %	All schools %
National 4	1	1,176	122,961	94.1	93.2
National 5	6	17,634	295,083	94.6	79.4
Highers	7.4	14,633	197,774	92.3	77.2
Adv. Highers	16.2	3,844	23,795	93	81.7
Scottish Baccalaureate	3.6	5	140	100	73.6

Accessibility Guidance

The SCIS accessibility guidance was updated and reviewed by lawyers and other external advisors, and made available at the end of 2016.

Scottish Historical Child Abuse Inquiry

Lady Smith was appointed Chair of the Inquiry in July 2016, succeeding Susan O'Brien QC.

SCIS produced an Information and Guidance document for schools, in preparation for the first hearing of the Inquiry. SCIS had initial meetings with the Inquiry team and provided guidance for schools on areas such as data retention.

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



Professional Learning

The Professional Learning 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 2016 in excess 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 national guidelines, policy and legislation. Working in partnership with Education Scotland, a series of twilights focussing on HGIOS4 were offered in Aberdeen, Edinburgh and Glasgow. Allied to this, Education Scotland supported events for both Middle and Senior Leaders to gain a greater understanding of HGIOS4 in their contexts. SCIS continued to keep abreast of developments in relation to the Named Person Service, and in addition to Seminars, have facilitated opportunities for colleagues in the sector to engage with the Scottish Government as part of their engagement strategy.

The professional learning programme continued to develop to reflect changes in the current educational landscape.

In addition to the first cohort of colleagues receiving GTCS Professional Recognition in School Leadership, SCIS launched a 4-day Coaching Diploma (in partnership with 3 Local Authorities) leading to GTCS Professional Recognition in Coaching. A further enhancement to the programme has been the development of a pathway for probationers. This pathway is designed to enhance the provision provided by individual schools and SCIS was delighted that the GTCS have acknowledged the parity of the SCIS programme with that of local authorities. As a result, in future, a probationer from a SCIS school will be nominated to attend the national probationer event hosted by the GTCS.

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 SCIS service to member schools.



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

Achievements and Performance

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

Named Person

SCIS engaged with the Registrar of Independent Schools and Police Scotland to discuss the establishment a secure e-mail format for the sharing of information under the Named Person scheme, as part of the Children and Young People Act, along with other data sharing concerns.

On 28 July, the UK Supreme Court ruled that the information-sharing provisions of Part 4 of the 2014 Act are incompatible with Article 8 of the European Convention on Human Rights and that changes are needed to make those provisions compatible with Article 8, to ensure respect for one's "private and family life, his home and his correspondence". In recognition of the changes required, the Deputy First Minister laid the necessary orders to pause commencement of the relevant parts of the Act, to ensure that all provisions were not commenced as intended on 31 August. Mr Swinney outlined a 3-month period of "intense" engagement with key partners across public services, the third sector, Parliament and the wider public to take it forward.

Although independent schools were already well-prepared for the Named Person requirements, SCIS worked closely with the Scottish Government and Police Scotland and other agencies to ensure clear and proportionate implementation of the 2014 Act. A further meeting for SCIS members and other key bodies took place in December; as well a Focus Group with Heads of Early Years, and the SCIS Junior Heads conference, and a Focus Group with senior school pupils.

Tier 4 Immigration Rules Changes

SCIS worked closely with the Independent Schools Council on proposals table by the UK Government. Changes to the Tier 4 provisions of the Immigration Rules took effect from 6 April 2016, and apply to applications for entry clearance or leave to enter or remain. In changes for independent school students on extensions to visas and provisions for switching, Tier 4 (General) students at independent schools will be permitted to apply from within the UK to extend their Tier 4 visa or switch into other points-based routes.

GIRFEC

The updated SCIS Child Protection Guidelines were reviewed by the Scottish Government and supported by a number of child protection and Named Person specific professional learning sessions to support teaching colleagues, nurses and matrons.

The Deputy First Minister announced an independent chair to review Child Protection in Scotland, former Procurator Fiscal and Chief Executive of the Crown Office, Catherine Dyer.



