

The South West Regional Team



For Scotland's learners, with Scotland's educators
Do luchd-ionnsachaidh na h-Alba, le luchd-foghlaim Alba

Nanette Brotherwood

Education Officer - Numeracy and Mathematics

My role is to support improvements in learning, teaching and assessment in numeracy and mathematics by supporting collaboration, assisting practitioners to build capacity and by coordinating and leading professional learning for educators to improve performance. I strive to identify and share innovative practice and work to ensure that national priorities, such as the recommendations of the Making Maths Count group are taken forward. I also provide advice and support to partner agencies and individual practitioners.

I joined Education Scotland in August 2017. I was initially a seconded Development Officer and worked mainly on the development of the online Numeracy and Mathematics Hub. In April 2019 I became a permanent member of the Numeracy and Mathematics team in the role of Education Officer.

Before joining Education Scotland, I was Principal Teacher of Mathematics. I led the Local Authority Mathematics Community of Practice and was a lead member of the Numeracy Strategy Group

I also worked with SQA as External verification Team Leader, Item Checker and Higher Exam Marking Team Leader.

My working hours are:

Monday to Thursday 8.00am - 5.30pm

Friday 8.00am – 4.15pm

I work a compressed fortnight with every second Monday as a non-working day.

Carol Copstick

Senior Regional Advisor

My role is to lead the South West team and coordinate the South West team. Support collaboration. Liaise with head of scrutiny for the South West.

I have been at Education Scotland for 6 years in different roles. Initially I was the Senior Education Officer for numeracy and mathematics and moved to be the Lead Officer for the National Improvement Framework while continuing as an Associate Assessor. During this time I was the Attainment Advisor for West Lothian in the schools programme then the Attainment Advisor for Inverclyde, a challenge authority. I then became an HM Inspector of Education.

Before joining Education Scotland I was a Quality Improvement Officer in a Local Authority with various remits including, numeracy and mathematics, probation manager, quality assurance and child protection. During this time I was appointed as an Associate Assessor with Education Scotland.

I was a primary head teacher. Before becoming a head teacher, I was a staff tutor for personal and social development and pastoral care.

My working pattern is Monday to Friday 7am to 4.45pm

Nicola Henry

Attainment Advisor

Attainment Advisor

I joined Education Scotland in August 2021. My role includes:

- Linking the work of Education Scotland, Scottish Government and Local Authorities to improve educational attainment and to reduce the attainment gap between children from the least and most socially disadvantaged backgrounds.
- Supporting the coordination, planning and robust evaluation of appropriate strategies and interventions, based on research and evidence, at school, local and national level to improve children's literacy, numeracy and wellbeing. This supports the main vision and priorities set out in the National Improvement Framework.

Prior to this post, I was a partnership headteacher of two primary schools in Dumfries and Galloway, as well as supporting "D&G's Equity and Excellence in Numeracy and Mathematics" group and piloting the national "RespectMe Anti Bullying toolkit". Before this, I was Principal Teacher across a primary partnership of three primary schools and seconded as D&G Numeracy and Mathematics Hub Champion. In 2016, I completed a 12 month secondment as Development Officer within the Numeracy and Mathematics team at Education Scotland.

I have also completed the SCEL "Standard for Headship", as well as "Froebel in Childhood Practice" course at Edinburgh University. I have a particular passion for professional learning, early years, as well as innovative ways to support children and young people's wellbeing.

My working pattern is Monday to Friday.

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Scott Hunter

Education Officer – Cyber Resilience and Internet Safety (CRIS)

I have been involved with the development of Cyber Resilience and Internet Safety benchmarks for BGE, SQA National Progression Award in Cyber Security and Digital School Award for Scotland Cyber Resilience and Internet Safety badge.

In my role of CRIS Education Officer I will be coordinating the national work in relation to the Learning and skills actions in the Scottish Government Cyber Resilient Scotland: strategic framework.

Amy Johnson

Development Officer - Improving Gender Balance and Equalities

I am excited to be an Improving Gender Balance and Equalities Development Officer in Education Scotland. We engage with schools and nurseries across Scotland to co-create and assess interventions to address gender imbalances in participation, curricular preferences and learner pathways at every stage. Working in the South West, my priority is supporting young people to feel empowered to make choices based on their genuine preferences, rather than stereotypes or societal pressures. I work closely with practitioners, schools and partners to continue to promote equality of opportunity and address unconscious bias.

