

**From:** [REDACTED]@gov.scot  
[REDACTED]@stir.ac.uk; [REDACTED]@msn.com;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@educationscotland.gov.scot; [REDACTED];

**To:** [REDACTED]@ed.ac.uk; [REDACTED]@uws.ac.uk;  
[REDACTED]@angusschools.org.uk; [REDACTED]@gmail.com;  
[REDACTED]@eis.org.uk; [REDACTED]@shetland.gov.uk;  
[REDACTED]@glow.sch.uk; [REDACTED]@sga.org.uk;

**Subject:** For comment - follow up email to workshop attendees  
DiTPEW - Increasing Diversity - DC.pptx;BAME Support Into Leadership  
National Network April 251.pptx;Increasing and retaining ethnic  
minority teachers - chair's presentation.pptx;

**Attachments:**

**Sent:** 30/04/2025 16:17:05

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Good Afternoon all,

I propose sending the below email and embedded links to attendees of the workshop on the 23 April. Please let me know by close of business on Friday 02 May if you have any comments on the below and I will reflect this when I send out. Please do flag any links or resources that you would like me to signpost. Can I also please get you to check that the link to the feedback form works for you?

Good Afternoon

Many thanks to those of you that were able to attend our workshop on the 23 April, considering the recently published [Increasing and retaining minority ethnic teachers: action guide for local authorities](#) and [Sponsoring Report](#). It was great to see such a breadth of local authorities represented and to hear about the work that's already underway.

We're very conscious that local authorities have been in touch looking for additional support around how to increase the numbers of minority ethnic teachers in their workforce and how to better support those that are already there to ensure that they are empowered to thrive. As such we would greatly appreciate any feedback that you are able to provide on the event. I have collated a very short feedback form which can be found here - [Feedback form](#). We're also considering whether it would be possible to create a professional network between local authorities to consider the Action Guide in additional detail on an ongoing basis and support one another with emerging practice.

We are also scoping whether a follow up session in the second half of 2025 would be helpful and will be in touch in due course.

Below are some links to additional resources that you may find helpful, based on the feedback that we have received to date. Please do not hesitate to get in touch if you have any questions or comments. I have also attached the slide decks from the various speakers.

- [Increasing and retaining minority ethnic teachers: action guide for local authorities](#) – Action Guide for Local Authorities, developed by the Diversity in the Teaching Profession and Education Workforce group  
[Document > Sponsoring for diversity in teacher progression](#) – Sponsoring Report, developed by GTC Scotland  
[Document > Equality and diversity: a guide for teachers](#) – Equality and Diversity: A guide for teachers from GTC Scotland  
[SAMEE - Scottish Association of Minority Ethnic Educators | Scotland Charity](#)

**Kind Regards**

██████████ | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: ██████████ |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing  
Committee**

\*\*\*\*\*

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\*\*\*\*\*

**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]  
**Cc:** [REDACTED]@gov.scot  
**Subject:** FW: ADDITIONAL RRI PAPERS for comment - DiTPEW Agenda - 29 April 2025  
**Sent:** 12/05/2025 15:29:26

---

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED],

I will make sure to make explicit reference to it in an updated version.

**Kind Regards**

[REDACTED] | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Sent:** 12 May 2025 15:22  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** RE: ADDITIONAL RRI PAPERS for comment - DiTPEW Agenda - 29 April 2025

Hi [REDACTED]

Hope you are well. I'd like the point about DiTPEW's discussion of events before they are announced to be captured in the minute in some way.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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**From:** [REDACTED] <[REDACTED]@gov.scot> <[REDACTED]@gov.scot>  
**Sent:** 09 May 2025 12:28  
**To:** [REDACTED] <[REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@msn.com>; [REDACTED] <[REDACTED]@gtcs.org.uk>;  
[REDACTED] <[REDACTED]@educationscotland.gov.scot>; [REDACTED] <[REDACTED]@ed.ac.uk>; [REDACTED] <[REDACTED]@uws.ac.uk>;  
[REDACTED] <[REDACTED]@angusschools.org.uk>; [REDACTED] <[REDACTED]@gmail.com>; [REDACTED] <[REDACTED]@eis.org.uk>;

██████████@shetland.gov.uk

Cc: ██████████@gov.scot; ██████████@gov.scot; ██████████@gov.scot

Subject: FW: ADDITIONAL RRI PAPERS for comment - DiTPEW Agenda - 29 April 2025

Importance: High

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Good Afternoon All

Further to the below please find attached the DiTPEW minutes from the last meeting.

I have yet to take on board comments on the WSA that members have sent due to a few other things going on but plan to do that on Monday and circulate an updated draft. Please find the last version attached here, any additional comments in the meantime are much appreciated.

To note the April meeting was very small in number as I know a few people had clashes, hoping we can get a better turnout this month!

**Kind Regards**

██████████ | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: ██████████ |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

From: ██████████

Sent: 24 April 2025 16:15

To: ██████████@msn.com; ██████████ <██████████@stir.ac.uk>; ██████████@gtcs.org.uk;

██████████ <██████████@educationscotland.gov.scot>; ██████████

<██████████@ed.ac.uk>; ██████████ <██████████@uws.ac.uk>; ██████████

<██████████@angusschools.org.uk>; ██████████@gmail.com; ██████████

<██████████@ejs.org.uk>; ██████████@shetland.gov.uk

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

██████████ <██████████@gov.scot>

Subject: ADDITIONAL RRI PAPERS for comment - DiTPEW Agenda - 29 April 2025

Importance: High

Good Afternoon all

Interim RRI guidance

Ahead of the previously issued agenda, please find attached the most recent version of the interim RRI guidance. With thanks to those that provided comments, I have ensured that these have been fed back to the RRI secretariat. This document will be going to the RRI group for further discussion at their next meeting on 30 April 2025 where our additional comments will be discussed, including the questions that we have around whether this guidance is useful, practical and necessary. Following our meeting on Tuesday 29<sup>th</sup> I will feed back in any additional comments that we have.

Whole School Approach

Attached is the draft staff section of the RRI group's Whole School Approach document. This has been drafted by the secretariat for that group to give us a starting point however I am keen that members have a chance to comment substantively and to make any changes that they consider necessary. The timeline for this piece of work is as follows:

- 20 mins is set aside for discussion at our meeting on 29 April 2025, after which I will make changes as needed and circulate an updated version.
- 2 weeks will then be given for further written comment from DiTPEW members
- The updated draft will come back to the DiTPEW group at our May meeting for further discussion. After which a final draft will be circulated with the minutes from that meeting.
- A further 7 days will be allowed for written comment after which it will be given back to the RRI group for their June meeting.

**Kind Regards**

██████████ | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: ██████████ |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

**From:** ██████████  
**Sent:** 22 April 2025 17:17  
**To:** ██████████@msn.com; ██████████ <██████████@stir.ac.uk>; ██████████@gtcs.org.uk;  
██████████ <██████████@educationscotland.gov.scot>; ██████████  
<██████████@ed.ac.uk>; ██████████ <██████████@uws.ac.uk>; ██████████  
<██████████@angusschools.org.uk>; ██████████@gmail.com; ██████████  
<██████████@eis.org.uk>; ██████████@shetland.gov.uk; ██████████@glow.sch.uk;  
██████████ <██████████@sga.org.uk>  
**Cc:** ██████████ <██████████@gov.scot>; ██████████ <██████████@gov.scot>; ██████████  
██████████ <██████████@gov.scot>  
**Subject:** DiTPEW Agenda - 29 April 2025

Good Afternoon all

Looking forward to seeing as many of you as possible at the workshop tomorrow.

Please find attached the agenda for next week's meeting of the DiTPEW subgroup. With thanks to those who have confirmed their attendance or apologies, can I please ask that those who haven't yet let me know do so.

See you tomorrow!

**Kind Regards**

██████████ | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: ██████████ |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

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**From:** [REDACTED]@gov.scot  
Khadija.Mohammed@uws.ac.uk; Pauline Stephen; [REDACTED];  
[REDACTED]@msn.com; [REDACTED]@cemvoscotland.org.uk;  
[REDACTED] [REDACTED]@uws.ac.uk; [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@gmail.com; [REDACTED]@sga.org.uk;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@interculturalyouthscotland.org;  
**To:** [REDACTED]@glasgow.gov.uk; [REDACTED]@cosla.gov.uk;  
[REDACTED]@educationscotland.gov.scot;  
[REDACTED] [REDACTED]@ea.edin.sch.uk; [REDACTED]@gov.scot;  
[REDACTED] [REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk;  
[REDACTED]@uws.ac.uk; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@hotmail.com;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@crer.org.uk;  
**Cc:** [REDACTED]@gov.scot; [REDACTED] [REDACTED]@stir.ac.uk;  
**Subject:** FW: Antiracism Education Researchers Network Launch  
**Attachments:** ARENetwork.jpg  
**Sent:** 23/04/2025 13:25:50

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Good afternoon AREP Board Members and Subgroup Co-Chairs,

With my sincere apologies for the delay in sending this on, please see [REDACTED]'s email below and flyer attached re the launch of a new network.

Many thanks,

[REDACTED]

---

Launch of new network!

I'm exploring the gap in research on antiracist education in Scotland as part of my Doctorate in Education. I'm launching this network to connect with others doing similar work in Scottish schools, further or higher education.

If you are involved in this or know anyone that is, please get in touch and share.

Thanks so much.

[REDACTED]

---

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Scotland's University for Sporting Excellence

The University of Stirling is a charity registered in Scotland, number SC 011159

**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]  
**Subject:** FW: Call for views on general themes surrounding the Fitness to Teach Rules and processes  
**Sent:** 14/05/2025 11:28:36

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For info! Thanks for the heads up.

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**From:** Policy <policy@gtcs.org.uk>  
**Sent:** 14 May 2025 10:02  
**To:** ██████████ <██████████@gov.scot>  
**Subject:** RE: Call for views on general themes surrounding the Fitness to Teach Rules and processes

Hi ██████████,

Thank you for consenting to our privacy notice – you aren't too late.

Kind regards

██████████

██████████

██



**The General Teaching  
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[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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**From:** ██████████@gov.scot <██████████@gov.scot>  
**Sent:** 14 May 2025 09:56  
**To:** Policy <policy@gtcs.org.uk>  
**Subject:** Re: Call for views on general themes surrounding the Fitness to Teach Rules and processes

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Good morning

Apologies this ended up in my junk mail. I hope we are not too late to have our response included however I am content to confirm that we are happy for you to publish as above.

Kind regards

██████████

---

**From:** Policy <policy@gtcs.org.uk>  
**Sent:** Thursday, April 24, 2025 5:15:51 PM

**To:** Policy <[policy@gtcs.org.uk](mailto:policy@gtcs.org.uk)>

**Subject:** RE: Call for views on general themes surrounding the Fitness to Teach Rules and processes

Good afternoon,

Thank you for responding to our call for views.

For this call for views we intend to publish a summary of the responses that we receive. If we quote from individual responses in our summary, these will be unattributed.

[Our privacy notice](#) explains how we process your personal data.

Following on from my previous email, could you please confirm by Friday 8 May that you have read this and are content for us to publish as outlined above?

If we don't hear from you by Friday 8 May we will be unable to publish a summary of your response.

Kind regards,

██████████

████████████████████

██



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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**From:** Policy <[policy@gtcs.org.uk](mailto:policy@gtcs.org.uk)>

**Sent:** 21 January 2025 16:16

**Subject:** Call for views on general themes surrounding the Fitness to Teach Rules and processes

Good afternoon,

Thank you for responding to our call for views.

For this calls for views we intend to publish a summary of the responses that we receive. If we quote from individual responses in our summary, these will be unattributed.

[Our privacy notice](#) explains how we process your personal data. Could you please confirm that you have read this and are content for us to publish as outlined above?

Kind regards,

[Redacted]

[Redacted]

[Redacted]



**The General Teaching Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Registration snapshot report

This report provides a snapshot of registration data and information that we hold as the independent regulator for teachers in Scotland.



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**From:** [REDACTED]@gov.scot  
Khadija.Mohammed@uws.ac.uk; Pauline Stephen; [REDACTED];  
[REDACTED]@msn.com; [REDACTED]@stir.ac.uk; [REDACTED]  
[REDACTED]@cemvoscotland.org.uk; [REDACTED]@uws.ac.uk;  
[REDACTED]@educationscotland.gov.scot;  
[REDACTED]@gmail.com; [REDACTED]@sqa.org.uk;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@gov.scot;  
**To:** [REDACTED]@gov.scot; [REDACTED]@interculturalyouthscotland.org;  
[REDACTED]@glasgow.gov.uk; [REDACTED]@cosla.gov.uk;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@crr.org.uk;  
[REDACTED]@ea.edin.sch.uk; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@uws.ac.uk;  
[REDACTED]@scotdec.org.uk; [REDACTED]@uws.ac.uk;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@hotmail.com; [REDACTED]@educationscotland.gov.scot;  
**Subject:** FW: Education Scotland - Curriculum Improvement Cycle (CIC) - Paper Three  
**Sent:** 03/04/2025 17:10:42

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon AREP Board Members and subgroup Co-Chairs,

For awareness, please see the email below regarding the Curriculum Improvement Cycle (CIC).

Many thanks,  
[REDACTED]

---

**From:** [REDACTED] <[REDACTED]@gov.scot>  
**Sent:** 03 April 2025 14:00  
**Subject:** Education Scotland - Curriculum Improvement Cycle (CIC) - Paper Three

Good afternoon,

Yesterday Education Scotland published the third and final paper on the Curriculum Improvement Cycle (CIC) '[Working Together to Make Change Happen](#)'. This paper provides an overview of the development of the CIC to date and shares what is currently in scope. It also outlines the practices, processes and approaches that are being used, considers what is needed to build capacity to support any emerging changes, and identifies the interdependencies. I would encourage you to share this with your stakeholders.

[REDACTED]

*This communication has been written by a dyslexic person. If you have any trouble with the meaning of any of the sentences or words, please do not be afraid to ask for clarification.*

*Remember that dyslexics are often high-level conceptualisers who provide "out of the box" thinking*

██████████

██████████ – Curriculum Improvement Cycle

Curriculum Unit | Curriculum and Qualifications | Directorate for Education Reform

I can be contacted by:

**Email:** ██████████@gov.scot

**Phone:** ██████████



\*\*\*\*\*

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**From:** [REDACTED]@gov.scot  
Khadija.Mohammed@uws.ac.uk; Pauline Stephen; [REDACTED];  
[REDACTED]@msn.com; [REDACTED]@cemvoscotland.org.uk;  
[REDACTED]@uws.ac.uk; [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@stir.ac.uk; [REDACTED]@gmail.com;  
[REDACTED]@sqa.org.uk;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@gov.scot;  
**To:** [REDACTED]@interculturalyouthscotland.org; [REDACTED]@glasgow.gov.uk;  
[REDACTED]@cosla.gov.uk; [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@ea.edin.sch.uk; [REDACTED]@gov.scot;  
[REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk;  
[REDACTED]@uws.ac.uk; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@hotmail.com;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@crer.org.uk;  
[REDACTED]@gov.scot;  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot;  
**Subject:** FW: For Information: Introduction of the Children (Withdrawal from Religious Education and Amendment of UNCRC Compatibility Duty) (Scotland) Bill  
**Sent:** 01/05/2025 16:25:38

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Good afternoon AREP Board Members and Subgroup Co-Chairs,

For awareness, please see information below regarding the introduction of the Children (Withdrawal from Religious Education and Amendment of UNCRC Compatibility Duty) (Scotland) Bill.

Many thanks,

---

**From:** [REDACTED] <[REDACTED].[REDACTED]@gov.scot> **On Behalf Of** RO and RME

**Sent:** 01 May 2025 10:24

**Subject:** For Information: Introduction of the Children (Withdrawal from Religious Education and Amendment of UNCRC Compatibility Duty) (Scotland) Bill

Good morning,

As you may be aware, on 13 November 2024 the Cabinet Secretary for Education and Skills announced that the Scottish Government would bring forward a narrowly focussed Bill, with the purpose of amending the current legislation to require that pupils' views are considered when parents or carers exercise their right to withdraw a child from religious observance (RO) and religious and moral education (RME).

On Wednesday 30 April, the Children (Withdrawal from Religious Education and Amendment of UNCRC Compatibility Duty) (Scotland) Bill was introduced to Parliament. The Bill has two purposes:

- Amending the Education (Scotland) Act 1980 to require that pupils' views are considered when parents are exercising their right to withdraw their child from RO/RME in order to provide clarity and align legislation with existing non-statutory guidance.
- Amending the UNCRC Act to add an exemption to the Section 6 compatibility duty in the UNCRC Act, in circumstances where a public authority has to act incompatibly with UNCRC requirements in order to fulfil duties in Scottish Parliament derived legislation.

Further information can be found on the Bill page on [the Scottish Parliament website](#). The Child Rights and Wellbeing Impact Assessment for the Bill can be found [here](#). (Further impact assessments will be published in due course alongside the consultation analysis report.)

Please feel free to get in touch if you have any questions or would like any further information.

Many thanks

[REDACTED]

[REDACTED]

Religious Observance and Religious and Moral Education in Schools Policy || Society, Citizenship, the Arts and Languages Unit || Curriculum and Qualifications Division || Directorate for Education Reform ||

Scottish Government

*My normal working hours are Mon-Fri 0930-1630, so I may not respond outwith these times.*

**From:** [REDACTED]@gov.scot  
Khadija.Mohammed@uws.ac.uk; Pauline Stephen; [REDACTED];  
[REDACTED]@msn.com; [REDACTED]@cemvoscotland.org.uk;  
[REDACTED]@uws.ac.uk; [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@stir.ac.uk; [REDACTED]@gmail.com;  
[REDACTED]@sqa.org.uk;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@gov.scot;  
**To:** [REDACTED]@interculturalyouthscotland.org; [REDACTED]@glasgow.gov.uk;  
[REDACTED]@cosla.gov.uk; [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@ea.edin.sch.uk; [REDACTED]@gov.scot;  
[REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk;  
[REDACTED]@uws.ac.uk; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@hotmail.com;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@crer.org.uk;  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot;  
**Subject:** FW: New first level anti-racist curriculum resource - storytelling to support learning on belonging, identity and difference -  
**Sent:** 24/04/2025 18:02:43

---

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon AREP Board Members and Subgroup Co-Chairs,

Please see [REDACTED]'s email below re a new anti-racist curriculum resource.

---

Hi all, delighted to share with you this [new resource](#) developed as part of the anti-racism in the curriculum programme of work set at first level and using storytelling to support children to learn about belonging, identity and difference aligned with the Health and Wellbeing curriculum and the four capacities. It's been tested and refined in a number of primary schools with extremely positive feedback. It's published today and will be promoted on social media.

Please share across your networks and contacts.

Very best wishes, [REDACTED]

[REDACTED] | Curriculum Unit | Education Reform Directorate | Scottish Government | 

[REDACTED]

\*\*\*\*\*

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\*\*\*\*\*

**From:** [REDACTED]@gov.scot  
Khadija.Mohammed@uws.ac.uk; Pauline Stephen; [REDACTED];  
[REDACTED]@msn.com; [REDACTED] [REDACTED]@stir.ac.uk; [REDACTED]  
[REDACTED]@cemvoscotland.org.uk; [REDACTED]@uws.ac.uk;  
[REDACTED] [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@gmail.com; [REDACTED]@sqa.org.uk;  
[REDACTED]n@educationscotland.gov.scot; [REDACTED]@gov.scot;  
**To:** [REDACTED]@gov.scot; [REDACTED]@interculturalyouthscotland.org;  
[REDACTED]@glasgow.gov.uk; [REDACTED]@cosla.gov.uk;  
[REDACTED]@educationscotland.gov.scot;  
[REDACTED]@ea.edin.sch.uk; [REDACTED]@gov.scot;  
[REDACTED] [REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk;  
[REDACTED]@uws.ac.uk; [REDACTED] [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@hotmail.com;  
[REDACTED]@educationscotland.gov.scot;  
**Cc:** [REDACTED]@crer.org.uk; [REDACTED]@gov.scot;  
**Subject:** FW: New resource from CRER: Human Rights and Anti-Racism in  
Education  
**Sent:** 16/04/2025 15:50:32

---

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Good afternoon AREP Board Members and Subgroup Co-Chairs,

With thanks to ██████, for awareness, please see details below re CRER's new resource on human rights and anti-racism in education settings.

Many thanks,

██████████ (she/her)

██████████ - Equalities in Education  
Workforce, Infrastructure and Digital Division  
Learning Directorate | Education & Justice  
Victoria Quay | Edinburgh

---

Dear Colleagues,

The Coalition for Racial Equality and Rights (CRER) has developed a new online resource exploring the links between anti-racism and the UN Convention on the Rights of the Child:



[Human Rights and Anti-Racism in Education](#)

This free, accessible resource supports teachers and educators in embedding anti-racist principles into their everyday practice. It connects human rights education with practical approaches to tackling racial inequality.