Consultation on Seatbelt Requirements for Dedicated School Transport

Following the devolution of competence from the UK Parliament to the Scottish Parliament in this area in 2015 year, the Scottish Government planned to bring forward legislation to make seatbelts a legal requirement on dedicated school transport - "vehicles provided by the council or independent/grant-aided school provider – often under contract from a bus operator – for transporting pupils to and from school at the start and end of the school day". SCIS took part in a consultation process during 2016, which will lead to legislation being placed before the Scottish Parliament.



General Teaching Council for Scotland

As part of the Working Group on full registration of teachers, SCIS continued to obtain clarity from the GTCS in relation to the registration of Head Teachers, arguing that requirements for a PGCE are not appropriate. A further working group will be established that will include recently appointed Heads who have gone through the GTCS application process.

SCIS worked closely with the University of the Highland and Islands (UHI) to design a bespoke independent PGCE which will be going before a GTCS panel in 2017 for accreditation.

The passage of the Education (Scotland) Act also formalised the obligation for all teachers to be registered with the GTCS. The GTCS has stressed that standards for full registration will not change but ways to ensure that teachers who meet these standards after following alternative routes into teaching are able to gain registration are being developed. The GTCS opened a new route of "Provisional Conditional" registration that should accommodate any teachers coming into an independent school in Scotland from elsewhere. An all day summit for independent schools took place at the High School of Glasgow on 7 March 2016.

Promoting the Sector

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



Enquiries

The team at SCIS are always available to offer support and professional advice to SCIS member schools and in 2016 took a significant number of enquiries from schools seeking advice and guidance on topics ranging from teacher registration to accessibility.

Prospective and current parents also made contact often looking for information and support on selecting a school and on how to apply for fee assistance.



Media

SCIS continues to promote the sector through engagement with the press, as well as public speaking engagements in Scotland and beyond. In 2016 SCIS provided editorial pieces on various topics to a wide range of publications including:

- The Scotsman
- Holyrood Magazine
- Scottish Field
- Independent School Magazine
- Business Scotland
- Nursery & School Guide

Scotland's Boarding Schools (@ScotBoardSchool)



SCOTLAND'S
BOARDING SCHOOLS

SCIS, with the support of the 19 mainstream boarding schools, continues to promote this important sector, which brings in around £27 million to the Scottish economy each year. Scotland's Boarding Schools website attracted 30,000 visitors to the site in 2016 - www.scotlandsboardingschools.org.uk.



SCIS Online

The SCIS website had over 100,000 visits to its pages in 2016. The site will undergo a substantial upgrade in 2017. The website:

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

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



Twitter@SCISschools

SCIS currently has almost 1700 followers and continues to enjoy the benefits of Twitter – specifically the instant right-of-reply it gives to media commentary and opinion, as well as the reach to key commentators and to wider public opinion.

E-bulletin

The SCIS e-bulletin is emailed monthly and available to all school staff and governors. The number of subscribers in 2016 was 705 a rise of over 100 from 2015 figures. Schools are encouraged to share the bulletin with all members of staff.

Freedom of Information

Following evidence provided by SCIS schools, the Scottish Government's extension of Freedom of Information legislation to grant-aided and independent special schools came into force. A consultation on Time for Compliance Regulations - varying the statutory period of time to respond to information requests and reviews to take into account school holidays - was specific to grant-aided and independent special schools.

Elections to the Scottish Parliament - 5 May 2016

Following the re-election of the SNP as the Scottish Government, Deputy First Minister John Swinney MSP was appointed Cabinet Secretary for Education and Skills.

Liz Smith MSP (Conservative) was appointed Shadow Cabinet Secretary for Education and Skills; Iain Gray MSP (Labour) was appointed Education, Skills and Science Spokesperson; Ross Greer MSP (Green) was appointed Spokesperson for Education & Skills; and Tavish Scott MSP (Liberal Democrat) was appointed Spokesperson for Education and Sport. James Dornan MSP was nominated as Convenor of the Education and Skills Committee.

SCIS congratulated all on their appointment.

PREVENT Duty/Police Scotland

SCIS is a member of the Prevent Duty sub-group for Scotland. Schools signalled an increasing interest in anti-terrorism preparedness, and were advised to consult the range of guidance available from Police Scotland and the National Counter Terrorism Security Office (NaCTSO).