Prior to starting with Education Scotland I worked as a Policy Officer for Zero Tolerance, a Scottish charity working to prevent gender based violence and promote gender equality. Alongside policy work, I led on gender equality projects in schools and early learning and childcare settings. Before that I spent five years working in counter human trafficking, gender equality and education across the Middle East, North and East Africa.

My working pattern is Monday to Friday.

Dehra Macdonald

Development Officer - Community Learning and Development (CLD)

My role (as a Development Officer, CLD) is to engage in development activities that build capacity and support improvement with community learning and development (CLD) leaders and practitioners – in both the public and voluntary sector.

Education Scotland has the national responsibility to support and improve CLD planning and practice. CLD encompasses community development, youth work, and community based adult learning, including ESOL (English for Speakers of Other Languages), adult literacies and family learning. CLD programmes and activities are developed in dialogue with communities and participants, working particularly with those excluded from participation in the decisions and processes that shape their lives. CLD practice contributes to a wide range of government priorities in areas including education, fairness and equalities, employability and community empowerment.

Becoming a CLD Worker was a conscious career change after experiencing first-hand the positive impact of the work undertaken by the sector. Before coming to Education Scotland, I was a Senior CLD Worker in Inverclyde Council with responsibility for adult literacies and ESOL. Laterally I undertook seconded posts within the Attainment Challenge CLD Families and Communities workstream, and PEF Funded Family Learning. I was the SQA Co-ordinator for Inverclyde CLD, while also working externally as a Systems Verifier for the SQA. I joined the CLD, Parental Engagement and Family Learning Team in Education Scotland in 2019

My working pattern is Monday to Friday.

Donald Mackay

Project Manager: Gaelic Medium Education (Assessment)

My remit is to lead the Quality Assurance of the MCNG project within the National Improvement Framework. Working nationally to support a collaborative approach to the MCNG, I liaise with the Senior Educational Adviser (Manager of South West Team) as well as National Improvement Framework Advisors and Senior Educational Officers.

I have taken up my role at Education Scotland recently and this is my first experience of working within the organisation.

Before joining Education Scotland I was Principal Teacher of Gaelic within a Secondary School. This Gaelic Department is unique as it is the only Gaelic Department within the Local Authority and it delivers a broad range of subjects through the Medium of Gaelic. Before becoming Principal Teacher I was a teacher of Gaelic and Geography.

I have worked extensively with the SQA and have been Principal Verifier for Gàidhlig for eight years.

My working pattern is Monday to Friday 8.30am-5pm

Klaus Mayer

Senior Education Officer - Developing the Young Workforce

Under the directive of Joan MacKay I lead on the implementation of the DYW, an area of work I joined from its inception in 2014. I have key responsibility for delivery planning, communications and collaboration with our national networks and key stakeholders as well as reporting to the SG Programme Board (currently suspended due to C19 reprioritisation of the team).

My work also connects with colleagues from across the organisation involved in delivering aspects of the wider DYW agenda such as STEM, Creativity or Inclusion.

Since January 2019 I have been joined by Peter Murray (EO – DYW) to take forward some of the important areas of work yet to be fully realised such as the implementation of the Work Placements Standard and related work placement experiences, including virtual work placements.

Some of the exciting areas I am currently involved in are 'DYW Live', a unique partnership collaboration between eSgoil, employers and national organisations supporting learners' development of employability skills, career pathways and industry connections via this virtual platform, as well as the implementation of virtual work placements.

I have been with Education Scotland from its inception in 2011 where I have enjoyed working on the implementation of programmes such as Resilience Education (Ready for Emergencies) or the Glasgow 2014 Commonwealth Games (Game on Scotland).

Initially I joined the organisation as a secondee from East Ayrshire Council as part of Learning and Teaching Scotland's Global Citizenship team from my substantive post as Faculty Head for RME and Modern Languages (Loudoun Academy).

Born, raised and educated to a large degree in German (Munich) I moved to Scotland in 1993.

My working pattern is Monday, Tuesday, Thursday and Friday from 8.30 am till 6.30 pm. Wednesday is my flexible ('non-working') day.

Laura McGinlay

Education Officer Literacy and English

I am excited to have recently joined Education Scotland as Education Officer for Literacy and English. I look forward to supporting the learning, teaching and assessment of Literacy and English within the South West Educational Improvement Collaborative as well as nationally.