### **What's inside:**



Clear explanations of human rights and anti-racism concepts



Inspiration for classroom discussion

**From:** [REDACTED]@gov.scot  
Khadija.Mohammed@uws.ac.uk; Pauline Stephen; [REDACTED];  
[REDACTED]@msn.com; [REDACTED]@cemvoscotland.org.uk;  
[REDACTED]@uws.ac.uk; [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@gmail.com; [REDACTED]@sga.org.uk;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@interculturalyouthscotland.org;  
**To:** [REDACTED]@glasgow.gov.uk; [REDACTED]@cosla.gov.uk;  
[REDACTED]@educationscotland.gov.scot;  
[REDACTED]@ea.edin.sch.uk; [REDACTED]@gov.scot;  
[REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk;  
[REDACTED]@uws.ac.uk; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@hotmail.com;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@crer.org.uk;  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@stir.ac.uk;  
**Subject:** FW: Antiracism Education Researchers Network Launch  
**Attachments:** ARENetwork.jpg  
**Sent:** 23/04/2025 13:25:49

---

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Good afternoon AREP Board Members and Subgroup Co-Chairs,

With my sincere apologies for the delay in sending this on, please see [REDACTED]'s email below and flyer attached re the launch of a new network.

Many thanks,

[REDACTED]

---

Launch of new network!

I'm exploring the gap in research on antiracist education in Scotland as part of my Doctorate in Education. I'm launching this network to connect with others doing similar work in Scottish schools, further or higher education.

If you are involved in this or know anyone that is, please get in touch and share.

Thanks so much.

[REDACTED]

---

[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]

\*\*\*\*\*

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\*\*\*\*\*

**From:** [Pauline Stephen](#)  
**To:** [Policy: \[REDACTED\]](#);  
**Cc:** [Victoria Smith; Jennifer Macdonald](#);  
**Subject:** FW: For awareness- NASUWT - Racist abuse and racist incidents in schools briefing  
**Attachments:** [NASUWT - Racist abuse and racist incidents in schools - June 2025 FINAL.doc](#)  
**Sent:** 12/06/2025 08:42:20

Interesting info attached. P

**Dr Pauline Stephen**  
Chief Executive and Registrar



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## 60 years of Trusted Teaching

As we mark the 60th anniversary of GTC Scotland, we look ahead to the Scottish election and the coordinated action we need to ensure Trusted Teaching



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>

**Sent:** 11 June 2025 17:11

**To:** Khadija.Mohammed@uws.ac.uk; Pauline Stephen <Pauline.Stephen@gtcs.org.uk>; [REDACTED] <[REDACTED]@gtcs.org.uk>; [REDACTED]@gmail.com; [REDACTED]@crer.org.uk; [REDACTED]@sqa.org.uk; [REDACTED]@ea.edin.sch.uk; [REDACTED]@uws.ac.uk; [REDACTED]@glasgow.gov.uk; [REDACTED]@interculturalyouthscotland.org; [REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk; [REDACTED]@gov.scot; [REDACTED]@stir.ac.uk; [REDACTED]@msn.com; [REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@hotmail.com; [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@uws.ac.uk; [REDACTED]@cemvoscotland.org.uk

**Cc:** [REDACTED]@mail.nasuwt.org.uk

**Subject:** For awareness- NASUWT - Racist abuse and racist incidents in schools briefing

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon AREP Board Members and Subgroup Co-Chairs,

I hope you're all doing well. With thanks to [REDACTED] for sharing, please see attached a briefing from NASUWT on racist abuse and racist incidents in schools, using data gathered in NASUWT's national behaviour survey.

Many thanks,

██████████ (she/her)  
██████████ - Equalities in Education  
Workforce, Infrastructure and Digital Division  
Learning Directorate | Education & Justice  
Victoria Quay | Edinburgh  
██████████@gov.scot

\*\*\*\*\*  
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\*\*\*\*\*

**From:** [REDACTED]@gov.scot  
Khadija.Mohammed@uws.ac.uk; Pauline Stephen; [REDACTED];  
[REDACTED]@msn.com; [REDACTED] [REDACTED]@stir.ac.uk; [REDACTED]  
[REDACTED]@cemvoscotland.org.uk; [REDACTED]@uws.ac.uk;  
[REDACTED] [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@gmail.com; [REDACTED]@sqa.org.uk;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@gov.scot;  
**To:** [REDACTED]@gov.scot; [REDACTED]@interculturalyouthscotland.org;  
[REDACTED]@glasgow.gov.uk; [REDACTED]@cosla.gov.uk;  
[REDACTED]@educationscotland.gov.scot;  
[REDACTED]@ea.edin.sch.uk; [REDACTED]@gov.scot;  
[REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk;  
[REDACTED]@uws.ac.uk; [REDACTED] [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@hotmail.com;  
[REDACTED]@educationscotland.gov.scot;  
**Cc:** [REDACTED]@crer.org.uk; [REDACTED]@gov.scot;  
**Subject:** FW: New resource from CRER: Human Rights and Anti-Racism in  
Education  
**Sent:** 16/04/2025 15:50:29

---

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Good afternoon AREP Board Members and Subgroup Co-Chairs,

With thanks to [REDACTED], for awareness, please see details below re CRER's new resource on human rights and anti-racism in education settings.

Many thanks,

[REDACTED] (she/her)

[REDACTED] - Equalities in Education  
Workforce, Infrastructure and Digital Division  
Learning Directorate | Education & Justice  
Victoria Quay | Edinburgh

---

Dear Colleagues,

The Coalition for Racial Equality and Rights (CRER) has developed a new online resource exploring the links between anti-racism and the UN Convention on the Rights of the Child:



[Human Rights and Anti-Racism in Education](#)

This free, accessible resource supports teachers and educators in embedding anti-racist principles into their everyday practice. It connects human rights education with practical approaches to tackling racial inequality.

### What's inside:



Clear explanations of human rights and anti-racism concepts



Inspiration for classroom discussion

 Questions for self-reflection on racism in educational settings

 Examples to support understanding

Please help us to support anti-racism in education by sharing this new resource with your networks. You can repost directly from any of these platforms:



[Share on X](#)



[Share on Bluesky](#)



[Share on Facebook](#)



[Share  
on LinkedIn](#)

If your organisation has an internal or external newsletter / email update, please consider featuring the resource in your next edition.

**More from CRER – Supporting anti-racism in education:**



[Introduction to Anti-Racist Curriculum Development](#)



[Addressing Inclusion: Effectively Challenging Racism in Scotland's Schools](#)



[AdRESS – Advice and advocacy for parents and carers of learners experiencing racism](#)



[Research and Guidance on Anti-Racism](#)

You can explore all of these resources and more at [www.crer.org.uk](http://www.crer.org.uk)

With best wishes,

██████.

██████████

Deputy Director

CRER

Visit the [CRER biosite](#) for links to our website and social media accounts

\*\*\*\*\*

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\*\*\*\*\*

**From:** [Pauline Stephen](#)  
**To:** [Policy](#); [REDACTED]; [Victoria Smith](#); [Jennifer Macdonald](#);  
**Subject:** FW: Relationships and Behaviour in Schools - Publication of new guidance  
**Attachments:** [Annex A.docx](#); [Letter to Directors of Education.pdf](#);  
**Sent:** 18/06/2025 16:43:05

---

FYI P

**Dr Pauline Stephen**  
Chief Executive and Registrar



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## 60 years of Trusted Teaching

As we mark the 60th anniversary of GTC Scotland, we look ahead to the Scottish election and the coordinated action we need to ensure Trusted Teaching



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GTC Scotland is committed to protecting the privacy and security of your personal information that it holds. Under the Data Protection Act 2018, you have a right to know how we collect, use and share your personal data. View our [general privacy notice](#) for details.

**From:** [REDACTED] <[REDACTED]@gov.scot> <[REDACTED]@gov.scot>

**Sent:** 17 June 2025 15:05

**To:** [falkirk@eis.org.uk](mailto:falkirk@eis.org.uk); [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@educationscotland.gov.scot; [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@dundee.ac.uk; [REDACTED]@aberdeenshire.gov.uk; [REDACTED]@cosla.gov.uk;  
[REDACTED]@ahds.org.uk; [REDACTED]@ahds.org.uk; [REDACTED]@edinburgh.gov.uk; [REDACTED]@argyll-  
bute.gov.uk; [REDACTED]@respectme.org.uk; [REDACTED]@scotborders.gov.uk;  
[REDACTED]@unison.co.uk; Pauline Stephen <Pauline.Stephen@gtcs.org.uk>;  
[REDACTED]@eastayrshire.org.uk; [REDACTED]@mail.nasuwt.org.uk; [REDACTED]@strath.ac.uk;  
[REDACTED]@connect.scot; [REDACTED]@rcslt.org; [REDACTED]@strath.ac.uk; [REDACTED]@strath.ac.uk;  
[REDACTED]@earlyyearsscotland.org; [REDACTED]@scotland.police.uk; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot

**Subject:** Relationships and Behaviour in Schools - Publication of new guidance

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear SAGRABIS members,

Further to my email below, I'm writing to confirm that both pieces of guidance have now been published. The guidance can be accessed at the following links:

- [Fostering a positive, inclusive and safe school environment guidance](#)
- [Risk assessment guidance for violent, aggressive and dangerous behaviour](#)

You may also wish to note that this afternoon we have also published interim guidance on responding to racism and racist incidents in schools. This guidance has been developed by the Racism and Racist Incidents workstream of the Anti-Racism in Education Programme and is the first stage in the development of a wider Whole School Approach to preventing and responding to racism and racist incidents in schools that is being developed by the workstream. The guidance can be accessed here:

- [Addressing racism and racist incidents in schools](#)

The Cabinet Secretary for Education and Skills, Ms Gilruth, and Councillor Tony Buchanan, COSLA Spokesperson for Children and Young People, have today written jointly to Directors of Education to advise them of these updates and to ask that the guidance be shared with all of their schools. You should already have received this letter, but a copy is attached for your information.

We would also be grateful if SAGRABIS members could highlight the publication of these new guidance documents through your own networks.

Thank you again for your continued support.

Best wishes,

██████████

██████████ (she/her) | Support and Wellbeing Unit| Scottish Government Area 2C North, Victoria Quay | Edinburgh | EH6 6QQ | T: ██████████

---

**From:** ██████████  
**Sent:** 13 June 2025 10:23  
**To:** ██████████ <falkirk@eis.org.uk>; ██████████ @educationscotland.gov.scot; ██████████ <██████████@educationscotland.gov.scot>; ██████████ <██████████@educationscotland.gov.scot>; ██████████ <██████████@educationscotland.gov.scot>; ██████████ <██████████@educationscotland.gov.scot>; ██████████ <██████████@educationscotland.gov.scot>; ██████████ @dundee.ac.uk; ██████████ @aberdeenshire.gov.uk; ██████████ @cosla.gov.uk; ██████████ @ahds.org.uk; ██████████ @ahds.org.uk; ██████████ @edinburgh.gov.uk; ██████████ @argyll-bute.gov.uk; ██████████ @respectme.org.uk; ██████████ @scotborders.gov.uk; ██████████ @unison.co.uk; Pauline.Stephen@gucs.org.uk; ██████████ @eastayrshire.org.uk; ██████████ (NASUWT) <██████████@mail.nasuwt.org.uk>; ██████████ @strath.ac.uk; ██████████ @connect.scot; ██████████ @rcslt.org; ██████████ @strath.ac.uk; ██████████ @strath.ac.uk; ██████████ @earlyyearsscotland.org; ██████████ <██████████@scotland.police.uk>; ██████████ <██████████@gov.scot>; ██████████ <██████████@gov.scot>; ██████████ <██████████@gov.scot>; ██████████ <██████████@gov.scot>

**Subject:** Confidential: Publication date for Consequences and Risk Assessment guidance

Dear SAGRABIS members,

Thank you for your valuable input to the development of the Fostering a Positive, Inclusive and Safe School Environment guidance (the 'consequences' guidance) and the Violent, Aggressive and Dangerous Behaviour Risk Assessment guidance.

Following the agreement at the SAGRABIS meeting on 6 May to proceed with publication (in the case of risk assessment, subject to engagement with ADES and Social work colleagues), I am writing to confirm that both these pieces of guidance will be published on Tuesday 17 June. The documents will be available at 08:45 at the following links:

- ["Fostering a Positive, Inclusive and Safe School Environment guidance"](#).
- ["Guidance on risk assessments for violent, aggressive and dangerous behaviour"](#)

I would ask that this information please be kept confidential.

Following publication, we will also be writing to Directors of Education to notify them of a number of updates, including these publications, and asking that this information be shared directly with schools.

Best wishes,

██████████

██████████ (she/her) | Support and Wellbeing Unit| Scottish Government Area 2C  
North, Victoria Quay | Edinburgh | EH6 6QQ | T: 0██████████

\*\*\*\*\*  
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\*\*\*\*\*

**From:** [REDACTED]@gov.scot  
[REDACTED]@gmail.com; [REDACTED]@gov.scot;  
Khadija.Mohammed@uws.ac.uk; [REDACTED]@cosla.gov.uk;  
[REDACTED]@educationscotland.gov.scot;  
[REDACTED]@educationscotland.gov.scot; Laurence Findlay;  
[REDACTED]@eis.org.uk; Pauline Stephen; [REDACTED]@mail.nasuwt.org.uk;  
north.lanarkshire@npfs.org.uk; Director@sces.uk.com;  
**To:** [REDACTED]@scis.org.uk; [REDACTED]@sls-scotland.org.uk;  
[REDACTED]@ssta.org.uk; [REDACTED]@ed.ac.uk; Scotland@community-  
tu.org; [REDACTED]@fife.gov.uk; [REDACTED]@community-tu.org;  
[REDACTED]@ahds.org.uk; [REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@glasgow.ac.uk;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;  
**Subject:** FW: SBTE meeting - June 2025  
**Sent:** 16/05/2025 13:23:01

---

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Good afternoon all,

Thank you for confirming your availability for the next meeting of the Strategic Board for Education, on the Doodle link previously shared.

Following further consideration, and to ensure as many members as possible are able to participate in the meeting, we have now included a hybrid option for the meeting.

I have also added a couple extra [times](#) Friday 20th and Monday 23rd in case these suit better (all dates/times are suitable for hybrid - either attendance in person in Victoria Quay, Edinburgh, or via Teams).

I'd be grateful if you complete the doodle by Thursday 22 May.

Thanks

[REDACTED]

[REDACTED]

[REDACTED] – Education Workforce Unit

Workforce, Infrastructure and Digital Division | Scottish Government | 2-B North | Victoria Quay | Edinburgh | EH6 6QQ

Maoineachadh, Bun-structair agus Eagrachaidh Sgoiltean | Roinn Luchd-obrach, Bun-structar agus Ath-leasachadh | Raon 2B Tuath | Cidhe Bhictòria | Dùn Èideann | EH6 6QQ



---

**From:** [REDACTED]

**Sent:** 07 May 2025 12:03

**To:** [REDACTED]s@gmail.com; [REDACTED] <[REDACTED].[REDACTED]@gov.scot>; Khadija.Mohammed@uws.ac.uk; [REDACTED] <[REDACTED]@cosla.gov.uk>; [REDACTED] <[REDACTED]@educationscotland.gov.scot>; [REDACTED] <[REDACTED]@educationscotland.gov.scot>; Laurence Findlay <laurence.findlay@aberdeenshire.gov.uk>; [REDACTED]@eis.org.uk; pauline.stephen@gtcs.org.uk; [REDACTED]@mail.nasuwat.org.uk; north.lanarkshire@npfs.org.uk; Director@sces.uk.com; [REDACTED]@scis.org.uk; [REDACTED]@sls-scotland.org.uk; [REDACTED]@ssta.org.uk; [REDACTED]@ed.ac.uk; Scotland@community-tu.org; [REDACTED]@fife.gov.uk; [REDACTED]@community-tu.org; [REDACTED]@ahds.org.uk; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED].[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@glasgow.ac.uk>; [REDACTED] <[REDACTED]@gov.scot>

**Subject:** SBTE meeting - June 2025

Hi all,

We are looking to host the next SBTE meeting in person, this will be at the end of June at Victoria Quay. I'd be grateful if you could confirm your availability on the doodle poll below by **Wednesday 14<sup>th</sup> May**:

<https://doodle.com/group-poll/participate/dw7yKkMd>

**Do let me know if you have any allergies or dietary requirements for refreshments by Wednesday 14<sup>th</sup> May please.**

Thanks

██████████

████████████████████

██████████ – Education Workforce Unit

Workforce, Infrastructure and Digital Division | Scottish Government | 2-B North |  
Victoria Quay | Edinburgh | EH6 6QQ

Maoineachadh, Bun-structair agus Eagrachaidh Sgoiltean | Roinn Luchd-obrach, Bun-  
structar agus Ath-leasachadh | Raon 2B Tuath | Cidhe Bhictòria | Dùn Èideann | EH6  
6QQ

 gov.scot

\*\*\*\*\*

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\*\*\*\*\*

**From:** [Jennifer Macdonald](#) on behalf of [Jennifer Macdonald](#)  
**To:** ██████████@gov.scot; ██████████@gov.scot;  
**Subject:** Fw: TQFE Accreditation Query from ██████████ - University of Strathclyde  
**Sent:** 06/05/2025 08:47:39

---

See below enquiry that came up at the last CLRWG.

Given we do not hold the accreditation arrangements we obviously need to discuss and consider the response to this. We are obviously happy to take a pragmatic approach given there will have to be a transition but I'm conscious the decision making power sits with you.

██████████, I've heard that ██████████ has been unwell - if they're someone else to add to our contacts to discuss these sort of matters with, please do let me know? I'm hoping ██████████ is better soon.

Thanks  
Jennifer

---

**From:** Leadership Support  
**Sent:** Tuesday, April 29, 2025 08:47  
**To:** Jennifer Macdonald; ██████████  
**Subject:** FW: TQFE Accreditation Query from ██████████ - University of Strathclyde

Hi

As requested as CLRWG, ██████████ has emailed his TQFE query below.

██████████

██████████

██████████



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

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**From:** [REDACTED] <r.[REDACTED]@strath.ac.uk>  
**Sent:** 24 April 2025 17:34  
**To:** Leadership Support <leadershipsupport@gtc.org.uk>; Jennifer Macdonald <Jennifer.Macdonald@gtc.org.uk>  
**Subject:** TQFE Accreditation Query from [REDACTED] - University of Strathclyde

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Jennifer,

Many thanks for your help and clarity at today's CLRWG meeting in response to my query on continued accreditation of our TQFE course here at the Strathclyde Institute of Education (SioE).

You asked me to get back to you with some information on my question and so I have outlined its essence below – many thanks in advance for offering to advise and support here – it is very much appreciated

My understanding is that our current TQFE provision here at the University of Strathclyde was approved by Minister of HE,FE,YE&T on 08/09/22.

As you know from today's discussion, my reading of CLRWG minutes from 25/01/24 Section 5(b) indicated that TQFE courses due for reaccreditation in June 2025 would remain accredited until the new process between the Scottish Government and GTCS was in place.

My query today then, was that since it was approved in September 2022, whether or not the TQFE programme here at Strathclyde would remain accredited in a similar fashion to those TQFE programmes in other HE provider institutions accredited in June of that same year.

For some additional context, please be assured that our programme remains very popular with our FE Lecturer students and continues to attract very stable numbers of applicants. Also, as I expressed today, the University of Strathclyde has ambition to expand provision in order to accommodate additional intake through a further Part-Time route. Indeed, we have taken considerable steps in this direction already.

Ultimately then, although I am confident that the quality of provision offered by SioE would continue to meet standards required for re-accreditation, I would however, be most grateful for further clarity on our position regarding accreditation moving forward into AY 2025-26.

Given the current relatively progressed levels of preparation and recruitment already underway, I would be most grateful for a reply and hopefully a positive indication of resolution to this query by early May 2025 if possible.

Kind Regards

[REDACTED]  
University of Strathclyde  
Institute of Education

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]

[REDACTED]

**From:** [Policy](#)  
**To:** [ceu@gov.scot](mailto:ceu@gov.scot)  
**Subject:** General Teaching Council for Scotland – invitation  
**Sent:** 18/04/2025 14:46:17

---

Dear Mr [REDACTED],

I am writing on behalf of the General Teaching Council for Scotland to invite you to attend our upcoming roundtable discussion '60 years of Trusted Teaching' on **Wednesday 7 May 2025 from 6pm to 8pm in Committee Room 3.**

In the run up to the Scottish Parliament election in 2026, this roundtable will discuss the future of teaching and the frameworks needed for trusted teaching to be at the heart of education. In the 60<sup>th</sup> anniversary year of teachers successfully campaigning for the establishment of a body to set and uphold teaching standards, the roundtable will also mark the importance of teaching as a profession.

This will be followed by networking and drinks with canapés and refreshments provided.

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This event is hosted by Pam Duncan-Glancy MSP. An invitation has been issued to all MSPs and bespoke invitations to the Cabinet Secretary for Education Skills and education spokespeople. Please RSVP to [policy@gtc.org.uk](mailto:policy@gtc.org.uk).

I hope you will be available to attend the roundtable discussion.

Kind regards,

[REDACTED]  
[REDACTED]



**The General Teaching  
Council for Scotland**

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**From:** [Policy](#)  
**To:** [REDACTED]@gov.scot  
**Subject:** General Teaching Council for Scotland – invitation  
**Sent:** 18/04/2025 13:46:47

---

Dear Ms [REDACTED],

I am writing on behalf of the General Teaching Council for Scotland to invite you to attend our upcoming roundtable discussion '60 years of Trusted Teaching' on **Wednesday 7 May 2025 from 6pm to 8pm in Committee Room 3.**

In the run up to the Scottish Parliament election in 2026, this roundtable will discuss the future of teaching and the frameworks needed for trusted teaching to be at the heart of education. In the 60<sup>th</sup> anniversary year of teachers successfully campaigning for the establishment of a body to set and uphold teaching standards, the roundtable will also mark the importance of teaching as a profession.