Service to Education

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

Scottish Government/SQA

On 26 May the Scottish Government published the first report of the Assessment and National Qualifications Group. The Report committed the Scottish Qualifications Authority to reducing teacher workloads in 2016-17 by streamlining their requirements for unit assessment, and by simplifying verification for 2016-17. The SQA has published subject reviews that will further reduce teacher workload next year and beyond, and has published evaluation reports. SCIS worked closely with the SQA and School Leaders Scotland as the proposals were drafted.

Education (Scotland) Act 2016

The Education (Scotland) Bill 2015 was passed by the Scottish Parliament on 2 February and received Royal Assent, as the Education (Scotland) Act 2016, on 8 March.

The Act provides Ministers with the power to set education and training standards for head teachers working in all schools in Scotland, as part of a national push for higher attainment standards. The Standard for Headship has been developed in cooperation with the new Scottish College of Educational Leadership and is aimed at those teachers whose next post will be that of a headteacher, likely to be within 2/3 years (and as such could not be required in advance from potential candidates for headship in the independent sector from outside of Scotland).

The Scottish Government had indicated that there was no immediate plan to use the power in respect of independent schools. SCIS reinforced the point that there was no need to implement such powers, even if adopted, to demonstrate and maintain the high standard of leadership and the diverse range of skills needed in all parts of the sector. After extensive lobbying from SCIS, draft regulations published in December 2016 made no reference to the power applying to independent schools, at least in the first phase.

National Improvement Framework

As part of the 2016-17 Programme for Government, the Scottish Government opened a public consultation on how education in Scotland is run, including who should take decisions in relation to the education of children and young people, and how funding can be made fairer. The one area in school education that has not been reviewed since devolution is the governance of the system itself.

The Government developed a detailed specification for National Standardised Assessments and began testing them in schools before the end of 2016. The Scottish Government has indicated to SCIS that schools may use the same Assessments should they wish to, once the detailed specification is clear.

International Council of Education Advisers

On 1 September 2016, SCIS met with members of the First Minister's new International Council of Education Advisers. The ten members have experience advising educators and governments on education leadership, school improvement and reform in countries including the US, Canada, Finland, Norway, Sweden, Malaysia, Australia and the UK.

UK Government Green Paper on education

On 12 September the UK Government launched a consultation on "schools that work for everyone". The proposals to be consulted on included stronger, more demanding requirements for independent schools (in England and Wales) to retain the benefits associated with charitable status; (which could include offering bursaries to those less able to afford them or sponsoring schools in the state sector).

SCIS authored a paper on the experience of the charity test and public benefit expectations for the Independent Schools Council strategy group which is considering the sector's response to the UK Government Green Paper. Much of the consultation document, while referring to "UK schools" quoted figures and legislation that relates solely to England & Wales.



Collaboration with key bodies

Throughout 2016, 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
-

Scottish Government:

- Curriculum for Excellence Management Board
 - Strategic Board for Teacher Education
 - GIRFEC working group - independent schools
 - PREVENT Duty sub-group
 - Seatbelts on School Bus Working Group
-

General Teaching Council Scotland:

- Council
 - Education Committee
 - Working Group for the registration of teachers in independent and grant-aided schools
 - Professional Learning steering group
-

Education Scotland:

- External Reference Group – inspections
 - Knowledge Into Action Strategic Stakeholder Group
-

Independent Schools Council (ISC):

- General Secretaries’ Group
 - Child Welfare Expert Group
 - Communications working group
 - National Professional Learning Network
-

NHS:

- LICOG Schools subgroup for Scottish Immunisation
 - Programme in Lothian
 - Lothian independent school nurses network group
-

Scottish Centre for Information on Language Teaching and Research (SCILT) - Languages Network Group Scotland

Scottish Teachers’ Pension Scheme:

- Scheme Advisory Board
 - Scheme Eligibility sub-group
 - Technical Working Group
-

Scottish College for Educational Leadership

- Stakeholder Forum
 - Strategic Oversight Board
-

Scottish Parliament:

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

Scottish Qualifications Authority:

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

Plans for the Future

In educational terms, there are key issues that will require continued attention into 2017. SCIS will work with schools and the GTCS on the completion of the full registration of teachers, while also seeking the accreditation of a bespoke independent PGCE to assist with this process. Policy developments such as the review of the Protecting Vulnerable Groups scheme, amendments assessment of National Qualifications and the delayed implementation of the Information Sharing Provisions for Parts 4 and 5 of the Children and Young People (Scotland) Act 2014 (Named Person). SCIS will work closely with schools throughout the Scottish Child Abuse Inquiry which will continue through 2017. The wider context of Scottish and UK politics following the Brexit referendum may have a substantial impact on the operating climate.