My role is to:

- Support literacy development within schools, local authorities and the SWEIC.
- Develop, co-ordinate and deliver professional learning to meet the needs of practitioners across the South West.
- Contribute to/lead collaborative networks and groups.
- Identify, share and signpost effective practice and expertise across the SWEIC and beyond.

Prior to joining Education Scotland, I worked as literacy development officer for The Highland Council. Before becoming a literacy development officer, I was principal teacher within a primary school in Inverness. I started my teaching career in East Renfrewshire before taking on a literacy champion class teacher role within Renfrewshire Council. I have a particular interest in oracy into writing and reading/spelling instruction.

My working pattern is Monday to Friday 8.30am – 5pm.

Robyn McIlroy

National Improvement Framework Officer

I joined Education Scotland in August 2018 as an Attainment Advisor linked to the West Regional Team. In that role I worked on national initiatives and supported the work of a Challenge local authority to improve educational attainment and to reduce the poverty-related attainment gap.

In April 2021 I was appointed to the role of National Improvement Framework (NIF) Officer. In this role I work with colleagues in link local authorities and the SWEIC to support the implementation of the National Improvement Framework programme, support assessment and moderation activities and work with colleagues to review and analyse key information on the National Improvement Framework drivers.

Prior to joining Education Scotland, I was an Area Education Officer with responsibility for 12 schools within a local learning community. In addition to leading improvement across the learning community , I held authority wide remits in relation to parental engagement, investigation and resolution of parental complaints and disciplinary and grievances hearings. I have experience as a primary head teacher and an Appeal Board member with GTCS.

My working pattern is Monday to Friday 8.30am – 5pm.

George Milliken

Digital Skills and Digital Literacy Development (DSDL) Officer

My role is to support local authorities in the development of their digital strategies, training staff and supporting digital improvement work. My work covers digital learning and teaching as pedagogical practice and digital literacy, cyber resilience and internet safety, and computing science within the Technologies curriculum.

As part of the digital team, I have been working to support the South West Educational Collaborative (SWEIC) with digital learning and teaching approaches, especially around engagement and assessment in online environments. This coming year will allow us to refocus on embedding digital literacy and skills in our school settings as we go forward with the skills developed over the past year.

I have been at Education Scotland for almost three years and worked as a primary teacher in East Renfrewshire, beforehand.

My working pattern is Monday to Friday, 9am to 5pm.

Lisa Moyes

Assessment Support Officer: Gaelic Medium Education

My role is to support with the development of the MCNG (Measaidhean Coitcheann Nàiseanta airson Foghlam tron Ghàidhlig / National Standardised Assessments for Gaelic Medium Education), with a prime focus on the Quality Assurance of materials.

I am passionate about approaches to learning, teaching and assessment within Gaelic Medium Education (GME) and through my previous role as a GME primary school practitioner, I have worked extensively within early years supporting development, delivery and improvement in an immersive language setting.

I joined Education Scotland in April 2021 and will continue to support the GME sector through my new role.

My working pattern is Monday to Friday 8.30am – 5pm.

Siân Neil

Senior Education Officer (SEO) for Early Learning and Childcare (ELC) at Education Scotland

I took up post as SEO for ELC in 2013. I lead on the development of our support for ELC nationally and specifically within the SWEIC. I work closely with Catriona Gill, Education Scotland's Education Officer for early years who is based in the south east. Together we also work to support improvement in ELC across all regional improvement collaboratives and local authority areas

In my previous role, I worked within a local authority, supporting delivery and improvement in early learning and childcare across funded providers in the public, private, voluntary, and independent sectors. This included the leadership of the local authority's peripatetic ELC teacher team.

Prior to that I worked for 15 years as head teacher and head of centre across various early learning and childcare settings, working with children aged 0-5 and their families in some of the most disadvantaged areas of Scotland.

Throughout my career I have worked closely with community learning and development, social work, health services and other partners to best meet the needs of babies, young children and their families.

I work a compressed week Monday – Thursday.

Jacqueline Nimmo

Senior Education Officer - Inclusion, Equalities and Health and Wellbeing

I joined Education Scotland three years ago as HM Inspector of Education and since April '20, have been working as Senior Education Officer, leading on support for improvement in inclusion in the South West, in addition to the national lead for equalities.