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I hope you will be available to attend the roundtable discussion.

Kind regards,

[REDACTED]  
[REDACTED]



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**From:** [Policy](#)  
**To:** [Graeme.Logan@gov.scot](mailto:Graeme.Logan@gov.scot); [DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot);  
**Subject:** General Teaching Council for Scotland – invitation  
**Sent:** 18/04/2025 12:31:17

---

Dear Mr Logan,

I am writing on behalf of the General Teaching Council for Scotland to invite you to attend our upcoming roundtable discussion '60 years of Trusted Teaching' on **Wednesday 7 May 2025 from 6pm to 8pm in Committee Room 3.**

In the run up to the Scottish Parliament election in 2026, this roundtable will discuss the future of teaching and the frameworks needed for trusted teaching to be at the heart of education. In the 60<sup>th</sup> anniversary year of teachers successfully campaigning for the establishment of a body to set and uphold teaching standards, the roundtable will also mark the importance of teaching as a profession.

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I hope you will be available to attend the roundtable discussion.

Kind regards,

██████████  
██████████



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**From:** [Policy](#)  
**To:** [REDACTED]@gov.scot  
**Subject:** General Teaching Council for Scotland – invitation  
**Sent:** 18/04/2025 13:44:47

---

Dear Ms [REDACTED]

I am writing on behalf of the General Teaching Council for Scotland to invite you to attend our upcoming roundtable discussion '60 years of Trusted Teaching' on **Wednesday 7 May 2025 from 6pm to 8pm in Committee Room 3.**

In the run up to the Scottish Parliament election in 2026, this roundtable will discuss the future of teaching and the frameworks needed for trusted teaching to be at the heart of education. In the 60<sup>th</sup> anniversary year of teachers successfully campaigning for the establishment of a body to set and uphold teaching standards, the roundtable will also mark the importance of teaching as a profession.

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I hope you will be available to attend the roundtable discussion.

Kind regards,

[REDACTED]  
[REDACTED]



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Council for Scotland**

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**From:** [Policy](#)  
**To:** [\[REDACTED\]@gov.scot](#)  
**Subject:** General Teaching Council for Scotland – invitation  
**Sent:** 18/04/2025 15:29:47

---

Dear Mr Rennick,

I am writing on behalf of the General Teaching Council for Scotland to invite you to attend our upcoming roundtable discussion '60 years of Trusted Teaching' on **Wednesday 7 May 2025 from 6pm to 8pm in Committee Room 3.**

In the run up to the Scottish Parliament election in 2026, this roundtable will discuss the future of teaching and the frameworks needed for trusted teaching to be at the heart of education. In the 60<sup>th</sup> anniversary year of teachers successfully campaigning for the establishment of a body to set and uphold teaching standards, the roundtable will also mark the importance of teaching as a profession.

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I hope you will be available to attend the roundtable discussion.

Kind regards,

[REDACTED]  
[REDACTED]



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**From:** [Policy](#)  
**To:** [DirectorforLifelongLearningandSkills@gov.scot](mailto:DirectorforLifelongLearningandSkills@gov.scot)  
**Subject:** General Teaching Council for Scotland – invitation  
**Sent:** 18/04/2025 14:48:47

---

Dear Ms Laing,

I am writing on behalf of the General Teaching Council for Scotland to invite you to attend our upcoming roundtable discussion '60 years of Trusted Teaching' on **Wednesday 7 May 2025 from 6pm to 8pm in Committee Room 3.**

In the run up to the Scottish Parliament election in 2026, this roundtable will discuss the future of teaching and the frameworks needed for trusted teaching to be at the heart of education. In the 60<sup>th</sup> anniversary year of teachers successfully campaigning for the establishment of a body to set and uphold teaching standards, the roundtable will also mark the importance of teaching as a profession.

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I hope you will be available to attend the roundtable discussion.

Kind regards,

██████████  
██████████



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**From:** [Policy](#)  
**To:** [REDACTED]@gov.scot  
**Subject:** General Teaching Council for Scotland – invitation  
**Sent:** 18/04/2025 13:48:47

---

Dear Mr [REDACTED]

I am writing on behalf of the General Teaching Council for Scotland to invite you to attend our upcoming roundtable discussion '60 years of Trusted Teaching' on **Wednesday 7 May 2025 from 6pm to 8pm in Committee Room 3.**

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I hope you will be available to attend the roundtable discussion.

Kind regards,

[REDACTED]  
[REDACTED]



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**From:** [Policy](#)  
**To:** [REDACTED]@gov.scot  
**Subject:** General Teaching Council for Scotland – roundtable postponed  
**Sent:** 02/05/2025 12:40:38

---

Dear Mr Rennick,

Due to a newly scheduled Education Bill session taking place at the same time as our event, we have taken the decision to postpone our event to ensure that everyone who would like to contribute and discuss the key role of trusted teaching is able to attend.

We are currently working with the Parliament Events Team to identify a suitable alternative date and will be in touch shortly with further details.

We do hope you will be able to join us at the rescheduled event.

Kind regards,

[REDACTED]  
[REDACTED]



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**From:** [Policy](#)  
**To:** ██████████@gov.scot  
**Subject:** General Teaching Council for Scotland – roundtable postponed  
**Sent:** 02/05/2025 12:35:38

---

Dear ██████████,

Due to a newly scheduled Education Bill session taking place at the same time as our event, we have taken the decision to postpone our event to ensure that everyone who would like to contribute and discuss the key role of trusted teaching is able to attend.

We are currently working with the Parliament Events Team to identify a suitable alternative date and will be in touch shortly with further details.

We do hope you will be able to join us at the rescheduled event.

Kind regards,

██████████  
██████████



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**From:** [Policy](#)  
**To:** ██████████@gov.scot  
**Subject:** General Teaching Council for Scotland – roundtable postponed  
**Sent:** 02/05/2025 12:37:08

---

Dear Ms ████████,

Due to a newly scheduled Education Bill session taking place at the same time as our event, we have taken the decision to postpone our event to ensure that everyone who would like to contribute and discuss the key role of trusted teaching is able to attend.

We are currently working with the Parliament Events Team to identify a suitable alternative date and will be in touch shortly with further details.

We do hope you will be able to join us at the rescheduled event.

Kind regards,

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**From:** [Policy](#)  
**To:** [DirectorforLifelongLearningandSkills@gov.scot](mailto:DirectorforLifelongLearningandSkills@gov.scot)  
**Subject:** General Teaching Council for Scotland – roundtable postponed  
**Sent:** 02/05/2025 12:39:38

---

Dear Ms Laing,

Due to a newly scheduled Education Bill session taking place at the same time as our event, we have taken the decision to postpone our event to ensure that everyone who would like to contribute and discuss the key role of trusted teaching is able to attend.

We are currently working with the Parliament Events Team to identify a suitable alternative date and will be in touch shortly with further details.

We do hope you will be able to join us at the rescheduled event.

Kind regards,

██████████  
██████████



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



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**From:** [Policy](#)  
**To:** [Graeme.Logan@gov.scot](mailto:Graeme.Logan@gov.scot); [DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot);  
**Subject:** General Teaching Council for Scotland – roundtable postponed  
**Sent:** 02/05/2025 12:33:09

---

Dear Graeme,

Due to a newly scheduled Education Bill session taking place at the same time as our event, we have taken the decision to postpone our event to ensure that everyone who would like to contribute and discuss the key role of trusted teaching is able to attend.

We are currently working with the Parliament Events Team to identify a suitable alternative date and will be in touch shortly with further details.

We do hope you will be able to join us at the rescheduled event.

Kind regards,



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



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**From:** [Policy](#)  
**To:** [REDACTED]@gov.scot  
**Subject:** General Teaching Council for Scotland – roundtable postponed  
**Sent:** 02/05/2025 12:38:39

---

Dear [REDACTED],

Due to a newly scheduled Education Bill session taking place at the same time as our event, we have taken the decision to postpone our event to ensure that everyone who would like to contribute and discuss the key role of trusted teaching is able to attend.

We are currently working with the Parliament Events Team to identify a suitable alternative date and will be in touch shortly with further details.

We do hope you will be able to join us at the rescheduled event.

Kind regards,

[REDACTED]  
[REDACTED]



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

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**From:** [Policy](#)  
**To:** [ceu@gov.scot](mailto:ceu@gov.scot)  
**Bcc:** [Leadership Support](#)  
**Subject:** GTC Scotland | Fitness to Teach Rules review update  
**Attachments:** [2025-05-16-FTT-Rules-Review-Update-DGEJ.pdf](#)  
**Sent:** 16/05/2025 17:00:07

---

Good afternoon,

Please find attached a letter from Jennifer Macdonald, Strategic Director with an update on our Fitness to Teach rules review.

Kind regards

■■■■

■■■■  
■■■■



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

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**From:** [Policy](#)  
**To:** [Erin.Mckee@gov.scot](mailto:Erin.Mckee@gov.scot)  
**Bcc:** [Leadership Support](#)  
**Subject:** GTC Scotland | Fitness to Teach Rules review update  
**Attachments:** [2025-05-16-FTT-Rules-Review-update-SAES.pdf](#)  
**Sent:** 16/05/2025 17:00:08

---

Good afternoon,

Please find attached a letter from Jennifer Macdonald, Strategic Director with an update on our Fitness to Teach rules review.

Kind regards

■■■■

■■■■■

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**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

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**From:** [Policy](#)  
**To:** [Lindsay.MacDougall@gov.scot](mailto:Lindsay.MacDougall@gov.scot)  
**Bcc:** [Leadership Support](#)  
**Subject:** GTC Scotland | Fitness to Teach Rules review update  
**Attachments:** [2025-05-16-FTT-Rules-Review-CPU.pdf](#)  
**Sent:** 16/05/2025 16:50:07

---

Good afternoon,

Please find attached a letter from Jennifer Macdonald, Strategic Director with an update on our Fitness to Teach rules review.

Kind regards

■■■■

■■■■  
■■■■



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



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**From:** [Policy](#)  
**To:** [REDACTED]@gov.scot  
**Bcc:** [Leadership Support](#)  
**Subject:** GTC Scotland | Fitness to Teach Rules Review update  
**Attachments:** [2025-05-16-FTT-Rules-Review-CabSecES.pdf](#)  
**Sent:** 16/05/2025 16:23:57

---

Good afternoon,

Please find attached a letter from Jennifer Macdonald, Strategic Director with an update on our Fitness to Teach rules review.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

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**From:** [Policy](#)  
**To:** [DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot)  
**Bcc:** [Leadership Support](#)  
**Subject:** GTC Scotland | Fitness to Teach Rules review update  
**Attachments:** [2025-05-16-FTT-Rules-Review-Update-DL.pdf](#)  
**Sent:** 16/05/2025 16:48:07

---

Good afternoon,

Please find attached a letter from Jennifer Macdonald, Strategic Director with an update on our Fitness to Teach rules review.

Kind regards

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██████████

██████████████



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

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**From:** [Policy](#)  
**To:** [REDACTED]@gov.scot  
**Subject:** GTC Scotland anniversary and manifesto priorities  
**Sent:** 02/06/2025 11:20:50

---

Dear Cabinet Secretary

### **GTC Scotland anniversary and manifesto priorities**

Today, 2 June 2025, marks 60 years since The General Teaching Council for Scotland became the first teaching council in the world.

Over 6 decades a strong framework for trusted teaching has been built. Some challenges remain. We believe that the response to these challenges must ensure that high teaching standards are championed and supported. Trusted teaching needs to be a central feature of the work of any future Scottish Government, and we have today published 5 key manifesto priorities critical to that work:

- Theme 1: Understanding and valuing teaching
- Theme 2: A refreshed teacher education and development framework
- Theme 3: Supporting structures for teacher development
- Theme 4: Teacher supply, recruitment, retention and promotion
- Theme 5: Working together to create a coherent system of regulation

Together these form our call to action to respond to current challenges and to ensure that high teaching standards continue to be championed and supported.

For more detail of these themes, and related calls, please [read our manifesto priorities](#).

Dr Pauline Stephen, Chief Executive and Registrar of GTC Scotland, has recorded a short anniversary message, in which she talks about our manifesto priorities and the [past, present and future of the teaching profession in Scotland](#).

- [Find out more about GTC Scotland in the anniversary issue of our magazine](#)
- [Read Pauline's blog post about the anniversary](#)

We would welcome the opportunity to discuss our manifesto priorities, and how we can work together to take these issues forward. We look forward to hosting a roundtable at the Parliament in the autumn, where we can explore these themes further.

Kind regards

[REDACTED]  
[REDACTED]



## The General Teaching Council for Scotland

[www.gtcs.org.uk](http://www.gtcs.org.uk)



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**From:** [Policy](#)  
**To:** [ceu@gov.scot](mailto:ceu@gov.scot)  
**Subject:** GTC Scotland Fitness to Teach rules review - PSA report and call for views feedback published  
**Attachments:** [2025-05-22-FTT-Rules-Review-Update-CEU.pdf](#)  
**Sent:** 22/05/2025 13:29:07

---

Good afternoon,

Please find attached a letter from Jennifer Macdonald, Strategic Director with a further update on our Fitness to Teach rules review.

Kind regards,

██████████

██████████  
██████████



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



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**From:** [REDACTED]@gov.scot  
[REDACTED]@community-tu.org; [REDACTED]@cosla.gov.uk;  
[REDACTED]@educationscotland.gov.scot; [REDACTED];  
[REDACTED]@aberdeenshire.gov.uk; director@sces.uk.com;  
[REDACTED]@ssta.org.uk; [REDACTED]@ed.ac.uk;  
**To:** [REDACTED]@moray.gov.uk; [REDACTED]@argyll-bute.gov.uk;  
[REDACTED]@crookfur.e-renfrew.sch.uk; [REDACTED]@sls-  
scotland.org.uk; [REDACTED]@eis.org.uk; [REDACTED]@gov.scot;  
[REDACTED]@cosla.gov.uk; [REDACTED]@moray.gov.uk;  
[REDACTED]@ahds.org.uk; [REDACTED]@dundeeschools.scot;  
**Subject:** HTRRWG 19 June meeting format  
**Sent:** 13/06/2025 08:28:43

---

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Good morning

Just a quick update on the format for our upcoming HTRRWG meeting, which will be a **combined session** involving two parts:

**2:00 PM – 3:00 PM:** We'll join SSL group main meeting.

if you're joining remotely, please use the following link to join :

**Microsoft Teams** [Need help?](#)

**[Join the meeting now](#)**

Meeting ID: [REDACTED]

Passcode: [REDACTED]

**3:00 PM onwards:** We'll move on to our own agenda. For those joining this part online, please use the separate Teams link below:

**Microsoft Teams** [Need help?](#)

**[Join the meeting now](#)**

Meeting ID: [REDACTED]

Passcode: [REDACTED]

Please let me know if you have any questions.

Kind regards

[REDACTED]

[REDACTED]

[REDACTED]

Professional Learning and Leadership | Education Workforce Unit | Directorate For Learning | Scottish Government

[REDACTED]  [REDACTED] [REDACTED]@gov.scot

**My current working pattern is Tuesday– Friday**

\*\*\*\*\*

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**From:** [REDACTED]@gov.scot  
[REDACTED]@community-tu.org; [REDACTED]@cosla.gov.uk;  
[REDACTED]@educationscotland.gov.scot; [REDACTED];  
[REDACTED]@aberdeenshire.gov.uk; director@sces.uk.com;  
[REDACTED]@ssta.org.uk; [REDACTED]@ed.ac.uk;  
[REDACTED]@moray.gov.uk; [REDACTED]@argyll-bute.gov.uk;  
**To:** [REDACTED]@crookfur.e-renfrew.sch.uk;  
[REDACTED]@glow.ea.glasgow.sch.uk; [REDACTED]@ahds.org.uk;  
[REDACTED]@sls-scotland.org.uk; [REDACTED]@eis.org.uk;  
[REDACTED]@gov.scot; [REDACTED]@cosla.gov.uk;  
[REDACTED]@moray.gov.uk; [REDACTED]@ahds.org.uk;  
[REDACTED]@dundeeschools.scot;  
**Subject:** HTRRWG agenda and papers for 19 July 2025  
23-24 and 24-25 LA data.docx; Paper 4 Implications and  
Recommendations ReSSLe Advisory Groups June 25v2.docx; Creating a  
Framework for Teacher Education and Development- paper.pdf; Paper 3  
ReSSLe plan for national policy workshops June  
**Attachments:** 2025.docx; HEADTEACHER RECRUITMENT AND RETENTION WORKING  
GROUP - Action Log.docx; HTRRWG agenda 19 June 2025.docx; 24-25 LA  
data\_.xlsx; HEADTEACHER RECRUITMENT AND RETENTION WORKING  
GROUP minute 18 March 2025 draft.docx; 23-24 LA data.xlsx;  
**Sent:** 11/06/2025 16:11:43

---

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\*\*\*\*\*

**Subject:** HTRRWG meeting part 2  
**Location:** Microsoft Teams Meeting

**Start:** Thu 19/06/2025 15:00  
**End:** Thu 19/06/2025 16:30  
**Show Time As:** Tentative

**Recurrence:** (none)

**Organizer:** ██████████@gov.scot

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Please see below Teams link for colleagues joining remotely second part of the meeting.

Kind regards

██████████

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## Microsoft Teams [Need help?](#)

### [Join the meeting now](#)

Meeting ID: ██████████

Passcode: ██████████

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### Dial in by phone

████████████████████ United Kingdom, Edinburgh

[Find a local number](#)

Phone conference ID: ██████████

For organisers: [Meeting options](#) | [Reset dial-in PIN](#)



SCOTS Connect - Please note - You must have the explicit permission of the organiser to record this meeting and its attendees, using any technology.

[Org help](#) | [Privacy and security](#)

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\*\*\*\*\*

**Subject:** Increasing and retaining ethnic minority teachers: An action guide for local authorities - Workshop  
**Location:** Microsoft Teams Meeting  
**Start:** Wed 23/04/2025 10:00  
**End:** Wed 23/04/2025 12:30  
**Show Time As:** Tentative  
**Recurrence:** (none)  
**Organizer:** ██████████@gov.scot

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good Afternoon

We look forward to welcoming you to the workshop next week, hosted by the Scottish Government's Diversity in the Teaching Profession and Education Workforce group. Please see below the agenda for the event as well as suggested pre-reading materials. If you need anything further in advance please contact a member of the Scottish Government team. The joining details are at the bottom of this email. If you have any problems joining the meeting please email ██████████@gov.scot.

### **Agenda**

10:00 – 10:15 – Opening remarks from working group Co-Chairs  
10:15 – 10:20 – Extract from the General Teaching Council for Scotland's Sponsoring Report Video  
10:20 – 10:35 – Speaker One  
10:35 – 10:50 – Speaker Two  
10:50 – 11:05 – Speaker Three  
11:05 – 11:20 – Q&A  
11:20 – 12:00 – Breakout rooms to discuss aspects of the action guide  
12:00 – 12:20 – Feedback from breakout rooms  
12:20 – 12:30 – Closing remarks

### **Suggested pre-reading**

[Increasing and retaining minority ethnic teachers: action guide for local authorities - gov.scot](#) – Would highly recommend reading in advance.  
[Document > Sponsoring for diversity in teacher progression](#)  
[Diversity in the teaching profession: annual data report - gov.scot](#) – you may be interested to review the data specifically for your local authority.

Kind Regards

██████████

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## Microsoft Teams [Need help?](#)

### [Join the meeting now](#)

Meeting ██████████

Passcode: ██████████

---

### Dial in by phone

██████████ United Kingdom, Edinburgh

[Find a local number](#)

Phone conference ID: ██████████

For organisers: [Meeting options](#) | [Reset dial-in PIN](#)



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\*\*\*\*\*  
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\*\*\*\*\*

\*\*\*\*\*

**From:** [REDACTED]@gov.scot  
[REDACTED]; [REDACTED] t [REDACTED]@glasgow.gov.uk;  
[REDACTED]@glasgow.gov.uk; [REDACTED]; [REDACTED];  
[REDACTED]; [REDACTED]@inverclyde.gov.uk;  
[REDACTED]@inverclyde.gov.uk; [REDACTED]@inverclyde.gov.uk;  
[REDACTED]@midlothian.gov.uk; [REDACTED]@dumgal.gov.uk;  
[REDACTED]@aberdeencity.gov.uk; [REDACTED]@pkc.gov.uk;  
**To:** [REDACTED]@south-ayrshire.gov.uk; [REDACTED]@cosla.gov.uk;  
[REDACTED] [REDACTED]@falkirk.gov.uk; [REDACTED]@glasgow.gov.uk;  
[REDACTED]@aberdeencity.gov.uk; [REDACTED]@edinburgh.gov.uk;  
[REDACTED]@highland.gov.uk; [REDACTED]@east-  
ayrshire.gov.uk; [REDACTED]@fife.gov.uk;  
[REDACTED]@dundeecity.gov.uk; [REDACTED]@edinburgh.gov.uk;  
[REDACTED]@westlothian.org.uk;  
[REDACTED] [REDACTED]@stir.ac.uk; [REDACTED]@msn.com;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@educationscotland.gov.scot; [REDACTED];  
**Cc:** [REDACTED]@ed.ac.uk; [REDACTED]@uws.ac.uk;  
[REDACTED]@angusschools.org.uk; [REDACTED]@gmail.com;  
[REDACTED]@eis.org.uk; [REDACTED]@shetland.gov.uk;  
[REDACTED]@glow.sch.uk; [REDACTED]@sga.org.uk;  
**Subject:** Increasing and Retaining Ethnic Minority Teachers workshop - follow up  
resources and feedback request  
**Attachments:** DiTPEW - Increasing Diversity - DC.pptx;BAME Support Into Leadership  
National Network April 251.pptx;Increasing and retaining ethnic  
minority teachers - chair's presentation.pptx;  
**Sent:** 02/05/2025 14:59:59

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Good Afternoon

Many thanks to those of you that were able to attend our workshop on the 23 April, considering the recently published [Increasing and retaining minority ethnic teachers: action guide for local authorities](#) and [Sponsoring Report](#). It was great to see such a breadth of local authorities represented and to hear about the work that's already underway.