A major internal project will be the redesign of the SCIS website, which will introduce greater provision for online booking and payment, and will highlight the guidelines and other resources present.



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 2016.

Due to the passage to implementation of the Children and Young People's Act and other related legislation, and an overall reduction in the range and responsibilities of the post, which in the past had been a part-time role, the Policy and Liaison Officer post was made redundant in December 2016, following appropriate consultation. As a result, Ruth Mendel left SCIS at the end of 2016. Ruth moves on with the thanks and best wishes of the SCIS Board and staff.

Margaret Lannon commenced in post as SCIS Deputy Director – Professional Learning and Development, to commence at the beginning of 2016.

The SCIS Governing Board approved the nomination of the Director, John Edward, as Spokesman for the Scotland Stronger In campaign as part of the UK Referendum on Membership of the European Union. The work was undertaken either out of office hours or on annual leave, and no conflicts of interest arose during the six month period.

The Annual General Meeting, in April 2016, was addressed by Professor Sue Black, Professor of Anatomy and Forensic Anthropology at the University of Dundee on "The Capabilities of Children".

The Annual Dinner was addressed by Mark Beaumont, World Record holding adventurer and TV broadcaster on "Taking on the Impossible".

Alongside changes at the AGM, Armored Robinson, Bursar of Craigclowan School, retired from the SCIS Governing Board in 2016.

At the AGM, Anton Colella was succeeded as Chair of SCIS by the Rt Hon Lady Smith. Anne Smith was appointed a Judge of the Supreme Courts in 2001 and was appointed to the Inner House in November 2012. Among other roles, she was a Member of Council of St George's School for Girls from 1999 – 2002, and Chair of Council from 2002 – 2010.

In July 2016, the Deputy First Minister, John Swinney MSP, appointed Lady Smith to chair the Scottish Child Abuse Inquiry, at which point she tendered her resignations as SCIS chair.

In 2016 the SCIS Governing Board approved the membership of New Struan House School, an independent day and residential school for young people with autism which is part of Scottish Autism; and the Edinburgh Montessori Arts School (EMAS), an independent school for boys and girls aged which follows the Montessori method of education.

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 Governing Board 2016

Chairman

Rt Hon Lady Smith (April 2016 to July 2016)

Prof Anton Colella (until April 2016)

Board Members

Jennifer Alexander	Business Director, George Heriot's School
Gavin Calder	Headmaster, The Edinburgh Academy Junior School
Michael Carslaw	Head, St Leonards
Anne Everest	Head, St Georges School for Girls
Richard Hellewell	Chief Executive, The Royal Blind School
Simon Johnson	Headmaster, Wellington School
Elizabeth Lister	Governor, Strathallan School
Jonathan Molloy	Bursar, Erskine Stewart's Melville Schools
Dr Laura Murphy	Headteacher, Fernhill School
Kieron O'Brien	Head, Common Thread Schools
Armored Robinson	Bursar, Craigclowan Preparatory School (until April 2016)
Melvyn Roffe	Principal, George Watsons College
Melvyn Shanks	Principal, Belmont House School
Kathleen Sweeney	Bursar, St Aloysius' College
Richard Toley	Head, Lathallan School Chair of FGP Committee & Acting SCIS Chair, August to December 2016)
Justin Wilkes	Bursar, Dollar Academy
Guy Cartwright	Hon Treasurer SCIS and Bursar, The Edinburgh Academy

SCIS Staff

Director	John Edward
Deputy Director, Professional Learning & Development	Margaret Lannon
Deputy Director, Communications and Marketing	Alison Herbert
Finance & Research Manager	Alison Newlands
Professional Learning & Development Administrator	Fiona MacAulay
Policy and Liaison	Ruth Mendel (until December 2016)



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