During the ten year period prior to joining Education Scotland, I held a number of posts in a large city local authority. These included: Area Education Officer with responsibility for all establishments, 3-18, in the south of the city and for Curriculum, Learning and Teaching citywide; Getting It Right For Every Child (GIRFEC) Officer; and Quality Improvement Officer with remits including inclusion, child protection and quality assurance. During this time, I was appointed Associate Assessor with Education Scotland.

After a number of years as a Modern Languages teacher and qualifying as a primary teacher, I became an English as an Additional Language (EAL) teacher before becoming Principal Teacher of Learning and Behaviour and Depute Head Teacher.

I work a compressed week Tuesday – Friday.

Heather Robertson

Attainment Advisor – Dumfries and Galloway Council

I started at Education Scotland in August 2018. Initially I was the Attainment Advisor for the Western Isles, a universal authority and now I am the Attainment Advisor for Dumfries and Galloway, a schools programme authority.

My role is to:

- Link the work of Education Scotland, Scottish Government and Local Authorities to improve educational attainment and to reduce the attainment gap between children from the least and most socially disadvantaged backgrounds.
- Work within and across local authorities to coordinate, plan and support appropriate strategies and interventions, based on research and other evidence.
- Work collaboratively with other colleagues, attainment advisors and improvement advisors and work alongside local authority staff, community planning partners, head teachers and practitioners on agreed priorities which support raising attainment, and closing the gap, in the key areas of literacy, numeracy and health and wellbeing.

Before joining Education Scotland I was a primary head teacher in South Ayrshire Council for 7 years. During my 24 years in primary education I have been a class teacher, principal teacher and a depute head teacher.

In November 2017 I successfully completed the Scottish Improvement Leaders Programme, a key part of Scotland's innovative approach to address increasing demands across public services by developing Quality Improvement capacity and capability. This programme includes emphasis on the people element of change and how to lead and influence for improvement interlinked with the core concepts of Improvement Science.

My working hours are:

Monday to Thursday 8.00am - 5.00pm

Friday: 8.00am – 3.45pm

I work a compressed fortnight with every second Monday as a non-working day.

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Lorraine Ross

Education Officer - STEM

Role:

To support the South West through the development, coordination and delivery of professional learning to meet the STEM needs of practitioners and technicians.

To identify and share interesting practice and expertise within authorities through open days, mentoring programmes, collaboration activities and networking events.

To support development of STEM leaders within establishments to lead on the development of whole school, setting and cluster-based approaches to STEM outlined in the STEM self-evaluation and improvement framework.

The work of the STEM team is guided both by the commitments outlined in the STEM Education and Training Strategy and the needs, priorities and contexts of the Regional Improvement Collaboratives which we support.

I come from a creativity background in drama and creative digital media working in the secondary sector as a teacher and Principal Teacher and worked across all sectors as an Employability and Enterprise Officer supporting a secondary school, associated primaries, nurseries and ASN establishments within a cluster. Latterly I was Head of Programme for Scotland's Enterprising Schools, a national programme supporting colleagues across Scotland to develop enterprising approaches to the curriculum and learning and teaching whilst embedding DYW and Career Education Standards. I am very much looking forward to supporting a creative approach to STEM with Scotland's practitioners.

My working pattern is Monday to Friday 8.30am – 5pm.

Nicola Sykes

Senior Education Officer – Community Learning and Development (CLD), Parental Engagement and Family Learning

I took up my current post in 2019, and lead, and oversee delivery of a range of national, and regional commitments within my areas of responsibility. I work closely with colleagues in CLD, parental engagement and family learning from across the six regional improvement teams in Education Scotland.

Prior to this, I held several national roles including: Head of Apprenticeship policy team in Scottish Government, with a policy focus to grow, widen and enhance Apprenticeships in Scotland; and, as an Education Officer with Education Scotland, with responsibility for CLD policy and professional learning for improvement - including CLD Regulations; Children's Rights; and, Learning for Sustainability.

Previously, I led and managed a generic local authority CLD area team, and held an authority wide remit for youth work quality assurance and continuous improvement. I also worked as a college manager of a community campus, and was a CLD Associate Assessor with HMIE for over 10 years.

My working pattern is generally 09:00 – 4:45 Monday to Thursday, and Friday 09:00 – 15:00.