We're very conscious that local authorities have been in touch looking for additional support around how to increase the numbers of minority ethnic teachers in their workforce and how to better support those that are already there to ensure that they are empowered to thrive. As such we would greatly appreciate any feedback that you are able to provide on the event. I have collated a very short feedback form which can be found here - [Feedback form](#). We're also considering whether it would be possible to create a professional network between local authorities to consider the Action Guide in additional detail on an ongoing basis and support one another with emerging practice.

We are also scoping whether a follow up session in the second half of 2025 would be helpful and will be in touch in due course.

Below are some links to additional resources that you may find helpful, based on the feedback that we have received to date. Please do not hesitate to get in touch if you have any questions or comments. I have also attached the slide decks from the various speakers.

- [Increasing and retaining minority ethnic teachers: action guide for local authorities](#) – Action Guide for Local Authorities, developed by the Diversity in the Teaching Profession and Education Workforce group  
[Document > Sponsoring for diversity in teacher progression](#) – Sponsoring Report, developed by GTC Scotland  
[Document > Equality and diversity: a guide for teachers](#) – Equality and Diversity: A guide for teachers from GTC Scotland  
[SAMEE - Scottish Association of Minority Ethnic Educators | Scotland Charity](#)

**Kind Regards**

██████████ | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: ██████████ |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

\*\*\*\*\*

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\*\*\*\*\*

Directors of Education  
By email

CC - Scottish Advisory Group on Relationships and  
Behaviour in Schools

17 June 2025

Dear Colleagues,

## **RELATIONSHIPS AND BEHAVIOUR IN SCHOOLS**

We are writing to provide an update on support for teachers and school staff on relationships and behaviour in schools.

We are very mindful of the wider societal contexts which affect children and young people's relationships and behaviours, and participated in the summit on youth violence last week. In this meeting, experts were clear, that ensuring safety, wellbeing and community cohesion is the responsibility of the whole of society. As we are constantly reminded, relationships are key to positive learning environments. It is necessary to understand the reasons children and young people present in the way they do, and to ensure that appropriate support is put in place to support safe, respectful educational environments for all.

The [Behaviour in Scottish Schools Research \(BISSR\)](#) showed that the majority of staff in 2023 perceived that all or most pupils are generally well-behaved around the school and in the classroom. However, to support our education workforce, a range of materials have been developed with partners who have experience in responding to concerns in this area. The latest of these publications are set out below, to help support school-based policies and staff accordingly.

**We would be grateful if you could ensure this information is shared widely with all your schools, headteachers and school leaders.**

## Relationships and behaviour in schools

As part of our continued delivery of the Joint National Action Plan on Relationships and Behaviour in Schools, today new national guidance has been published on:

- [“Fostering a Positive, Inclusive and Safe School Environment guidance”](#).
- ["Guidance on risk assessments for violent, aggressive and dangerous behaviour"](#)

### Fostering a Positive, Inclusive and Safe School Environment guidance

The need for greater clarity around the use of consequences in schools was clearly identified through the [Behaviour in Scottish Schools Research \(BISSR\)](#), our national relationships and behaviour summits, and wider engagement with staff and education stakeholders. In response to these findings, the national action plan on relationships and behaviour in schools included a specific action to develop [new guidance on consequences](#). This guidance has been developed by a subgroup of Scottish Advisory Group on Relationships and Behaviour in Schools (SAGRABIS) and headteachers from the Headteachers Taskforce.

The guidance aims to support education authorities and schools to embed clear, consistent and child-centred approaches to that are responsive to difficult situations as part of their wider relationships and behaviour policies.

Alongside this new publication, it may be useful to remind school colleagues of the guidance [“Included, engaged and involved part 2”](#) which sets out the national approach to the management of school exclusion, recognising its use as a measure of last resort.

### Guidance on risk assessments for violent, aggressive and dangerous behaviour

We recognise that a minority of children display certain behaviour in schools can put them, their peers or school staff at risk. Therefore the national action plan committed to developing [new guidance on risk assessments for violent, aggressive and dangerous behaviour](#). This guidance was developed by Education Scotland’s National Social, Emotional and Behavioural Needs Network and a sub-group of SAGRABIS. Social Work Scotland and Directors of Education were also consulted on this directly given the importance of consistent responses to children across sectors.

The guidance links legislative health and safety risk assessment with the wider risk assessment associated with supporting children who behave in a way that is violent, aggressive, or dangerous. The guidance provides information on processes for both preventing and responding to violent, aggressive, and dangerous behaviour; professional learning to support understanding of the factors underlying certain behaviours including aggression or violence; and teaching and learning resources to support children to develop social and emotional competencies and skills including self-regulation

Risk assessment processes should always be considered in the context of the wider assessment of a child’s needs, support planning processes, and staged intervention.

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

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## Supporting implementation of the guidance

To assist local authorities and schools to implement the new guidance, an initial package of support has been put in place. This includes:

- A comprehensive package of professional learning, delivered by Education Scotland, between August and December 2025, across its 'Keeping Trauma in Mind' and 'Relationships Matter' series of professional learning. Teachers and school staff may particularly wish to note sessions relating to the **new guidance on 27 August** (fostering a positive, inclusive and safe school environment) and **3 September** (risk assessments for violent, aggressive and dangerous behaviour). Staff will be able to sign up via Eventbrite in due course.
- Practical guidance for schools on developing relationships and behaviour policies, including operational guidance for school staff. Available at: [Guidance for developing a local relationships and behaviour policy](#)
- Case studies on approaches to promoting relationships and behaviour in schools, developed by headteachers, will be available on Education Scotland's website in the new school term.

## **Addressing Racism and Racist Incidents in Schools interim guidance**

Interim guidance on "[Addressing Racism and Racist Incidents in Schools](#)" has also been published.

The interim guidance has been developed in partnership with the Racism and Racist Incidents workstream of the Anti-Racism in Education Programme. This interim guidance focuses on addressing racist behaviour experienced by or displayed by pupils, providing information on what constitutes a racist incident, how to differentiate it from bullying, supporting affected children, and responding to those who display racist behaviour. It also includes guidance on recording and monitoring racist incidents and example scenarios. The interim guidance is the first stage in the development of a wider Whole School Approach to preventing and responding to racism and racist incidents in schools, which will be published in early 2026.

## **Support to improve attendance and reduce absence**

Finally, further to the information set out in a previous letter, we have published a [new factsheet](#) that provides a [quick reference guide for school staff on national attendance policy](#). This reflects the current national guidance in [Included, Engaged and Involved Part 1](#) and provides signposting to further information. The national guidance is currently being refreshed and updated guidance will be published by March 2026.

The Scottish Government will also shortly publish updated information on Parent Club about school attendance and include further signposting to additional resources and sources of support for parents and carers. As part of Programme for Government 2025/26 we have also committed to launching a national campaign on attendance in autumn of 2025, to support improved attendance at school. I will share more information on this campaign in due course.

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## Conclusion

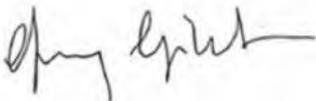
We would encourage you to engage with your teaching and school-based staff, parents and carers, and children and young people to review and, where necessary, update local relationships and behaviour policies during the new academic year. To that end, we would be grateful if you could ensure this information is shared widely with your headteachers, school leaders and wider school communities so that consideration can be given to the guidance. We would also be grateful if you could encourage school staff to take up the professional learning offer from Education Scotland.

We want children, young people and the workforce to feel safe, respected and to have a true sense of belonging. Young people are the experts in their own lives, and play a vital role in positive societal change, and we'd therefore encourage engagement with them in any guidance and policy updates.

We recognise there are a number of pieces of new guidance that have been produced over recent months. Annex A includes a diagram demonstrating how this guidance sits together within the overarching policy on promoting positive relationships and behaviour in schools.

Thank you for your continued leadership in supporting positive relationships and behaviour in our schools and wider communities.  
With very best wishes,

Yours sincerely



**Jenny Gilruth MSP**



**Councillor Tony Buchanan**

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– (Please note my work days are; Tuesday to Friday)

**Stuart McMillan MSP**

**Greenock and Inverclyde Parliamentary Office**  
**26 Grey Place**  
**Greenock**  
**PA15 1YF**  
**01475 720 930**



Sign up for Stuart’s monthly newsletter [HERE](#)  
<https://www.stuartmcmillan.scot/>

P Before you print think about the ENVIRONMENT

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# #121975 Fwd: Urgent Assistance Required Regarding Teacher Training Allocation (Case Ref: MM03009)

<b>Submitted</b>	<b>Received via</b>	<b>Requester</b>
May 20, 2025 at 12:29	Mail	Martin McCluskey MP <martin.mccluskey.mp@parliament.uk>

<b>Group</b>	<b>Assignee</b>	<b>Type</b>	<b>Status category</b>	<b>Ticket status</b>
Tier 10 Information Governance	[REDACTED]	-	Open	Open

**Martin McCluskey MP** May 20, 2025 at 12:29

Good afternoon,

I have been contacted today by my constituent [REDACTED] regarding her allocation to [REDACTED] for [REDACTED] as you can see from the email below, [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

I appreciate your help in this matter, please can you copy [REDACTED]@parliament.uk into any response.

Best regards  
 Martin McCluskey MP  
 Member of Parliament for Inverclyde and Renfrewshire West (Labour)  
 Assistant Government Whip

Constituency Office: Custom House, Custom House Quay, Greenock, PA15 1AL  
 Parliamentary Office: House of Commons, London, SW1A 0AA

From: [REDACTED] <[REDACTED]@gmail.com >  
 Sent: 19 May 2025 18:21  
 To: MCCLUSKEY, martin.mccluskey.mp@parliament.uk  
 Subject: [REDACTED]

Dear [REDACTED]  
 I hope this message finds you well.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- [REDACTED]

[Redacted content]

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# #122374 (Case Ref: SB25911) GTC Registration Renewal - urgent

<b>Submitted</b>	<b>Received via</b>	<b>Requester</b>
May 22, 2025 at 14:51	Mail	Sarah Boyack MSP <sarah.boyack.msp@parliament.scot>

<b>Group</b>	<b>Assignee</b>	<b>Type</b>	<b>Status category</b>	<b>Ticket status</b>
Tier 1 Customer Service	-	-	Open	Open

**Sarah Boyack MSP** May 22, 2025 at 14:51

Good Afternoon

Sarah has been contacted by one of her constituents looking for urgent support to resolve an issue [REDACTED]  
 [REDACTED]  
 [REDACTED]  
 [REDACTED]

Ms [REDACTED]'s consent form is attached.

Kind Regards

[REDACTED]

[REDACTED] | [REDACTED]  
 Office of Sarah Boyack MSP  
 The Scottish Parliament | Edinburgh | EH99 1SP

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---

**From:** ██████████@gov.scot on behalf of CABInbox@gov.scot  
**To:** [CABInbox@gov.scot](mailto:CABInbox@gov.scot)  
**Subject:** Papers and Agenda: Curriculum and Assessment Board Meeting (31) - 05 June 2025  
**Attachments:** [Curriculum and Assessment Board - Draft Minute - 18 March 2025.pdf](#); [HillHead High School - Map.png](#)  
**Sent:** 29/05/2025 15:09:37

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**Follow Up Flag:** Follow up  
**Flag Status:** Completed

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Dear Curriculum and Assessment Board members

We look forward to welcoming you to the next meeting of the Curriculum and Assessment Board on **Thursday 05 June**.

**Time:** 10:00 – 15:00

**Location:** Hillhead High School, 22-44 Oakfield Avenue, Glasgow, G12 8LJ (I have attached a map of the school's location and the closest public transport is Hillhead Subway Station).

Papers for this meeting are attached (18 March Draft Minute), and meeting agenda below.

Curriculum and Assessment Board Meeting - 05 June 2025				
10:00 – 15:00				
Agenda				
Time	Title	Description	Lead	Products
10:00-10:15	Arrival tea/coffee networking (15 mins)			
10:15-10:25	Welcome, introductions, draft minutes from last meeting, 18 March 2025 Housekeeping (10 mins)	Seek agreement from attendees that minutes are an accurate record	██████████ ES	Draft Minute
10:25-11:15	Timeline for Curriculum and Qualifications (50 mins)	Publication - Paper	██████████ SG ██████████ SG	Presentation on the day
11:15- 11:45	Engagement with wider school community (30 mins)	Discussion with teachers and pupils on the senior phase model at Hillhead	Teachers/pupils at Hillhead	Discussion
11:45-12:30	Lunch (45 mins)			
12:30-14:00	Curriculum Improvement Cycle Update (90 mins)	<ul style="list-style-type: none"> <li>• Cross Curricular/Core Competencies</li> <li>• Skills</li> </ul>	██████████ ES ██████████ ES	Presentation on the day
14:00-14:45	Qualifications and Assessment Reform Update (45 mins)	<ul style="list-style-type: none"> <li>• Demonstration of Scotland's Learner Profile</li> <li>• Update from SQA</li> </ul>	<ul style="list-style-type: none"> <li>• ██████████</li> <li>• ██████████ ES,</li> <li>• ██████████</li> <li>• SDS</li> <li>• SQA</li> </ul>	Presentation on the day
14:45-14:55	Education Reform Update (10 mins)	Education (Scotland) Bill	██████████ SG	Verbal update
14:55-15:00	AOB and closing remarks (5 mins)		Chair	

In the meantime, if you have any questions or comments then please email [CABinbox@gov.scot](mailto:CABinbox@gov.scot).

Best wishes,  
Curriculum and Assessment Board Secretariat

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**From:** ██████████@gov.scot  
**To:** [Pauline Stephen](#); [Jennifer Macdonald](#);  
**Cc:** ██████████@gov.scot; ██████████@gov.scot;  
**Subject:** Petitions  
**Sent:** 17/06/2025 11:16:53

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Hi both – I'm assuming you're aware of this. We can discuss this afternoon – we have a template to fill in..

[Abolish the General Teaching Council for Scotland - Petitions](#)

██████████

██████████ | Head of the Education Workforce Unit | Learning Directorate | Scottish Government

Tel: ██████████ | Email: ██████████.██████████@gov.scot

\*\*\*\*\*

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Graeme Logan  
Director of Learning

By email: [DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot)

Date: 21 May 2025



Clerwood House  
96 Clermiston Road  
Edinburgh EH12 6UT  
Tel: 0131 314 6000

Dear Graeme

### **Fitness to Teach Rules review update**

I refer to my letter dated 16 May, in which I advised that we would be publishing the final report of the review that we commissioned the Professional Standards Authority (PSA) to carry out tomorrow. This is still our intention.

I subsequently received an email from [REDACTED], asking if it would be possible to receive an advance copy of report. I am attaching it in confidence now.

I highlighted last week that while the PSA's report highlights areas where we know we want to make improvements, some of the recommendations would need input from others to deliver collective change.

An area that we consider will require Government coordination relates to the report's observations about the variability of employer investigations. Our concerns about employer investigations are well documented. We have always been clear that our statutory role does not include oversight of employer investigative practices and that employers have a critical role in addressing concerns. Our role as a regulator should focus on risk that cannot be managed effectively elsewhere.

This is why our current practice in the majority of cases is to wait for these investigations to conclude before we begin our process.

Although perhaps less relevant to the work of your directorate, you might also be interested to note another area that we will raise directly with the Cabinet Secretary, the Director-General and your colleagues in the Child Protection Unit. This relates to the PSA's observations concerning the relationship of the Fitness to Teach process with other systems and processes, including employer processes. The report highlights the importance of Government renewing stakeholder discussions in relation to gaining clarity of respective roles in the system for child protection and safeguarding, and the need for effective and timely information sharing when a concern is raised about someone working in education.

We consider that this works presents an important opportunity for national collaboration and agreement, however as noted above we believe it will require Government coordination. We would welcome the opportunity to discuss the report and how we can work together to take some of these issues forward.

I have already alerted the liaison group to the planned publication of the report (hence [REDACTED] email) and suggested that we could use the opportunity of our next meeting on 17 June to discuss it further.

Yours sincerely,

[REDACTED]

Jennifer Macdonald  
**Strategic Director**

**From:** [REDACTED]@gov.scot on behalf of  
[ScottishAttainmentChallenge@gov.scot](mailto:ScottishAttainmentChallenge@gov.scot)  
**To:** [ScottishAttainmentChallenge@gov.scot](mailto:ScottishAttainmentChallenge@gov.scot)  
**Subject:** Pupil Equity Funding 2025 Report - Publication  
**Sent:** 14/05/2025 09:31:00

---

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Dear Colleagues

I am writing to inform you of the publication of our *Pupil Equity Funding 2025 Report: Deepening the understanding of how Pupil Equity Funding is improving outcomes for children and young people impacted by poverty, with a focus on tackling the poverty-related attainment gap*.

The Report is due to be published this morning, 14<sup>th</sup> May at 09:30 alongside another related publication: *Evidence and Insights on the Poverty-Related Attainment Gap*. Both publications can be accessed here:

[Pupil Equity Fund report | Scottish Attainment Challenge | Learning in Scotland | Education Scotland](#)

[Evidence and Insights on the Poverty-Related Attainment Gap: An Interactive Resource | Scottish Attainment Challenge | Learning in Scotland | Education Scotland](#)

I would like to take this opportunity to again extend our thanks to all of those involved for your support during this work. We would also be grateful if you can promote and share these resources with your schools/networks.

As you may be aware, as part of this exercise, officials engaged with 129 schools across all 32 local authorities to better understand how Pupil Equity Funding (PEF) is being used. We undertook this engagement in order to share the outstanding work taking place in our schools and communities, supported by PEF, with other headteachers, local authorities and key stakeholders, and how that work is improving the educational outcomes of children and young people/families impacted by poverty.

Along with this report we are planning a new refreshed communications plan in partnership with Education Scotland, alongside a series of Ministerial school visits and events with headteachers and practitioners, to raise the profile of the good practice we have seen in our schools and to promote peer to peer learning between schools and local authorities.

We are also drawing upon this evidence to help inform plans for 2025/26, and the learning from this work will also, alongside ongoing engagement with headteachers, local authorities and stakeholders, help inform options for what any future national policy approaches to closing the poverty-related attainment gap may look like from 2026 onwards.

Headteachers and Local Authorities should be able to access ongoing advice and guidance from the team of Education Scotland Attainment Advisors to maximise improved outcomes for children and young people using their Pupil Equity Funding and other SAC funding.

As you may also be aware, the Cabinet Secretary for Education and Skills has confirmed her intention that the Scottish Attainment Challenge programme (including Pupil Equity Funding for schools, and Strategic Equity Funding and

Care Experienced Children and Young People Funding for local authorities) will continue beyond 2025/26 and into 2026/27.

In connection with this, the Scottish Attainment Challenge, as part of our Call for Evidence, will also be seeking your views and any evidence you may have, about how well the current programme is working, and what new ideas or approaches might help to inform the future of the Scottish Attainment Challenge programme and work to close the poverty-related attainment gap from 2026 onwards. More information on this will follow in due course.

Your continued support for the Scottish Attainment Challenge programme is very much appreciated.

Kind regards  
Scottish Attainment Challenge

**Scottish Attainment Challenge Policy Unit | Scottish Government | E:-  
ScottishAttainmentChallenge@gov.scot**  
**THE SCOTTISH ATTAINMENT CHALLENGE**  
*Tackling educational inequity*



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**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]  
**Subject:** RE: AREP anti-racist commitment - link  
**Sent:** 09/05/2025 14:15:47

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Thanks [REDACTED]. Yes it's [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Sent:** 09 May 2025 13:30  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** RE: AREP anti-racist commitment - link

Very sorry to hear you are Area 2A/B after the great work you have done with AREP. Where are you off to next?

[REDACTED]  
[REDACTED]



**The General Teaching Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Sent:** 08 May 2025 18:42  
**To:** [Khadija.Mohammed@uws.ac.uk](mailto:Khadija.Mohammed@uws.ac.uk); [Pauline Stephen <Pauline.Stephen@gtcs.org.uk>](mailto:Pauline.Stephen@gtcs.org.uk); [REDACTED] <[REDACTED]@gtcs.org.uk>; [REDACTED]@gmail.com; [REDACTED]@crer.org.uk; [REDACTED]@sqa.org.uk; [REDACTED]@ea.edin.sch.uk; [REDACTED]@uws.ac.uk; [REDACTED]@glasgow.gov.uk; [REDACTED]@interculturalyouthscotland.org; [REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk; [REDACTED]@gov.scot; [REDACTED]@stir.ac.uk; [REDACTED]@msn.com; [REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@hotmail.com; [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@uws.ac.uk  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot  
**Subject:** AREP anti-racist commitment - link

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Taskforce Members

I hope you're all well and enjoying the good weather.

Please find attached a link to the anti-racist commitment:

<https://blogs.glowscotland.org.uk/glowblogs/promotingraceequalityandantiracisteducation/scotlands-anti-racism-in-education-commitment/> as ever, I would be grateful if you would share it with as many groups and individuals as possible.

I'll also take the opportunity to let you know [REDACTED]. Hopefully the process will be put in place shortly to recruit to replace me when I go at the end of May. I will still 'speak' with many of you before I finish up, but I would like to take this opportunity to say how much I have enjoyed working with you all over the years. It's no understatement to say that I've learned a lot. I'm sure our paths will cross again (I always worry that sounds more like a threat than a friendly sentiment!)

Kind regards

[REDACTED]

[REDACTED]

[REDACTED]

Workforce, Infrastructure & Digital Division  
Directorate for Learning | Scottish Government  
Area 2B North | Victoria Quay | Edinburgh | EH6 6QQ

T: [REDACTED] | E: [REDACTED]@gov.scot

<https://onescotland.org/equality-themes/advisory-council-women-girls/>

\*\*\*\*\*

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**From:** [REDACTED]@gov.scot  
Khadija.Mohammed@uws.ac.uk; Pauline Stephen; [REDACTED];  
[REDACTED]@gmail.com; [REDACTED]@crer.org.uk;  
[REDACTED] [REDACTED]@sga.org.uk; [REDACTED]@ea.edin.sch.uk;  
[REDACTED] [REDACTED]@uws.ac.uk; [REDACTED] [REDACTED]@glasgow.gov.uk;  
[REDACTED]@interculturalyouthscotland.org; [REDACTED]@gov.scot;  
[REDACTED] [REDACTED]@educationscotland.gov.scot;

**To:** [REDACTED]@educationscotland.gov.scot;  
[REDACTED] [REDACTED]@educationscotland.gov.scot; [REDACTED] [REDACTED]@uws.ac.uk;  
[REDACTED]@scotdec.org.uk; [REDACTED]@gov.scot;  
[REDACTED] [REDACTED]@stir.ac.uk; [REDACTED]@msn.com;  
[REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@hotmail.com; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED] [REDACTED]@uws.ac.uk;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;

**Cc:** [REDACTED]@gov.scot;  
[REDACTED] [REDACTED]@educationscotland.gov.scot;  
[REDACTED] [REDACTED]@educationscotland.gov.scot;

**Subject:** RE: AREP Programme Board - Meeting 26 – Wednesday 26 March 2025  
at 15:30 - agenda and papers

**Attachments:** AREP - workplan - 26 March 2025 - paper 1 - updates 26 Mar.docx

**Sent:** 24/03/2025 11:57:45

---

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Copy to: as above

**AREP Programme Board - Meeting 26 – Wednesday 26 March 2025 at 15:30 - agenda and papers**

Please find attached the agenda and papers for the meeting on **Wednesday 26 March**

Links **contained within the agenda** are as follows:

- The terms of reference (permanently attached as a reference document)
- The minutes of the previous meeting (agenda item 4)

**Not embedded in the agenda but attached to this email** are:

**Paper 1: Agenda item 7:** composite set of sub group actions, outputs and outcomes, which contains all of the programme's ambitions in one place. Sub group updates are contained in the updates and milestones column in tracked changes/different coloured font for ease of reference, and either the sub group lead or chair will provide a verbal update during the meeting.

**Paper 2: Agenda item 9:** at the previous meeting, the board discussed how the AREP board will move in to a new phase where it will have more of focus on monitoring and evaluation of actions as well as identifying specific challenges and how they should be tackled. **Annex A** (page 5) to the original paper provides some guiding questions based on the feedback during the last meeting and from members after that which will help develop that thinking.

Thank you to those who have submitted apologies/are sending a colleague in your place, I'm including you in the email anyway so that you have the papers for information.

Look forward to seeing everyone next week, have a lovely weekend when it comes.

██████.

████████████████████

████████████████████ ████████████████████

Workforce, Infrastructure & Digital Division  
Directorate for Learning | Scottish Government  
Area 2B North | Victoria Quay | Edinburgh | EH6 6QQ

T: ██████████ | E: ██████████@gov.scot

<https://onescotland.org/equality-themes/advisory-council-women-girls/>



\*\*\*\*\*

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**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]  
**Cc:** [REDACTED]@gov.scot  
**Subject:** RE: Correct referencing of GTC Scotland's work  
**Sent:** 25/04/2025 09:40:56

---

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Good Morning [REDACTED]

Thanks for your email and for raising your concerns around the framing of the Sponsoring Report, I apologise for not catching that it had been called a guide in the slide deck as it's something that I know you've raised before. I will discuss again with [REDACTED] and [REDACTED] as to how this can be rectified going forward but am also copying [REDACTED] in for awareness at a Programme Board level in case it's raised next week.

In terms of reference to the author of the Sponsoring Report, I think when [REDACTED] said it was you that she had simply wanted to give you the recognition for an excellent bit of work however we will ensure in future to reference the author as GTC Scotland.

As [REDACTED] advised any event held later in the year would be a DiTPEW badged session and would be organised by the DiTPEW group. The agenda and timing for that session have not yet been discussed or decided, the Co-Chairs had simply suggested that a follow up 6 months later might be useful.

**Kind Regards**

[REDACTED] | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Sent:** 24 April 2025 10:01  
**To:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] ([REDACTED], [REDACTED]@stir.ac.uk) <[REDACTED], [REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@msn.com>  
**Subject:** Correct referencing of GTC Scotland's work

Dear [REDACTED], [REDACTED] and [REDACTED]

I trust you are well and pleased to have completed the work on yesterday's event.

I am writing to raise a concern about the incorrect referencing of GTC Scotland's anti-racist work at the workshop, both verbally and in the slides. Specifically, reference to our report on Sponsoring as a 'guide' and incomplete/inaccurate referencing of the findings of our equality survey of provisionally registered teachers. Please also note that the author of the reports is GTC Scotland.

Colleagues, this issue is important to us because we believe that the correct framing and referencing of our work gives the best chance of it having the impact it deserves, and therefore the positive outcomes we all want.

Pauline and I have asked for care with these points at Programme Board, at DiTPEW meetings, in the minutes of January's DiTPEW meeting and in writing on 29 January. I am therefore dismayed and frustrated, and insist on the correct referencing of GTC Scotland's work. Please be assured I am happy to help with this.

Can I also clarify if the October event is another DiTPEW-led one?

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]  
**Subject:** RE: DiTPEW - draft minutes - March 2025  
**Sent:** 02/04/2025 11:59:57

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Thanks [REDACTED], will amend!

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Sent:** 01 April 2025 14:18  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** RE: DiTPEW - draft minutes - March 2025

No comments from me. Tiny detail but please note my correct job title below.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Sent:** 01 April 2025 13:13  
**To:** [REDACTED]@stir.ac.uk; [REDACTED]@msn.com; [REDACTED]@educationscotland.gov.scot; [REDACTED] <[REDACTED]@gtcs.org.uk>; [REDACTED]@ed.ac.uk; [REDACTED]@uws.ac.uk; [REDACTED]@angusschools.org.uk; [REDACTED]@gmail.com; [REDACTED]@sqa.org.uk; [REDACTED]@eis.org.uk; [REDACTED]@shetland.gov.uk; [REDACTED]@glow.sch.uk; [REDACTED]@gov.scot  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot  
**Subject:** DiTPEW - draft minutes - March 2025

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Good Afternoon all

Please find attached the draft minutes from last week's meeting of the DiTPEW subgroup.

**Kind Regards**

██████████ | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: ██████████ |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

\*\*\*\*\*  
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**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]  
**Cc:** [REDACTED]@stir.ac.uk; [REDACTED]@msn.com;  
**Subject:** RE: DiTPEW Agenda  
**Sent:** 04/06/2025 11:20:38

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Thanks [REDACTED].

I can certainly see if there's someone who would be able to give an update.

**Kind Regards**

[REDACTED]  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Sent:** 04 June 2025 11:19  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Cc:** [REDACTED] ([REDACTED]@stir.ac.uk) <[REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@msn.com>  
**Subject:** DITPEW Agenda

Hi [REDACTED]

I would like to suggest an item for the agenda at the next meeting (could be included under AOB?).

Could SG give us an update on the review of the Teacher Induction Scheme. I totally understand that it's early days and that there may be still a lot to decide re format, timing, scope, etc.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## 60 years of Trusted Teaching

As we [REDACTED] the 60th anniversary of GTC Scotland, we look ahead to the Scottish election and the coordinated action we need to ensure Trusted Teaching



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**From:** [REDACTED]@gov.scot  
**To:** [REDACTED], [REDACTED]@stir.ac.uk; [REDACTED]@gov.scot;  
[REDACTED]@msn.com;  
**Cc:** [REDACTED]@gov.scot  
**Subject:** RE: Facilitators note - DITPEW Action Guide workshop  
**Sent:** 22/04/2025 16:13:23

---

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Hi [REDACTED],

The agenda, as attached to the invite is below. This may be subject to slight adjustment on the day as one of our speakers is unfortunately unwell.

10:00 – 10:15 – Opening remarks from working group Co-Chairs  
10:15 – 10:20 – Extract from the General Teaching Council for Scotland's Sponsoring Report Video  
10:20 – 10:35 – Speaker One  
10:35 – 10:50 – Speaker Two  
10:50 – 11:05 – Speaker Three  
11:05 – 11:20 – Q&A  
11:20 – 12:00 – Breakout rooms to discuss aspects of the action guide  
12:00 – 12:20 – Feedback from breakout rooms and further Q&A  
12:20 – 12:30 – Closing remarks

### Kind Regards

[REDACTED] | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

### Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Sent:** 22 April 2025 16:02  
**To:** [REDACTED] <[REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]@msn.com  
**Cc:** [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** RE: Facilitators note - DiTPEW Action Guide workshop

Thanks, can I ask again for timings to be shared with me? How many times are there going to be break out rooms, for how long, and at which point?

[REDACTED]  
[REDACTED]



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



### Professional ethics in teaching video

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**From:** [REDACTED] <[REDACTED]@stir.ac.uk>  
**Sent:** 22 April 2025 13:11  
**To:** [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED] <[REDACTED]@gtcs.org.uk>; [REDACTED]@msn.com  
**Cc:** [REDACTED]@gov.scot  
**Subject:** Re: Facilitators note - DITPEW Action Guide workshop

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Yes, it's on the presentation, but here's the link below:

[https://padlet.com/\[REDACTED\]/ditpew-action-guide-responses-ahhpx7n7od7t4t5p](https://padlet.com/[REDACTED]/ditpew-action-guide-responses-ahhpx7n7od7t4t5p)

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]er

[REDACTED]  
[REDACTED]

---

**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Sent:** 22 April 2025 13:04  
**To:** [REDACTED] <[REDACTED]@stir.ac.uk>; [REDACTED]@gov.scot <[REDACTED]@gov.scot>; [REDACTED]@gtcs.org.uk <[REDACTED]@gtcs.org.uk>; [REDACTED]@msn.com <[REDACTED]@msn.com>  
**Cc:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Subject:** RE: Facilitators note - DITPEW Action Guide workshop

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Will I have access to the padlet too in the event that [REDACTED] is delayed (as per his email below)?

[REDACTED]  
[REDACTED]  
Workforce, Infrastructure & Digital Division  
Directorate for Learning | Scottish Government

Area 2B North | Victoria Quay | Edinburgh | EH6 6QQ

T: [REDACTED] | E: [REDACTED]@gov.scot

<https://onescotland.org/equality-themes/advisory-council-women-girls/>

---

From: [REDACTED] <[REDACTED]@stir.ac.uk>

Sent: 22 April 2025 12:51

To: [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]@gtcs.org.uk; [REDACTED]@msn.com

Cc: [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>

Subject: Re: Facilitators note - DITPEW Action Guide workshop

Hi [REDACTED]

I'll go through the format of the break out rooms before we split up. As a facilitator you should have a copy of the key points from the action guide and the set of questions in relation to which part of the guide your group is focusing on, so these can be shared within your group (emailed our previously).

The questions are a guide to open discussions. Only you as the facilitator will have access to the padlet, so you will record the relevant responses there, which you will then share in our feedback session after the breakout rooms.

Hope that helps.

[REDACTED]

[REDACTED]

[REDACTED]

---

From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>

Sent: 22 April 2025 12:41

To: [REDACTED]@gtcs.org.uk <[REDACTED]@gtcs.org.uk>; [REDACTED]@msn.com <[REDACTED]@msn.com>; [REDACTED] <[REDACTED]@stir.ac.uk>

Cc: [REDACTED]@gov.scot <[REDACTED]@gov.scot>; [REDACTED]@gov.scot <[REDACTED]@gov.scot>

Subject: RE: Facilitators note - DITPEW Action Guide workshop

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---

Hi [REDACTED],

Just copying [REDACTED] as my understanding (I'm just back from leave myself after a week) is that she will cover this ahead of the breakout rooms in her presentation but that Padlet will be used by the facilitator simply to capture the conversation so that it can be fed back and so that we have a record of what was raised/discussed.

The questions are there to guide the conversation, and to assist with facilitating discussions should they dry up a bit. [REDACTED] [REDACTED], any preference as to whether the questions are worked through in turn?

**Kind Regards**

[REDACTED] | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Sent:** 22 April 2025 12:09  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Cc:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** RE: Facilitators note - DITPEW Action Guide workshop

Hi [REDACTED]

That's fine. Can someone send me all the timings? Have we to go through the relevant questions from the guide and are we just reading them out? And how is the Padlet to be used? Sorry if I have missed this, I am still catching up with holiday emails.

I will be joining from GTCS office as I am attending another meeting after that. I'm dropping off my car for repair beforehand but am getting a courtesy car. Maybe just as well to be on stand-by, [REDACTED], just in case there is a delay.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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**From:** ██████████@gov.scot <██████████@gov.scot>  
**Sent:** 17 April 2025 16:47  
**To:** ██████████ <██████████@gtcs.org.uk>  
**Cc:** ██████████@gov.scot; ██████████@gov.scot  
**Subject:** FW: Facilitators note - DiTPEW Action Guide workshop

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Hi ██████████,

You'll see I've just sent this email re facilitating a breakout room at Wednesday's DiTPEW event. I know you're on annual leave at the moment so haven't confirmed if you can facilitate a room, but I wanted to make sure you had access to the document for coming back. If you're unable to facilitate, no worries as ██████████ will do so instead.

Many thanks,

██████████

---

**From:** ██████████  
**Sent:** 17 April 2025 16:44  
**To:** ██████████@stir.ac.uk; ██████████ <██████████@msn.com>; ██████████ <██████████@uws.ac.uk>; ██████████ <██████████@eis.org.uk>  
**Cc:** ██████████ <██████████@gov.scot>; ██████████ <██████████@gov.scot>; ██████████@gtcs.org.uk  
**Subject:** Facilitators note - DiTPEW Action Guide workshop

Good afternoon all,

Thank you for agreeing to facilitate one of the breakout rooms at next Wednesday's DiTPEW Action Guide workshop. Please see attached a facilitators note document which contains details re each group's facilitator, members, topic, key points and questions to discuss. There is also a link to the Padlet to record your discussion notes.

If you have any questions, please let me know (CCing ██████████). Due to the bank holiday weekend, I will respond to any questions as soon as possible on Tuesday.

Many thanks,

██████████ (she/her)  
██████████ - Equalities in Education  
Workforce, Infrastructure and Digital Division  
Learning Directorate | Education & Justice  
Victoria Quay | Edinburgh  
██████████@gov.scot

\*\*\*\*\*

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The University of Stirling is a charity registered in Scotland, number SC 011159

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**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]  
**Cc:** [REDACTED]@msn.com; [REDACTED]; [REDACTED]@stir.ac.uk;  
**Subject:** RE: Fitness to Teach rules review: responses to our call for views  
**Sent:** 27/05/2025 08:53:26

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Many thanks for this [REDACTED],

I'm going to give it a read this morning but conscious other members may not get a chance to. Do you think its worth covering under AOB this afternoon when we meet?

**Kind Regards**

[REDACTED]  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>

**Sent:** 22 May 2025 16:13

**To:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@msn.com>; [REDACTED] <[REDACTED]@educationscotland.gov.scot>; [REDACTED] <[REDACTED]@ed.ac.uk>; [REDACTED] <[REDACTED]@uws.ac.uk>; [REDACTED] <[REDACTED]@angusschools.org.uk>; [REDACTED] <[REDACTED]@gmail.com>; [REDACTED] <[REDACTED]@eis.org.uk>; [REDACTED] <[REDACTED]@shetland.gov.uk>; [REDACTED] <[REDACTED]@glow.sch.uk>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@sqa.org.uk>

**Subject:** Fitness to Teach rules review: responses to our call for views

Dear all

Today, we have given [an update on our review of the Fitness to Teach rules](#). We issued a call for views on general themes surrounding the rules and processes such as experiences of participating in the Fitness to Teach process and the interpretation and application of the rules.

The call for views took place between 13 September to 12 November 2024, as part of our discovery and analysis phase. We will use the information to inform how we proceed in the second phase of the project. There will be opportunities to provide further input on the detail of the proposed changes as the review progresses.

[Read a summary of responses to the call for views](#)

As DiTPEW members, you may be particularly interested in section 2.4.4 (p11) and section 2.5 (p12 & 13).

We are grateful for the feedback we received from the DiTPEW group.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]



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## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]  
**Subject:** RE: For comment - follow up email to workshop attendees  
**Sent:** 02/05/2025 14:53:11

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Thanks [REDACTED].

Apologies I had remembered to change the name of the Sponsoring Report but didn't catch that line. Will update it before it's sent out.

## Kind Regards

[REDACTED] | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Sent:** 02 May 2025 14:32  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Cc:** [REDACTED] <[REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@msn.com>  
**Subject:** RE: For comment - follow up email to workshop attendees

Dear [REDACTED]

As per previous discussions, please amend slide 3 of the *'Increasing and Retaining Minority Ethnic Teachers - Chair's presentation'* PowerPoint to correctly report a concerning finding in our survey:

**From:**  
GTCS Equality survey (2024) showed 30% of BME probationers cited experiencing racism, prejudice and discrimination

**To:**  
GTCS Equality survey (2024) showed 30% of [REDACTED] and minority ethnic provisionally registered teachers cited experiencing bullying, harassment, racism, or discrimination

The survey link seems to be working fine for me.

Have a lovely weekend, everyone.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]



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## Professional ethics in teaching video

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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>

**Sent:** 30 April 2025 16:15

**To:** [REDACTED]@stir.ac.uk; [REDACTED]@msn.com; [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED] <[REDACTED]@gtcs.org.uk>; [REDACTED]@ed.ac.uk; [REDACTED]@uws.ac.uk; [REDACTED]@angusschools.org.uk; [REDACTED]@gmail.com; [REDACTED]@eis.org.uk; [REDACTED]@shetland.gov.uk; [REDACTED]@glow.sch.uk; [REDACTED]@sqa.org.uk

**Subject:** For comment - follow up email to workshop attendees

**Importance:** High

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Good Afternoon all,

I propose sending the below email and embedded links to attendees of the workshop on the 23 April. Please let me know by close of business on Friday 02 May if you have any comments on the below and I will reflect this when I send out. Please do flag any links or resources that you would like me to signpost. Can I also please get you to check that the link to the feedback form works for you?

Good Afternoon

Many thanks to those of you that were able to attend our workshop on the 23 April, considering the recently published [Increasing and retaining minority ethnic teachers: action guide for local authorities](#) and [Sponsoring Report](#). It was great to see such a breadth of local authorities represented and to hear about the work that's already underway.

We're very conscious that local authorities have been in touch looking for additional support around how to increase the numbers of minority ethnic teachers in their workforce and how to better support those that are already there to ensure that they are empowered to thrive. As such we would greatly appreciate any feedback that you are able to provide on the event. I have collated a very short feedback form which can be found here - [Feedback form](#). We're also considering whether it would be possible to create a professional network between local authorities to consider the Action Guide in additional detail on an ongoing basis and support one another with emerging practice.

We are also scoping whether a follow up session in the second half of 2025 would be helpful and will be in touch in due course.

Below are some links to additional resources that you may find helpful, based on the feedback that we have received to date. Please do not hesitate to get in touch if you have any questions or comments. I have also attached the slide decks from the various speakers.

- [Increasing and retaining minority ethnic teachers: action guide for local authorities](#) – Action Guide for Local Authorities, developed by the Diversity in the Teaching Profession and Education Workforce group  
[Document > Sponsoring for diversity in teacher progression](#) – Sponsoring Report, developed by GTC Scotland

[Document > Equality and diversity: a guide for teachers](#) – Equality and Diversity: A guide for teachers from GTC Scotland  
[SAMEE - Scottish Association of Minority Ethnic Educators | Scotland Charity](#)

**Kind Regards**

██████████ | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: ██████████ |

**Co-Chair of the Scottish Government’s Mental Health and Wellbeing Committee**

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**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]  
**Subject:** RE: For comment/awareness by 10 April - RRI Interim Guidance  
**Sent:** 09/04/2025 15:18:44

---

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That's ideal thanks [REDACTED]

## Kind Regards

[REDACTED] | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED]

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Sent:** 09 April 2025 12:58  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** RE: For comment/awareness by 10 April - RRI Interim Guidance

Great. I'll give you a call around 10?

[REDACTED]  
[REDACTED]



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Sent:** 09 April 2025 12:14  
**To:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Subject:** RE: For comment/awareness by 10 April - RRI Interim Guidance

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Hi [REDACTED],

Yes absolutely. I'm off tomorrow but around Friday if you are?

## Kind Regards

██████████ | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: ██████████ |

### Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee

---

**From:** ██████████ <██████████@gtcs.org.uk>  
**Sent:** 09 April 2025 12:12  
**To:** ██████████ <██████████@gov.scot>  
**Subject:** RE: For comment/awareness by 10 April - RRI Interim Guidance

Hi ██████████

Could we have a really quick phone call for me to expand on one of my points?  
This week would suit best, or week after next (I am on annual leave w/b 14 April)

Kind regards,

██████████

██████████

██



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**From:** ██████████@gov.scot <██████████@gov.scot>  
**Sent:** 07 April 2025 13:41  
**To:** ██████████@educationscotland.gov.scot; ██████████ <██████████@gtcs.org.uk>;  
██████████@ed.ac.uk; ██████████@uws.ac.uk; ██████████@angusschools.org.uk; ██████████@gmail.com;  
██████████@sqa.org.uk; ██████████@eis.org.uk; ██████████@shetland.gov.uk;  
██████████@glow.sch.uk; ██████████@gov.scot  
**Cc:** ██████████@stir.ac.uk; ██████████@msn.com; ██████████@gov.scot; ██████████@gov.scot

**Subject:** For comment/awareness by 10 April - RRI Interim Guidance

**Importance:** High

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Good Afternoon all

Further to our discuss at the last DiTPEW meeting, the RRI group have worked to refine the interim guidance document. The attached is the latest version that has been shared with both the RRI group and the Programme Board. [REDACTED] has already very helpfully fed back as a member of the RRI group (comments at the bottom of this email as they reflect what we might want to say) but it would be useful to have any further comments from a DiTPEW perspective so that I can feed them in by the RRI group's deadline of **10 April**. I know for instance that some of the links I had given them aren't yet included so I will make sure to do that.

Can you please send me comments by midday on 10 April and I will feed them back to the RRI Group.

[REDACTED]'s comments:

[REDACTED]

**Kind Regards**

[REDACTED] | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

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**From:** [REDACTED]@[educationscotland.gov.scot](mailto:[REDACTED]@educationscotland.gov.scot)  
**To:** [REDACTED]  
**Subject:** RE: GTCS Standard for Middle Leadership event 2025  
**Sent:** 01/04/2025 16:15:14

---

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Thanks [REDACTED]. Hopefully having a long list doesn't prove too much of an issue!

Hope all is good with you and yours,

[REDACTED]

Best wishes / Durachdan

[REDACTED] |she/her| Lead Specialist - Middle Leadership | Education Scotland | Foghlam Alba

My working days are currently Mon-Wed and Friday. I am working from home and can be reached on [REDACTED]

Email: [REDACTED] [@educationscotland.gov.scot](mailto:[REDACTED]@educationscotland.gov.scot) | Twitter: [REDACTED]

[Click here to check out our 2024-25 professional learning offer](#)

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**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>

**Sent:** 01 April 2025 10:35

**To:** [REDACTED] <[REDACTED]@educationscotland.gov.scot>

**Subject:** RE: GTCS Standard for Middle Leadership event 2025

Thanks, [REDACTED]. I will add these into the long list. Good to hear from you.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]



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## Professional ethics in teaching video

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**From:** [REDACTED] [@educationscotland.gov.scot](mailto:[REDACTED]@educationscotland.gov.scot) <[REDACTED]@educationscotland.gov.scot>

**Sent:** 31 March 2025 13:28

**To:** [REDACTED] <[REDACTED]@gtcs.org.uk>

**Cc:** [REDACTED] [@educationscotland.gov.scot](mailto:[REDACTED]@educationscotland.gov.scot)

**Subject:** RE: GTCS Standard for Middle Leadership event 2025

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Hi [REDACTED],

Good to hear from you. I sent on your email to [REDACTED] (copied in) who leads on our middle leadership work. [REDACTED] replied with the info below but would be very happy to link up with you if that would be helpful.

Hi [REDACTED],

I would tend to think these would make sense this year given CIC:

- 2.1.3 Have an enhanced and critically informed understanding of Curriculum
- 3.1.1 Support the design and provision of a curriculum informed by theoretical principles of curriculum design and purposes of education
- 3.1.2 Enable and sustain a coherent approach to the development and improvement of curriculum practices (including pedagogy and assessment) in line with agreed strategic and operational priorities
- 3.1.3 Enable and sustain processes which actively promote professional dialogue, critical reflection and collegial practice as a way of evaluating and enhancing curriculum practices (including pedagogy and assessment practices) and wellbeing

I think the professional value of Social Justice would also be worth spending time on in relation to the rise in learner needs and rise/no change (depending where you read!) in child poverty and the PRAG. Closing the gap isn't just about 'add-on' interventions like breakfast clubs but in everyday pedagogical practice and social justice dispositions.

Hope that helps,

[REDACTED]

Best wishes,

[REDACTED]

---

[REDACTED] | He/Him| [REDACTED]  
Professional Learning and Leadership Team  
Education Scotland | Foghlam Alba

---

Mob: [REDACTED]  
Twitter: @[REDACTED] [REDACTED]1  
Email: [REDACTED]@education.scot.nhs.uk  
Web: [education.gov.scot](http://education.gov.scot) | [professionallearning.education.gov.scot](http://professionallearning.education.gov.scot)

Click here to access our [digital brochure](#)

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Sent:** Wednesday, March 26, 2025 10:21 AM  
**To:** [REDACTED] <[REDACTED]@education.scot.nhs.uk>  
**Subject:** GTCS Standard for Middle Leadership event 2025

Dear [REDACTED]

I hope you are doing well.

**I'm writing to ask you for the PLL team's suggestions of areas of the Standard for Middle Leadership which might provide the focus for our work this year.**

We are in the early stages of planning a video or event for registrants focused on the Standard for Middle Leadership, most likely being hosted in November this year.

In 2024, we gathered intelligence regarding which area of the Standard it would be useful to focus on, which is why [political insight](#) was the subject of our work last year. The focus of the [2023 event](#) was education reform and the role that middle leaders can play in it.

I'd be very grateful if you have any thoughts or suggestions regarding which area(s) of [the Standard](#) it would be useful to concentrate on. Alternatively, it may be a more general topic which could be explored through the lens of the SfML. This may be informed through your research work or your experience of working with existing/aspiring middle leaders.

We hope to gather in suggestions and whittle these down to two or three choices which we will ask registrants to choose from.

Please let me know if you have any thoughts.

Kind regards,

█

█

█



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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\*\*\*\*\*

**From:** [REDACTED]@gov.scot  
[REDACTED]@gov.scot; Khadija.Mohammed@uws.ac.uk; Pauline Stephen; [REDACTED]; [REDACTED]@gmail.com; [REDACTED]@crer.org.uk; [REDACTED] [REDACTED]@sga.org.uk; [REDACTED]@ea.edin.sch.uk; [REDACTED] [REDACTED]@uws.ac.uk; [REDACTED] [REDACTED]@glasgow.gov.uk; [REDACTED]@interculturalyouthscotland.org; [REDACTED]@gov.scot; [REDACTED] [REDACTED]@educationscotland.gov.scot;

**To:** [REDACTED]@educationscotland.gov.scot; [REDACTED] [REDACTED]@educationscotland.gov.scot; [REDACTED] [REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk; [REDACTED]@gov.scot; [REDACTED] [REDACTED]@stir.ac.uk; [REDACTED]@msn.com; [REDACTED]@educationscotland.gov.scot; [REDACTED]@hotmail.com; [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED] [REDACTED]@uws.ac.uk;

**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot;

**Subject:** RE: HMI: New inspection models for schools - response re anti-racism and the curriculum

**Sent:** 26/03/2025 17:12:24

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Hi all, please see the response from the curriculum workstream regarding the HMI: New Inspection Model for Schools consultation on behalf of the SubGroup in case it's useful to see or refer to.

Key points were that there should be intent signalled upfront that anti-racism will be an important new factor in a revised HMI model. And that representation is fundamental to meaningful engagement - with established AREP groups as well as the much wider education and anti-racism sector.

██████

**From:** ██████ <██████@gov.scot>

**Sent:** 28 February 2025 15:45

**To:** ██████ <██████@educationscotland.gov.scot>

**Cc:** ██████ <██████@educationscotland.gov.scot>;

██████ <██████@educationscotland.gov.scot>; ██████

<██████@gov.scot>; ██████ <██████@gov.scot>; ██████

██████ <██████@gov.scot>; ██████

<██████@gov.scot>; ██████

<██████@gov.scot>; ██████

<██████@gov.scot>

**Subject:** RE: HMI: New inspection models for schools - response re anti-racism and the curriculum

Hi ██████, many thanks for inviting comments on this in the context of the anti-racism and curriculum reform workstream.

I've noted below some key thoughts in relation to the particular questions posed and the wider overview and approach of the engagement plans. It would be useful to discuss at some point from a broader perspective of embedding racial literacy and cultural competency into the process and I've included colleagues that have likely been approached separately by you but might form a useful group in providing collective support and insight on this matter.

I've kept things pretty concise given the early stage and what I think you're looking for right now but I would be really keen to reinforce the message that anti-racism should be articulated from the outset and that 'we' (SG and education partners) have an important role in creating the right environment on this matter. First Minister, 30 January 2025: While antiracism is everybody's job, senior leaders have a particular duty to set standards, and to create cultures within school communities that are truly antiracist. And they must be supported by Government in doing so. We must recognise the institutional and interpersonal barriers that exist, holding too many children and young people back from living freely in their full potential.

Best wishes, ██████

#### Overall points in relation to approach

A welcome reference to a process of 'stepping forward into growth' at the outset from the Abraham Maslow quotation which would encompass I would hope a clear articulation of the key issues raised in education discourse over recent years and captured in the National Discussion consultation and

subsequent report, All Learners Matter. The report's three guiding themes capture the expectations of the AREP Curriculum Reform Sub Group, in particular **Inclusive** - The Scottish education system will value, respect, recognise, and represent the diversity of all children and young people, and provide equitable educational experiences and opportunities for all learners – along with a range of further associated points articulated through the report of the National Discussion, amplifying the importance of a children's rights-based and inclusive approach that addresses structural barriers and embeds key aspects of social justice and learning for sustainability as a core aspect of 'educating our future'.

The engagement process structure contains the standard approaches to engagement and it will be essential that this is underpinned with a clear plan for ensuring meaningful engagement and opportunities for influence from [REDACTED] and Minority Ethnic leaders, educators, learners, parents and carers and the wider community. Ideally this would be underpinned by a statement of intent at the outset that recognising and taking action to ensure an anti-racism approach was built into planning and outcomes in a measurable way. Diversity should be explicitly added to the listening and understanding phase with a commitment to racial and cultural diversity.

#### Response to key questions

- *What are the principles on which a new schools framework should be developed? Are there any unintended consequences/challenges of the existing framework that need to be addressed? How might we overcome these? What are the key features of effective inspection models that we should be considering? To what extent to existing models create unintended consequences, challenges or missed opportunities? How might these be overcome?*

Suggest that inclusion/inclusive be included as a principle in line with the guiding principles proposed by Ken Muir in his report All Learners Matter. Assuming the rationale and purpose of this (including legislative requirements through the Equality Act, UNCRC etc as well as policy drivers) was clearly set out then this would address unintended challenges in the existing framework.

- *What key features should we evaluate within curricular areas? What challenges might we face in inspecting curricular areas and how might we overcome these?*

This would be better reflected though fuller engagement with the education sector but the anti-racism curriculum group and their networks have so far identified a need which is articulated in the [Breaking the Mould](#) anti-racism curriculum principles. The opportunity to explore this through the engagement process would be welcome.

**From:** [REDACTED] <[REDACTED]@educationscotland.gov.scot>

**Sent:** 17 February 2025 15:52

**To:** [REDACTED] <[REDACTED]@gov.scot>

**Subject:** HMI: New inspection models for schools

[REDACTED]

His Majesty's Inspectorate for Education (HMI) are at the very early stages of revising our approach to inspection of schools. We recognise that in leading the AREP Curriculum subgroup you will have a keen interest in the improvement of schools, and have ongoing links with HMI. As part of the beginning of this process we are engaging widely with stakeholders to get their general thoughts around the principles and key areas we need to think about in this work. This is not a formal consultation, but rather reaching out to get initial stakeholder thoughts on the scope and direction of the work. We would appreciate hearing your early thoughts. The attached note outlines the process and key questions. We are not anticipating at this early stage that you would need to consult with members, but would appreciate your initial thoughts as Curriculum lead.

If you are able to share your views, please let me know what would be most convenient.

- A half hour/hour online meeting (which we can set up with a reply to this email),
- Completion of an on line Microsoft Form which outlines the key questions [HM Inspectors - stakeholder engagement phase 1 - January 2025](#) or
- Sending an email to the dedicated email address [HMIInspectorateSchoolFrameworkReview@educationscotland.gov.scot](mailto:HMIInspectorateSchoolFrameworkReview@educationscotland.gov.scot)

The particular areas we would like views on are,

- What are the principles on which a new schools framework should be developed? Are there any unintended consequences/challenges of the existing framework that need to be addressed? How might we overcome these?
- What are the key features of effective inspection models that we should be considering? To what extent to existing models create unintended consequences, challenges or missed opportunities? How might these be overcome?
- What key features should we evaluate within curricular areas? What challenges might we face in inspecting curricular areas and how might we overcome these?

This is an early opportunity to contribute to our initial thinking, but there will be others as the process progresses.

I would be grateful to hear from you on whether you feel able to share your initial thoughts by the end of February.

Many thanks,

██████████

████████████████████ | HM Inspector | **Education Scotland** | Foghlam Alba  
████████████████████

Denholm House, Livingston, EH54 6GA  
An Optima, 58 Sràid Robastan, Glaschu, G2 8DU  
[www.education.gov.scot](http://www.education.gov.scot)

---

**From:** [REDACTED] <[REDACTED]@gov.scot>  
**Sent:** 24 March 2025 11:57  
**To:** Khadija.Mohammed@uws.ac.uk; Pauline Stephen <Pauline.Stephen@gtcs.org.uk>; [REDACTED]@gtcs.org.uk; [REDACTED] <[REDACTED]@gmail.com>; [REDACTED] <[REDACTED]@crer.org.uk>; [REDACTED] <[REDACTED]@sqa.org.uk>; [REDACTED]@ea.edin.sch.uk; [REDACTED] <[REDACTED]@uws.ac.uk>; [REDACTED]@glasgow.gov.uk; [REDACTED]@interculturalyouthscotland.org; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@educationscotland.gov.scot>; [REDACTED] <[REDACTED]@educationscotland.gov.scot>; [REDACTED] <[REDACTED]@educationscotland.gov.scot>; [REDACTED] <[REDACTED]@uws.ac.uk>; [REDACTED] <[REDACTED]@scotdec.org.uk>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@msn.com>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@educationscotland.gov.scot>; [REDACTED] <[REDACTED]@hotmail.com>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@uws.ac.uk>  
**Cc:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@educationscotland.gov.scot>; [REDACTED] <[REDACTED]@educationscotland.gov.scot>  
**Subject:** RE: AREP Programme Board - Meeting 26 – Wednesday 26 March 2025 at 15:30 - agenda and papers

Morning everyone

Please find attached an updated paper 1 (sub group action plan) with additional updates for Curriculum Reform. I would suggest using this attachment instead of the one I sent on Friday, as it has all the updates in one place.

Best wishes

[REDACTED]

[REDACTED]

[REDACTED]

Workforce, Infrastructure & Digital Division  
Directorate for Learning | Scottish Government  
Area 2B North | Victoria Quay | Edinburgh | EH6 6QQ

T: [REDACTED] | E: [REDACTED]@gov.scot

<https://onescotland.org/equality-themes/advisory-council-women-girls/>

---

**From:** [REDACTED]  
**Sent:** 21 March 2025 16:12  
**To:** [Khadija.Mohammed@uws.ac.uk](mailto:Khadija.Mohammed@uws.ac.uk); Pauline Stephen <[Pauline.Stephen@gtcs.org.uk](mailto:Pauline.Stephen@gtcs.org.uk)>;  
[REDACTED]@gtcs.org.uk; [REDACTED] <[REDACTED]@gmail.com>; [REDACTED]  
<[REDACTED]@crer.org.uk>; [REDACTED] <[REDACTED]@sga.org.uk>;  
[REDACTED]@ea.edin.sch.uk; [REDACTED] <[REDACTED]@uws.ac.uk>;  
[REDACTED]@glasgow.gov.uk; [REDACTED]@interculturalyouthscotland.org; [REDACTED]  
[REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; [REDACTED]@uws.ac.uk; [REDACTED]  
[REDACTED] <[REDACTED]@scotdec.org.uk>; [REDACTED] <[REDACTED]@gov.scot>;  
[REDACTED] <[REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@msn.com>;  
[REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
<[REDACTED]@hotmail.com>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
[REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@uws.ac.uk>  
**Cc:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
[REDACTED] <[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>

**Subject:** AREP Programme Board - Meeting 26 – Wednesday 26 March 2025 at 15:30 - agenda and papers

Dear AREP Board members

Copy to: as above

**AREP Programme Board - Meeting 26 – Wednesday 26 March 2025 at 15:30 - agenda and papers**

Please find attached the agenda and papers for the meeting on **Wednesday 26 March**

Links **contained within the agenda** are as follows:

- The terms of reference (permanently attached as a reference document)
- The minutes of the previous meeting (agenda item 4)

**Not embedded in the agenda but attached to this email** are:

**Paper 1: Agenda item 7:** composite set of sub group actions, outputs and outcomes, which contains all of the programme's ambitions in one place. Sub group updates are contained in the updates and milestones column in tracked changes/different coloured font for ease of reference, and either the sub group lead or chair will provide a verbal update during the meeting.

**Paper 2: Agenda item 9:** at the previous meeting, the board discussed how the AREP board will move in to a new phase where it will have more of focus on monitoring and evaluation of actions as well as identifying specific challenges and how they should be tackled. **Annex A** (page 5) to the original paper provides some guiding questions based on the feedback during the last meeting and from members after that which will help develop that thinking.

Thank you to those who have submitted apologies/are sending a colleague in your place, I'm including you in the email anyway so that you have the papers for information.

Look forward to seeing everyone next week, have a lovely weekend when it comes.

██████.

████████████████████

████████████████████ ████████████████████

Workforce, Infrastructure & Digital Division  
Directorate for Learning | Scottish Government  
Area 2B North | Victoria Quay | Edinburgh | EH6 6QQ

T: ██████████ | E: ██████████@gov.scot

<https://onescotland.org/equality-themes/advisory-council-women-girls/>

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**From:** [REDACTED]  
**To:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
**Subject:** RE: LfS Action Plan - May 2025 Update - Action by 28 May  
**Attachments:** [SG LfS update May 2025.docx](#)  
**Sent:** 20/05/2025 14:18:00

---

Hello [REDACTED],  
Thanks for getting in touch and welcome to your new role.  
We provided an update for the last meeting and I also said a few words at the meeting.  
I have attached this here.  
Best wishes,  
[REDACTED]

[REDACTED]

[REDACTED]



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## Professional ethics in teaching video

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**From:** [REDACTED] <[REDACTED]@gov.scot> <[REDACTED]@gov.scot>  
**Sent:** 20 May 2025 13:50  
**To:** [REDACTED] <[REDACTED]@gtcs.org.uk>; [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Subject:** LfS Action Plan - May 2025 Update - Action by 28 May

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good morning [REDACTED] and [REDACTED],

I hope that you are doing well. I recently started as the new Learning for Sustainability (LfS) and Outdoor Learning Policy Manager in the Curriculum Reform Team in the Scottish Government.

I am getting in touch as I am currently going through the LfS Action Plan and I am creating an updated stocktake for 2025, and I have you down as the contacts for GTCS. Please forward this email if this is no longer correct.

GTCS has ownership of the following Action:

- "21) Career-long Professional Learning (CLPL) for LfS – Leadership and Standards
  - In support of "Target 2030" Sustainable Learning Settings, General Teaching Council for Scotland (GTCS) will further improve its engagement with the teaching profession to ensure that LfS is embedded in teaching practice in line with GTCS' new strategic objectives. This will include continued promotion and development of the GTCS LfS Hub and consideration of how GTCS can best support the practitioner component of the new "Target 2030" commitment."

We currently have this action down as "In progress & on track". Therefore, I am looking for the following updates:

- Any updates on this action as of May 2025 (including current status)
- Any upcoming milestones
- Any risks and mitigations to delivering the action

I have attached a document that has the previous updates, and space for the updated ones. If you could return the attached to me by **COP Wednesday 28 May**, that would be much appreciated.

Please get in touch if you have any questions about this, or would like to speak about the LfS Action Plan more generally,

Kind regards,

██████████ (he/him) // [Say my name:](#) ██████████  
██████████ ██████████ Curriculum Development

Curriculum Unit 2 - Society, Citizenship, the Arts and Languages | Curriculum & Qualifications Division | Directorate for Education Reform

I work flexibly. My standard availability is Mon-Fri 8am to 4pm.



[Scotland's Curriculum for Excellence \(scotlandscurriculum.scot\)](#)  
[Breaking the Mould: Principles for an anti-racist curriculum](#)  
[Target 2030: Scotland's Action Plan on Learning for Sustainability](#)

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**From:** [REDACTED]  
**To:** [REDACTED]@gov.scot  
**Subject:** RE: LfS Leadership Group Meeting - 01 May 2025 - member's updates and call for agenda items  
**Attachments:** [Learning for Sustainability- LfS Leadership Group - Members' Updates for 01 May 2025.docx](#)  
**Sent:** 17/04/2025 13:11:00

---

Hello [REDACTED],

Thank you for the email and the opportunity to provide an update in relation to the actions in Target 2030.

I have attached this and thought it would be best to flag that this really is a joint update from GTCS/Education Scotland and Learning for Sustainability Scotland.

It is likely that [REDACTED] and [REDACTED] will include something similar so you may wish to 'join us up as one' should this be helpful!

Best wishes,

[REDACTED]

[REDACTED]

[REDACTED]



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Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

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---

**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Sent:** 17 April 2025 12:49  
**Subject:** LfS Leadership Group Meeting - 01 May 2025 - member's updates and call for agenda items

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi all

We look forward to seeing you online at the Learning for Sustainability Leadership Group on Thursday 01 May 15:00-17:00.

Would be grateful if you could please provide any information on any relevant LfS updates for your organisation in the attached member's updates document , along with a call for agenda items by **COP Friday 25 April**. I have also attached the Summary paper of the stocktake from July 2024 and the Minute from this meeting as a reminder of where the group last got too.

Please accept the meeting invitation if you are able to join, if haven't done so already.

We will be in touch in due course with a finalised agenda and any relevant papers.

Thank you.

Kind Regards

██████████

██████████ Curriculum Development

Curriculum Unit 2, Society, Citizenship, the Arts and Languages | Curriculum and Qualifications Division | Directorate for Education Reform | The Scottish Government

\*\*\*\*\*

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\*\*\*\*\*

**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]@gmail.com  
**Cc:** [REDACTED]@stir.ac.uk; [REDACTED]@msn.com; [REDACTED];  
**Subject:** RE: NASUWT Meeting on 30 May  
**Sent:** 21/05/2025 13:17:56

---

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Thanks [REDACTED],

[REDACTED] / [REDACTED] – as Co-Chairs please let [REDACTED] know if there's anything it would be helpful for her to raise.

**Kind Regards**

[REDACTED] | Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

**From:** [REDACTED] <[REDACTED]@gmail.com>  
**Sent:** 21 May 2025 12:21  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Cc:** [REDACTED]. [REDACTED]@stir.ac.uk; [REDACTED]@msn.com; [REDACTED]@gtcs.org.uk  
**Subject:** NASUWT Meeting on 30 May

Hi [REDACTED]

I've been asked by the NASUWT to speak with all local secretaries and SEN about this group – and give feedback.

Please let me know if there's anything specific you'd like me to cover during this session, including how local secretaries can influence councils, schools, and members.

The meeting is scheduled for 30 May, so I'd appreciate it if you could let me know by 26 May.

Thanks in advance,

[REDACTED]  
Sent from my iPhone

On 20 May 2025, at 14:48, [REDACTED]@gov.scot wrote:

Please hold for the 35 meeting of the Diversity in the Teaching Profession and Education Workforce Subgroup. Papers and agenda to follow in due course.

---

## Microsoft Teams [Need help?](#)

### [Join the meeting now](#)

Meeting ID: [REDACTED]

Passcode: [REDACTED]

---

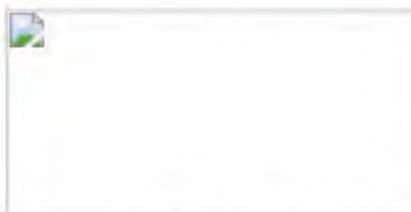
### Dial in by phone

[REDACTED] United Kingdom, Edinburgh

[REDACTED]

Phone conference ID: [REDACTED]

For organisers: [Meeting options](#) | [Reset dial-in PIN](#)



SCOTS Connect - Please note - You must have the explicit permission of the organiser to record this meeting and its attendees, using any technology.

[Org help](#) | [Privacy and security](#)

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<mime-attachment.ics>

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**From:** [REDACTED]@educationscotland.gov.scot  
**To:** [REDACTED]; [REDACTED]@educationscotland.gov.scot;  
**Subject:** RE: Partnership work between GTS Scotland and Education Scotland  
**Sent:** 09/05/2025 12:01:14

---

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Hi [REDACTED],

Thank you for meeting and for the summary.

Confirming on our side. Looking forward to working with you!

Warm wishes,

[REDACTED]

---

**From:** [REDACTED] <[REDACTED]@gtcs.org.uk>

**Sent:** 08 May 2025 16:56

**To:** [REDACTED] <[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>

**Subject:** RE: Partnership work between GTS Scotland and Education Scotland

Dear [REDACTED] and [REDACTED]

Just a quick note of our meeting today.

#### **ES developments**

- Development of an equalities hub which is a landing page signposting to resources and PL.
- ES will supply the link to this hub, and GTC Scotland will use this to signpost teachers for PL/resources
- This will join up different strands of work for a positive user experience.
- Signposting will be to internal and external links.
- It can also include a link to our Equality and Diversity hub in the registrant resources area of our website. [REDACTED] can provide appropriate wording.

#### **GTC Scotland developments**

- The Equality and Diversity Hub will be updated to include more GTC Scotland-owned content, for example: the E+D professional guide, link to COPAC, link to report on equality survey of provisionally registered teachers, link to report on Sponsoring, link to the Speaking Up guide.
- External links will likely be removed and we can share these with ES to review, should they wish to include them in their Hub
- [REDACTED] will confirm status of the learning modules and take forward further discussion with ES if necessary. Here is the link <https://mygtcs.gtcs.org.uk/Equality-Diversity-Module1/practice.html>, <https://mygtcs.gtcs.org.uk/Equality-Diversity-Module2/practice.html>

[REDACTED] agreed to have a look the ES hub and provide any feedback.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]



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## Professional ethics in teaching video

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\*\*\*\*\*

**From:** [REDACTED]  
**To:** [REDACTED]@gov.scot  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED];  
**Subject:** RE: Request for meeting - Registration of teachers undertaking the new film and screen qualification  
**Sent:** 02/05/2025 14:17:00

---

Dear [REDACTED],  
Thank you for the invite to attend a meeting regarding the registration of teachers for the new film and screen qualification.  
My colleague [REDACTED] from the registration team would also be pleased to join us - I have cc'd in her details.  
We have availability on May 7 at 12:00-12:30.  
Best wishes,  
[REDACTED]



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Sent:** 02 May 2025 10:12  
**To:** [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot  
**Subject:** Request for meeting - Registration of teachers undertaking the new film and screen qualification

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear [REDACTED],

I am looking to set up a meeting regarding registration of teachers undertaking the new film and screen qualification and subsequent registration of teachers

Scottish Government policy officials and Education Scotland officials would like the chance to talk through this with you.

I have identified potential timeslots below:

May 6 11:30-12:00

May 7 12:00-12:30

May 7 12:30-13:00

Those attending shall be [REDACTED], [REDACTED] and [REDACTED]. Could you please let me know as soon as possible if the above date/time does not suit?

Please note I am on annual leave after today so if you could please copy in the CC list when replying.

Kind regards,

[REDACTED]

*This communication has been written by a dyslexic person. If you have any trouble with the meaning of any of the sentences or words, please do not be afraid to ask for clarification. Remember that dyslexics are often high-level conceptualisers who provide "out of the box" thinking.*

[REDACTED]

[REDACTED]

Curriculum Unit  
Scottish Government

\*\*\*\*\*

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**From:** [REDACTED]  
**To:** [REDACTED]@gov.scot  
**Subject:** RE: TQFE Draft Guidance Comments and Follow-up  
**Attachments:** [Table comparing TQFE-ITE-SFH.docx](#)  
**Sent:** 20/05/2025 08:47:00

---

Hello [REDACTED],

As mentioned, I thought it might be helpful while you are working on the determination to see the table we produced that allows comparison between the TQFE model scheme and the ITE requirements.

(As we are also seeking to bring programmes that lead to the award of the Standard for Headship under our new accreditation process, this is included too.)

We made this table to see how closely the three areas are aligned so there are some comments down the side which may/may not be useful.

If anything here gives food for thought, feel free to get in touch – I am away 2-18<sup>th</sup> June but Jennifer and [REDACTED] are around.

Warm wishes,

[REDACTED]

[REDACTED]

[REDACTED]



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Sent:** 13 May 2025 13:04  
**To:** Jennifer Macdonald <Jennifer.Macdonald@gtcs.org.uk>; [REDACTED]  
<[REDACTED]@gtcs.org.uk>; [REDACTED] <[REDACTED]@gtcs.org.uk>  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot  
**Subject:** RE: TQFE Draft Guidance Comments and Follow-up

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi Jennifer,

Thanks for your email and for sharing your very helpful comments on the draft guidance. Apologies it has taken until now to reply – I was unfortunately unwell for a period and off work but I am now back.

██████████ and I are being required to prioritise work related to an SSI that was laid on 1 May that reforms the governance arrangements in the ██████████ regions. The timescales for this work are dictated by the parliamentary process and have us fully committed in the coming weeks. That said, we know the importance of progressing the determination as soon as possible, particularly given the implications for ██████████ programme, and it would definitely be helpful to discuss the comments you've sent over so we can make progress on this as soon as we are able. It might also be helpful to discuss any proposed response to the recent query from ██████████ that has been raised.

In terms of availability, I have leave planned at the end of May (26/5-3/6 inclusive) but have some availability tomorrow morning (which I understand is likely too short notice) and have good availability Monday-Thursday next week. If you're able to send over some times that work your end hopefully we can have a chat ahead of the next CLRWG.

I also know ██████████ has followed-up with both ourselves and the Minister's office regarding the request for a meeting. Initial discussions with the Minister's office indicate the Minister's diary is already fully committed this side of summer recess but I would hope a more formal response would be provided in advance of the next CLRWG. I'll keep you posted if I hear anything else re this.

Thanks,

██████████

██████████  
College Governance and Workforce Engagement  
Directorate for Lifelong Learning and Skills  
Scottish Government

✉ [██████████@gov.scot](mailto:██████████@gov.scot)



Scottish Government  
Riaghaidh na h-Alba  
gov.scot

---

**From:** Jennifer Macdonald <[Jennifer.Macdonald@gtcs.org.uk](mailto:Jennifer.Macdonald@gtcs.org.uk)>

**Sent:** 29 April 2025 17:27

**To:** ██████████ <[██████████@gov.scot](mailto:██████████@gov.scot)>; ██████████ <[██████████@gtcs.org.uk](mailto:██████████@gtcs.org.uk)>; ██████████ <[██████████@gtcs.org.uk](mailto:██████████@gtcs.org.uk)>; ██████████ <[██████████@gov.scot](mailto:██████████@gov.scot)>

**Subject:** TQFE Draft Guidance Comments and Follow-up

Hi ██████████ and ██████████

I hope all is well with you both?

I'm following up on the meeting we had in late February and to see if we can make some headway on TQFE accreditation arrangements.

We've been continuing our review of our accreditation process for school related teaching qualifications which has been helping inform our feedback on the TQFE draft guidance and general determination.

I attach a tracked change version of the draft document that was included with the consultation to provide our perspective on what we think is required to get to a workable solution.

In short, the Model Scheme is the part that we think needs a reframe. We've tried to convey what the issues we see are through our tracked changes and comments.

[REDACTED]

[REDACTED]

Let us know when it would be possible to meet to talk through or get back to us with any immediate thoughts?

We'll look forward to hearing from you,  
Jennifer

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**From:** [Victoria Smith](#)  
**To:** ██████████: Leadership Support;  
**Cc:** ██████████@gov.scot; ██████████;  
**Subject:** RE: 10.30 am - Call with Victoria, ██████████ & ██████████ re PGCES  
**Sent:** 18/03/2025 15:50:00

---

Many thanks for this information, ██████████.

I look forward to meeting later this week to update on next steps.

Thanks  
Victoria

**Victoria Smith**  
Strategic Director



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---

**From:** ██████████ <██████████@education.gov.uk>  
**Sent:** 18 March 2025 12:02  
**To:** Leadership Support <leadershipsupport@gtcs.org.uk>; Victoria Smith <Victoria.Smith@gtcs.org.uk>  
**Cc:** ██████████@gov.scot; ██████████ <██████████@education.gov.uk>  
**Subject:** RE: 10.30 am - Call with Victoria, ██████████ & ██████████ re PGCES

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Hello All,

Following from our last discussion and ahead of our discussion later this week, I just wanted to update from our side.

Thank you for sharing the [link](#) to Schedule 2 of The General Teaching Council for Scotland Registration and Standards Rules. We have reviewed these, and we are confident that any individual who has undertaken ITT leading to QTS and a PGCE/PGDE, including those

who followed an employment-based route (which are offered by both SCITTS and universities), will have met the criteria set out in Schedule 2.

We also noted that on the [Eligibility of teachers qualified outside Scotland](#) page the GTC application site, there are some specific additional rules set out for teachers who have trained in England on employment-based routes:

*“Please note that we do not accept employment-based routes to Qualified Teacher Status which do not bear academic credit (e.g. Graduate Teacher Programme, Assessment Only route, Schools Direct (salaried)).*

*Where such a route has been completed at the same time as a PGCE or PGDE programme that programme will only be accepted if it includes all the above – e.g. if all teaching experience was observed and assessed by the employment-based route provider (e.g. SCITT, Teach First) then the PGCE/PGDE will not meet our requirements”.*

We are getting questions from teachers, universities, SCITTS and their respective membership bodies where people have confusion about these additional requirements and how they are being applied.

Not all teacher training that is delivered by a SCITT is employment-based (and employment-based teacher training is also delivered by universities). However, we have heard from some teachers and universities that there is some conflation of ITT providers with particular ITT routes and that the additional rules for teachers who undertook employment-based training are being applied to all teachers who did their teacher training with a SCITT.

[REDACTED]

[REDACTED]

[REDACTED]

We look forward to meeting again later this week.

All the best,

[REDACTED]

-----Original Appointment-----

**From:** Leadership Support <[leadershipsupport@gtc.org.uk](mailto:leadershipsupport@gtc.org.uk)>

**Sent:** 28 January 2025 13:25

**To:** Leadership Support; Victoria Smith; [REDACTED]

**Subject:** 10.30 am - Call with Victoria, [REDACTED] & [REDACTED] re PGCES

**When:** 20 March 2025 10:30-11:30 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

**Where:** Microsoft Teams Meeting

## **Join the meeting now**

Meeting ID: [REDACTED]

Passcode: [REDACTED]

---

For organizers: [Meeting options](#)



**From:** [REDACTED]@gov.scot  
**To:** [Pauline Stephen](#)  
**Subject:** RE: AREP anti-racist commitment - link  
**Sent:** 09/05/2025 09:05:30

---

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Thank you Pauline, and for the kind words. I've genuinely enjoyed working with you!

**From:** Pauline Stephen <Pauline.Stephen@gtcs.org.uk>

**Sent:** 09 May 2025 08:31

**To:** [REDACTED] <[REDACTED]@gov.scot>

**Subject:** RE: AREP anti-racist commitment - link

Many thanks [REDACTED] and all the best for the role move.

I'll miss your diligence and commitment to this work and appreciate the efforts you have made to connect streams of activity in the interests of AREP.

I hope our paths do cross again!

All the very best. P

**Dr Pauline Stephen**

Chief Executive and Registrar



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>

**Sent:** 08 May 2025 18:42

**To:** Khadija.Mohammed@uws.ac.uk; Pauline Stephen <Pauline.Stephen@gtcs.org.uk>; [REDACTED] <[REDACTED]@gtcs.org.uk>; [REDACTED]@gmail.com; [REDACTED]@crer.org.uk; [REDACTED]@sqa.org.uk; [REDACTED]@ea.edin.sch.uk; [REDACTED]@uws.ac.uk; [REDACTED]@glasgow.gov.uk; [REDACTED]@interculturalyouthscotland.org; [REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk; [REDACTED]@gov.scot; [REDACTED]@stir.ac.uk; [REDACTED]@msn.com; [REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@hotmail.com; [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@uws.ac.uk

**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot

**Subject:** AREP anti-racist commitment - link

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**From:** [Pauline Stephen](#)  
**To:** [REDACTED]@gov.scot  
**Subject:** RE: AREP anti-racist commitment - link  
**Sent:** 09/05/2025 08:28:00

---

Many thanks [REDACTED] and all the best for the role move.

I'll miss your diligence and commitment to this work and appreciate the efforts you have made to connect streams of activity in the interests of AREP.

I hope our paths do cross again!

All the very best. P

**Dr Pauline Stephen**  
Chief Executive and Registrar



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>

**Sent:** 08 May 2025 18:42

**To:** Khadija.Mohammed@uws.ac.uk; Pauline Stephen <Pauline.Stephen@gtcs.org.uk>; [REDACTED]@gtcs.org.uk; [REDACTED]@gmail.com; [REDACTED]@crer.org.uk; [REDACTED]@sqa.org.uk; [REDACTED]@ea.edin.sch.uk; [REDACTED]@uws.ac.uk; [REDACTED]@glasgow.gov.uk; [REDACTED]@interculturalyouthscotland.org; [REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@uws.ac.uk; [REDACTED]@scotdec.org.uk; [REDACTED]@gov.scot; [REDACTED]@stir.ac.uk; [REDACTED]@msn.com; [REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot; [REDACTED]@hotmail.com; [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@uws.ac.uk

**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot

**Subject:** AREP anti-racist commitment - link

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Dear Taskforce Members

I hope you're all well and enjoying the good weather.

Please find attached a link to the anti-racist commitment:

<https://blogs.glowscotland.org.uk/glowblogs/promotingraceequalityandantiracisteducation/scotlands-anti-racism-in-education-commitment/> as ever, I would be grateful if you would share it with as many groups and individuals as possible.

[REDACTED]  
[REDACTED] Hopefully the process will be put in place shortly to recruit to replace me when I go at the end of May. I will still 'speak' with many of you before I finish up, but I would like to take this opportunity to say how much I have enjoyed working with you all over the years. It's no understatement to say that I've learned a lot. I'm sure our paths will cross again (I always worry that sounds more like a threat than a friendly sentiment!)

Kind regards

[REDACTED]

[REDACTED]  
[REDACTED]  
Workforce, Infrastructure & Digital Division  
Directorate for Learning | Scottish Government  
Area 2B North | Victoria Quay | Edinburgh | EH6 6QQ

T: [REDACTED] | E: [REDACTED]@gov.scot

<https://onescotland.org/equality-themes/advisory-council-women-girls/>

\*\*\*\*\*  
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\*\*\*\*\*

**From:** [REDACTED]@gov.scot  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED] [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@educationscotland.gov.scot;  
khadija.mohammed@uws.ac.uk; [REDACTED]@gmail.com;  
[REDACTED]@ea.edin.sch.uk; Pauline Stephen;  
**To:** [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@interculturalyouthscotland.org; [REDACTED] [REDACTED]@sqa.org.uk;  
[REDACTED]@msn.com; [REDACTED] [REDACTED]@stir.ac.uk;  
[REDACTED]@scotdec.org.uk; [REDACTED] [REDACTED]@uws.ac.uk;  
[REDACTED]@hotmail.com; [REDACTED] [REDACTED]@uws.ac.uk; [REDACTED]  
[REDACTED]@cemvoscotland.org.uk; [REDACTED]@crer.org.uk;  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED] [REDACTED]@gov.scot;  
[REDACTED] [REDACTED]@gov.scot; [REDACTED]@gov.scot;  
**Subject:** RE: AREP Board update - June 2025  
**Sent:** 04/06/2025 12:25:22

---

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Many thanks [REDACTED]. Is it ok to share with wider SubGroup membership? Also could you advise on what remains in the AREP Board budget for 2025-26 and if there is a deadline for considering bids for funding?

Best wishes, [REDACTED]

---

**From:** [REDACTED] <[REDACTED]@gov.scot>  
**Sent:** 04 June 2025 10:52  
**To:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; Khadija Mohammed  
<khadija.mohammed@uws.ac.uk>; [REDACTED] <[REDACTED]@gmail.com>;  
[REDACTED] <[REDACTED]@ea.edin.sch.uk>; Pauline Stephen  
<pauline.stephen@gtc.org.uk>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
<[REDACTED]@interculturalyouthscotland.org>; [REDACTED]  
<[REDACTED]@sqa.org.uk>; [REDACTED] <[REDACTED]@msn.com>; [REDACTED]  
<[REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@scotdec.org.uk>; [REDACTED]  
[REDACTED] <[REDACTED]@uws.ac.uk>; [REDACTED] <[REDACTED]@hotmail.com>;  
[REDACTED] <[REDACTED]@uws.ac.uk>; [REDACTED] <[REDACTED]  
[REDACTED]@cemvoscotland.org.uk>; [REDACTED] <[REDACTED]@crer.org.uk>  
**Cc:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
[REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>;  
[REDACTED] <[REDACTED]@gov.scot>

**Subject:** AREP Board update - June 2025

Good Morning all

As you'll be aware the AREP Board as it was previously constituted has now concluded. As discussed at the April meeting, work is being taken forward to consider what the reconstituted Board will look like. In the meantime I committed to continuing to share key programme updates with the previous Board on a monthly basis to ensure that we continue the practice of good governance and allow for informed decision making where necessary.

Please find attached the first of these updates. As always if there is anything that people wish to raise or comment on then please do feel free to.

Kind Regards

[REDACTED] | [REDACTED]  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

\*\*\*\*\*

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\*\*\*\*\*

**From:** [REDACTED]@gov.scot  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@educationscotland.gov.scot;  
[REDACTED]@educationscotland.gov.scot;  
khadija.mohammed@uws.ac.uk; [REDACTED]@gmail.com;  
[REDACTED]@ea.edin.sch.uk; Pauline Stephen;  
**To:** [REDACTED]@educationscotland.gov.scot;  
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[REDACTED]@msn.com; [REDACTED]@stir.ac.uk;  
[REDACTED]@scotdec.org.uk; [REDACTED]@uws.ac.uk;  
[REDACTED]@hotmail.com; [REDACTED]@uws.ac.uk; [REDACTED]  
[REDACTED]@cemvoscotland.org.uk; [REDACTED]@crer.org.uk;  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;  
**Subject:** RE: AREP Board update - June 2025  
**Sent:** 04/06/2025 15:01:28

---

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Hi [REDACTED],

Yes please do share with your subgroup if you think that they would find it helpful.

There is no specific deadline for applying for funding. The budget allocated is roughly what it was for previous financial years. As with all AREP funding it would be to get proposals signed off by the board (we can do that offline whilst the Board isn't meeting) and then through the appropriate SG channels.

**Kind Regards**

[REDACTED]  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing Committee**

---

**From:** [REDACTED] <[REDACTED]@gov.scot>  
**Sent:** 04 June 2025 12:25  
**To:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; Khadija Mohammed  
<khadija.mohammed@uws.ac.uk>; [REDACTED] <[REDACTED]@gmail.com>;  
'[REDACTED]' <[REDACTED]@ea.edin.sch.uk>; Pauline Stephen  
<pauline.stephen@gtcs.org.uk>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
<[REDACTED]@interculturalyouthscotland.org>; [REDACTED]  
<[REDACTED]@sqa.org.uk>; [REDACTED] <[REDACTED]@msn.com>; [REDACTED]  
<[REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@scotdec.org.uk>; [REDACTED]  
[REDACTED] <[REDACTED]@uws.ac.uk>; [REDACTED] <[REDACTED]@hotmail.com>;  
[REDACTED] <[REDACTED]@uws.ac.uk>; [REDACTED] <[REDACTED]@cemvoscotland.org.uk>; [REDACTED] <[REDACTED]@crer.org.uk>  
**Cc:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
[REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>;  
[REDACTED] <[REDACTED]@gov.scot>

**Subject:** RE: AREP Board update - June 2025

Many thanks [REDACTED]. Is it ok to share with wider SubGroup membership? Also could you advise on what remains in the AREP Board budget for 2025-26 and if there is a deadline for considering bids for funding?

Best wishes, [REDACTED]

---

**From:** [REDACTED] <[REDACTED]@gov.scot>  
**Sent:** 04 June 2025 10:52  
**To:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]

<[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED].[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; Khadija Mohammed  
<khadija.mohammed@uws.ac.uk>; [REDACTED] <[REDACTED]@gmail.com>;  
[REDACTED] <[REDACTED]@ea.edin.sch.uk>; Pauline Stephen  
<pauline.stephen@gtcs.org.uk>; [REDACTED]  
<[REDACTED]@educationscotland.gov.scot>; [REDACTED]  
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<[REDACTED].[REDACTED]@stir.ac.uk>; [REDACTED] <[REDACTED]@scotdec.org.uk>; [REDACTED]  
[REDACTED] <[REDACTED].[REDACTED]@uws.ac.uk>; [REDACTED] <[REDACTED]@hotmail.com>;  
[REDACTED] <[REDACTED].[REDACTED]@uws.ac.uk>; [REDACTED] <[REDACTED]  
[REDACTED]@cemvoscotland.org.uk>; [REDACTED] <[REDACTED]@crer.org.uk>  
**Cc:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
[REDACTED] <[REDACTED].[REDACTED]@gov.scot>; [REDACTED] <[REDACTED].[REDACTED]@gov.scot>;  
[REDACTED] <[REDACTED]@gov.scot>

**Subject:** AREP Board update - June 2025

Good Morning all

As you'll be aware the AREP Board as it was previously constituted has now concluded. As discussed at the April meeting, work is being taken forward to consider what the reconstituted Board will look like. In the meantime I committed to continuing to share key programme updates with the previous Board on a monthly basis to ensure that we continue the practice of good governance and allow for informed decision making where necessary.

Please find attached the first of these updates. As always if there is anything that people wish to raise or comment on then please do feel free to.

**Kind Regards**

[REDACTED] | Interim [REDACTED] (TRS) Equalities in Education  
Directorate for Learning | Scottish Government  
Mobile: [REDACTED] |

**Co-Chair of the Scottish Government's Mental Health and Wellbeing  
Committee**

\*\*\*\*\*

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\*\*\*\*\*

**From:** [REDACTED]@gov.scot  
Khadija.Mohammed@uws.ac.uk; Pauline Stephen; [REDACTED];  
[REDACTED]@gmail.com; [REDACTED]@crer.org.uk;  
[REDACTED] [REDACTED]@sga.org.uk; [REDACTED]@ea.edin.sch.uk;  
[REDACTED] [REDACTED]@uws.ac.uk; [REDACTED] [REDACTED]@glasgow.gov.uk;  
[REDACTED]@interculturalyouthscotland.org; [REDACTED]@gov.scot;  
[REDACTED] [REDACTED]@educationscotland.gov.scot;

**To:** [REDACTED]@educationscotland.gov.scot;  
[REDACTED] [REDACTED]@educationscotland.gov.scot; [REDACTED] [REDACTED]@uws.ac.uk;  
[REDACTED]@scotdec.org.uk; [REDACTED]@gov.scot;  
[REDACTED] [REDACTED]@stir.ac.uk; [REDACTED]@msn.com;  
[REDACTED]@gov.scot; [REDACTED]@educationscotland.gov.scot;  
[REDACTED]@hotmail.com; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED] [REDACTED]@uws.ac.uk;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot;

**Cc:** [REDACTED] [REDACTED]@gov.scot;  
[REDACTED] M [REDACTED]@educationscotland.gov.scot;  
[REDACTED] [REDACTED]@educationscotland.gov.scot;

**Subject:** RE: AREP Programme Board - Meeting 26 – Wednesday 26 March 2025  
at 15:30 - agenda and papers

**Attachments:** AREP - workplan - 26 March 2025 - paper 1 - updates 26 Mar.docx

**Sent:** 24/03/2025 11:57:46

---

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Morning everyone

Please find attached an updated paper 1 (sub group action plan) with additional updates for Curriculum Reform. I would suggest using this attachment instead of the one I sent on Friday, as it has all the updates in one place.

Best wishes

██████████

██████████  
Equality in Education ██████████  
Workforce, Infrastructure & Digital Division  
Directorate for Learning | Scottish Government  
Area 2B North | Victoria Quay | Edinburgh | EH6 6QQ

T: ██████████ | E: ██████████@gov.scot

<https://onescotland.org/equality-themes/advisory-council-women-girls/>

---

**From:** ██████████  
**Sent:** 21 March 2025 16:12  
**To:** Khadija.Mohammed@uws.ac.uk; Pauline Stephen <Pauline.Stephen@gtcs.org.uk>; ██████████@gtcs.org.uk; ██████████ <██████████@gmail.com>; ██████████ <██████████@crer.org.uk>; ██████████ <██████████@sqa.org.uk>; ██████████@ea.edin.sch.uk; ██████████ <██████████@uws.ac.uk>; ██████████@glasgow.gov.uk; ██████████@interculturalyouthscotland.org; ██████████ <██████████@gov.scot>; ██████████ <██████████@educationscotland.gov.scot>; ██████████ <██████████@educationscotland.gov.scot>; ██████████ <██████████@educationscotland.gov.scot>; ██████████@uws.ac.uk; ██████████ <██████████@scotdec.org.uk>; ██████████ <██████████@gov.scot>; ██████████ <██████████@stir.ac.uk>; ██████████ <██████████@msn.com>; ██████████ <██████████@gov.scot>; ██████████ <██████████@educationscotland.gov.scot>; ██████████ <██████████@hotmail.com>; ██████████ <██████████@gov.scot>; ██████████ <██████████@gov.scot>; ██████████ <██████████@uws.ac.uk>  
**Cc:** ██████████ <██████████@gov.scot>; ██████████ <██████████@gov.scot>; ██████████ <██████████@gov.scot>; ██████████ <██████████@educationscotland.gov.scot>; ██████████ <██████████@educationscotland.gov.scot>

**Subject:** AREP Programme Board - Meeting 26 – Wednesday 26 March 2025 at 15:30 - agenda and papers

Dear AREP Board members

Copy to: as above

**AREP Programme Board - Meeting 26 – Wednesday 26 March 2025 at 15:30 - agenda and papers**

Please find attached the agenda and papers for the meeting on **Wednesday 26 March**

Links **contained within the agenda** are as follows:

- The terms of reference (permanently attached as a reference document)
- The minutes of the previous meeting (agenda item 4)

**Not embedded in the agenda but attached to this email** are:

**Paper 1: Agenda item 7:** composite set of sub group actions, outputs and outcomes, which contains all of the programme's ambitions in one place. Sub group updates are contained in the updates and milestones column in tracked changes/different coloured font for ease of reference, and either the sub group lead or chair will provide a verbal update during the meeting.

**Paper 2: Agenda item 9:** at the previous meeting, the board discussed how the AREP board will move in to a new phase where it will have more of focus on monitoring and evaluation of actions as well as identifying specific challenges and how they should be tackled. **Annex A** (page 5) to the original paper provides some guiding questions based on the feedback during the last meeting and from members after that which will help develop that thinking.

Thank you to those who have submitted apologies/are sending a colleague in your place, I'm including you in the email anyway so that you have the papers for information.

Look forward to seeing everyone next week, have a lovely weekend when it comes.

██████████

████████████████████

██

Workforce, Infrastructure & Digital Division  
Directorate for Learning | Scottish Government  
Area 2B North | Victoria Quay | Edinburgh | EH6 6QQ

T: ██████████ | E: ██████████@gov.scot

<https://onescotland.org/equality-themes/advisory-council-women-girls/>



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**From:** Policy  
**To:** ██████████@gov.scot  
**Subject:** RE: Call for views on general themes surrounding the Fitness to Teach Rules and processes  
**Sent:** 14/05/2025 10:01:37

---

Hi ██████████,

Thank you for consenting to our privacy notice – you aren't too late.

Kind regards  
██████████  
██████████  
██████████



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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**From:** ██████████@gov.scot <██████████@gov.scot>  
**Sent:** 14 May 2025 09:56  
**To:** Policy <policy@gtcs.org.uk>  
**Subject:** Re: Call for views on general themes surrounding the Fitness to Teach Rules and processes

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good morning

Apologies this ended up in my junk mail. I hope we are not too late to have our response included however I am content to confirm that we are happy for you to publish as above.

Kind regards  
██████████

---

**From:** Policy <policy@gtcs.org.uk>  
**Sent:** Thursday, April 24, 2025 5:15:51 PM

**To:** Policy <[policy@gtcs.org.uk](mailto:policy@gtcs.org.uk)>

**Subject:** RE: Call for views on general themes surrounding the Fitness to Teach Rules and processes

Good afternoon,

Thank you for responding to our call for views.

For this call for views we intend to publish a summary of the responses that we receive. If we quote from individual responses in our summary, these will be unattributed.

[Our privacy notice](#) explains how we process your personal data.

Following on from my previous email, could you please confirm by Friday 8 May that you have read this and are content for us to publish as outlined above?

If we don't hear from you by Friday 8 May we will be unable to publish a summary of your response.

Kind regards,

██████████

████████████████████

██



**The General Teaching  
Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Professional ethics in teaching video

This video aims to educate teachers on the importance of ethics as a key theme across the recently republished Code of Professionalism and Conduct.



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---

**From:** Policy <[policy@gtcs.org.uk](mailto:policy@gtcs.org.uk)>

**Sent:** 21 January 2025 16:16

**Subject:** Call for views on general themes surrounding the Fitness to Teach Rules and processes

Good afternoon,

Thank you for responding to our call for views.

For this calls for views we intend to publish a summary of the responses that we receive. If we quote from individual responses in our summary, these will be unattributed.

[Our privacy notice](#) explains how we process your personal data. Could you please confirm that you have read this and are content for us to publish as outlined above?

Kind regards,

[Redacted]

[Redacted]

[Redacted]



**The General Teaching Council for Scotland**

[www.gtcs.org.uk](http://www.gtcs.org.uk)



## Registration snapshot report

This report provides a snapshot of registration data and information that we hold as the independent regulator for teachers in Scotland.



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**From:** [Leadership Support](#)  
[redacted]@gov.scot; Pauline Stephen; [redacted]@ed.ac.uk;  
**To:** [redacted]@educationscotland.gov.scot;  
[redacted]@educationscotland.gov.scot;  
**Cc:** [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot;  
**Subject:** RE: Discussion on Mentoring Summit and TED Framework  
**Sent:** 22/05/2025 12:41:05

---

**Follow Up Flag:** Follow up  
**Flag Status:** Completed  
Hi [redacted],

I am afraid that Pauline is not available on the dates suggested. She is in Belfast on the 4<sup>th</sup> June and then at the EIS conference in Aviemore on the 5<sup>th</sup> and 6<sup>th</sup> June.

Not sure if this helps or not, but Pauline could do the following of any of these work for everyone else?

Monday 2<sup>nd</sup> June anytime after 10am  
Thursday 12<sup>th</sup> June, anytime between 10am and 1pm  
Thursday 19<sup>th</sup> June, anytime after 2pm

With kind regards, [redacted].

[redacted]  
[redacted]



**The General Teaching  
Council for Scotland**

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## Professional ethics in teaching video

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**From:** [redacted]@gov.scot <[redacted]@gov.scot>  
**Sent:** 22 May 2025 09:36  
**To:** Pauline Stephen <Pauline.Stephen@gtcs.org.uk>; [redacted]@ed.ac.uk;  
[redacted]@educationscotland.gov.scot; [redacted]@educationscotland.gov.scot  
**Cc:** [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot  
**Subject:** Discussion on Mentoring Summit and TED Framework

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi all,

I hope you're doing well. I have recently started within the Education Workforce Unit in Scottish Government working alongside [REDACTED] and [REDACTED].

A poll for the next SBTE meeting has been sent out to members and currently suggests that 23 June would be the opportune date, however nothing has been confirmed in diaries yet. We'd be keen to meet via Teams before the next SBTE meeting to reflect on the discussions had at the Mentoring Summit last week and explore how SG colleagues can support in the development and implementation of the Framework for Teacher Education and Development.

I've put some possible timings below:

10:00 – 11:00, 4 June

13:00 – 14:00, 5 June

13:00 – 14:00, 6 June

Please let me know your availability.

Kind regards,

[REDACTED]

[REDACTED] | [REDACTED] | Education Workforce Unit | Workforce, Infrastructure and Digital Division | Directorate for Learning

Email: [REDACTED]@gov.scot | Working Pattern: 9:00 – 17:00



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\*\*\*\*\*

**From:** [Jennifer Macdonald](#) on behalf of [Jennifer Macdonald](#)  
**To:** [Leadership Support](#); [REDACTED]; [REDACTED]@gov.scot;  
**Subject:** Re: Fitness to Teach Rules review update  
**Sent:** 20/05/2025 09:58:00

---

Hi [REDACTED]

Given it is the PSA that have produced the report, we'll look into what is possible and get back to you on this. I'll be in touch.

Kind regards  
Jennifer

---

**From:** Leadership Support  
**Sent:** Monday, May 19, 2025 12:25  
**To:** [REDACTED]; Jennifer Macdonald  
**Subject:** FW: Fitness to Teach Rules review update

Hi

See below.

[REDACTED]

[REDACTED]

[REDACTED]



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Sent:** 19 May 2025 12:20  
**To:** Leadership Support <leadershipsupport@gtcs.org.uk>  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot  
**Subject:** RE: Fitness to Teach Rules review update

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Hi Jennifer

Thanks for your email.

Would it be possible to share the report or a summary of recommendations with us, in confidence, ahead of publication?

This would enable us to brief colleagues and Ministers and prepare any comms lines.

Thanks

■

■ | Education Workforce Unit | Learning Directorate | Scottish Government | Mob - ■ | E-mail –  
■@gov.scot

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**From:** [Policy](#)  
**To:** [DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot)  
**Subject:** RE: General Teaching Council for Scotland – invitation  
**Sent:** 24/04/2025 15:14:57

---

Hi [REDACTED],

Many thanks for your response. We look forward to seeing Graeme at the event.

Kind regards,  
[REDACTED]

[REDACTED]

[REDACTED]



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot> **On Behalf Of** DirectorofLearning@gov.scot  
**Sent:** 23 April 2025 10:06  
**To:** Policy <policy@gtcs.org.uk>  
**Subject:** RE: General Teaching Council for Scotland – invitation

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Hi [REDACTED],

Thank you for the invitation. Graeme will attend.

Kind regards  
[REDACTED]

---

**From:** Policy <policy@gtcs.org.uk>  
**Sent:** 18 April 2025 12:31

**To:** Graeme Logan <[Graeme.Logan@gov.scot](mailto:Graeme.Logan@gov.scot)>; Director of Learning <[DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot)>  
**Subject:** General Teaching Council for Scotland – invitation

Dear Mr Logan,

I am writing on behalf of the General Teaching Council for Scotland to invite you to attend our upcoming roundtable discussion '60 years of Trusted Teaching' on **Wednesday 7 May 2025 from 6pm to 8pm in Committee Room 3.**

In the run up to the Scottish Parliament election in 2026, this roundtable will discuss the future of teaching and the frameworks needed for trusted teaching to be at the heart of education. In the 60<sup>th</sup> anniversary year of teachers successfully campaigning for the establishment of a body to set and uphold teaching standards, the roundtable will also mark the importance of teaching as a profession.

This will be followed by networking and drinks with canapés and refreshments provided.

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This event is hosted by Pam Duncan-Glancy MSP. An invitation has been issued to all MSPs and bespoke invitations to the Cabinet Secretary for Education Skills and education spokespeople. Please RSVP to [policy@gtcs.org.uk](mailto:policy@gtcs.org.uk).

I hope you will be available to attend the roundtable discussion.

Kind regards,

██████████  
██████████████████



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**From:** Policy [Policy](#)  
**To:** [REDACTED]@gov.scot  
**Subject:** RE: General Teaching Council for Scotland – invitation  
**Sent:** 23/04/2025 09:22:19

---

Good morning [REDACTED],

We are delighted you can attend and look forward to seeing you on 7 May.

Kind regards,  
[REDACTED]

[REDACTED]

[REDACTED]



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Sent:** 22 April 2025 08:54  
**To:** Policy <policy@gtcs.org.uk>  
**Subject:** RE: General Teaching Council for Scotland – invitation

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Thanks, [REDACTED], I'd be pleased to attend.

[REDACTED]

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**From:** Policy <policy@gtcs.org.uk>  
**Sent:** 18 April 2025 13:49  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** General Teaching Council for Scotland – invitation

Dear Mr [REDACTED]

I am writing on behalf of the General Teaching Council for Scotland to invite you to attend our upcoming roundtable discussion '60 years of Trusted Teaching' on **Wednesday 7 May 2025 from 6pm to 8pm in Committee Room 3.**

In the run up to the Scottish Parliament election in 2026, this roundtable will discuss the future of teaching and the frameworks needed for trusted teaching to be at the heart of education. In the 60<sup>th</sup> anniversary year of teachers successfully campaigning for the establishment of a body to set and uphold teaching standards, the roundtable will also mark the importance of teaching as a profession.

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I hope you will be available to attend the roundtable discussion.

Kind regards,

██████████  
██████████



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**From:** Policy  
**To:** [REDACTED]@gov.scot  
**Subject:** RE: General Teaching Council for Scotland – invitation  
**Sent:** 24/04/2025 15:17:55

---

Hi [REDACTED],

Many thanks for letting us know. We are sorry you can't attend on this occasion.

Kind regards,  
[REDACTED]

[REDACTED]  
[REDACTED]



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**From:** [REDACTED]@gov.scot <[REDACTED]@gov.scot>  
**Sent:** 23 April 2025 13:58  
**To:** Policy <policy@gtcs.org.uk>  
**Subject:** RE: General Teaching Council for Scotland – invitation

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[REDACTED]

Thank you for the invitation. I can't join you unfortunately as I'll be away; I hope the session goes well.

[REDACTED]

[REDACTED]

[REDACTED] | Learning Directorate | Scottish  
Government

From: Policy <[policy@gtcs.org.uk](mailto:policy@gtcs.org.uk)>

Sent: 18 April 2025 13:45

To: [REDACTED] <[REDACTED]@gov.scot>

Subject: General Teaching Council for Scotland – invitation

Dear Ms [REDACTED]

I am writing on behalf of the General Teaching Council for Scotland to invite you to attend our upcoming roundtable discussion '60 years of Trusted Teaching' on **Wednesday 7 May 2025 from 6pm to 8pm in Committee Room 3.**

In the run up to the Scottish Parliament election in 2026, this roundtable will discuss the future of teaching and the frameworks needed for trusted teaching to be at the heart of education. In the 60<sup>th</sup> anniversary year of teachers successfully campaigning for the establishment of a body to set and uphold teaching standards, the roundtable will also mark the importance of teaching as a profession.

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I hope you will be available to attend the roundtable discussion.

Kind regards,

[REDACTED]  
[REDACTED]



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