

SCOTTISH
CRAFT BUTCHERS
TRAINING AWARDS



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CraftSkills
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Scottish Craft Butcher Training Awards 2022

Kindly sponsored by;
The Scotch Butchers Club and The Scottish Qualifications Authority.

To reward the achievements and efforts of trainees, mentors and employers within Scottish craft butchery.

Five Categories:-

Level 2 Modern Apprentice of the Year

Nominated by SMT assessors and based on achievement of Level 2 modern apprenticeship.

Level 3 Modern Apprentice of the Year

Nominated by SMT assessors and based on achievement of Level 3 modern apprenticeship.

Training Mentor of the Year

This category nominations were made by the trainees and were for the individual who have encouraged the trainee in their development within their workplace.

Training Partner of the Year

This category is for the Employer/Business who has engaged with Craft Skills Scotland and the assessors to maximise the potential of their apprentices.

Extra Mile Award

This category is for the trainee who has “gone the extra mile” in their own progression, new product development and customer service which has had a positive impact on the business they work in. This category can be nominated by the employer, mentor or customers.

Level 2 Modern Apprentice of the Year – Winner 2022

Ryan Gow, John M Munro, Dingwall

Nominated by: John Farquhar, Assessor

Ryan has been great to work with throughout my time as his Assessor and he has made rapid progress since joining John M Munro Ltd in 2019.

It's been fantastic to see him develop at Munros. He started at the Dingwall retail shop, making sausages, and serving customers, beginning to develop his knife skills in the preparation and portioning of cuts for the display.

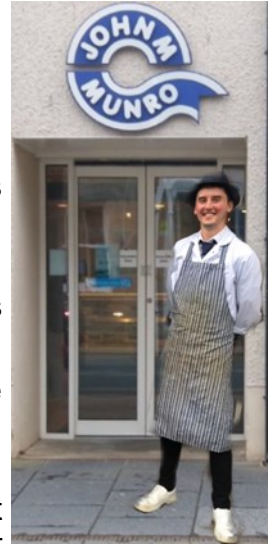
From here, he moved to the Dingwall cutting plant where he worked in the manufacturing department, producing large volumes of sausages and puddings, including J Munros' famous black puddings.

Ryan then moved on to the cutting line, further developing his butchery skills to meet each product's requirements. When the company put in the mechanical boning line at the start of the year, Ryan was at the forefront of getting to grips with it and has also been instrumental in the training of others on its use.

Since completing his Level 2 qualification, Ryan has moved onto his level 3 and has made suggestions on improvements to the processes in the workplace in relation to the use of the mechanical boning equipment, to ensure it is being utilised as efficiently as possible.

About Ryan

About me - I'm 27 years old and decided to get into butchery as I could still do an apprenticeship and gain a trade that I could take around the world, when I'm not working I like to go on random journeys in my car around the highlands and I also play football whether that be 5s or full size I played for a local team in the amateur league this year in which we won the league.



Level 2 Modern Apprentice of the Year – Finalist 2022

Lee Gordon, Scotbeef, Bridge of Allan

Nominated by: Willie Kemp, Assessor

I would like to nominate Lee Gordon from Scotbeef in Bridge of Allan for the Modern Apprentice Level 2 Award.

Lee has been at Scotbeef for over 4 years. He started his career in the packing department. His hard work and can-do attitude were quickly recognised by his supervisor and when a position became available, he progressed by moving into the boning hall.

Lee showed that he was eager to learn and develop and is keen to succeed in the Meat Industry. Over the four years he has continued to develop his skills.

During my time assessing Lee he is always eager to do his best and has a positive attitude to his work. This was not just noticed by me but by his manager Danny McPherson and the Factory Manager Gerrard McCafferty. Gerrard realizing that with an ageing workforce the future of the industry lies with the next generation, and he felt that Lee has the ability not only in skill set but his calm, unassuming manner to work in a very busy environment. Having completed his Level 2 his manager has set out a training programme for Lee to learn all aspects of the factory workplace with the intension of moving him into a management role within the business.

Lee has shown that his hard work and eagerness to learn has provided him with a great career opportunity.



Level 2 Modern Apprentice of the Year – Finalist 2022

Daniel Thompson, Alex Mitchell Butchers, Glenrothes

Nominated by: Wendy Donald, Assessor

I have nominated Daniel for the Level 2 Modern Apprentice of the year because he has shown great potential and is keen to learn all aspects of the business.

Daniel joined Alex Mitchell 2 years ago after having a career change due to covid, he has 25 years' experience in hospitality, Paul Greer owner of Alex Mitchell butchers said "we are incredibly grateful for Daniel and how big a part of the team he has become"

When I first met Daniel, he was quite quiet but soon came out of his shell, Daniel has a tendency to doubt himself but he shouldn't, he has great knife skills and shows great knowledge of how to cook the different cuts which makes him a great hit with the customers.

Daniel completed his SCQF level 5 completing all tasks efficiently. This covered butchery of pork, lamb, and beef. He has only recently completed this but is very keen to move on to his SCQF level 6.

Daniel cooperates very well with his colleagues; he has a high level of problem-solving skills, and I've heard him on numerous occasions asking if he can help out his colleagues to make their day easier. Daniel has implemented a new stock control system which is a massive asset to any business reducing waste by at least 10%. Daniel is always happy to learn new skills, he has recently been senior butcher in the shop with a new apprentice covering the shop managers holiday, he has proved to be a fantastic leader and his organisational skills really shine through. Daniel not only pushes himself at work he sets life goals for himself and has recently completed a marathon which he wanted to achieve before his 40th which just shows his determination to keep pushing himself no matter his age.

Daniel is always reliable and more than willing to go the extra mile and is happy to come in on his day off to help out.



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Level 3 Modern Apprentice of the Year – Winner 2022

James Black, James Aitken Butchers Ltd, Alloa

Nominated by: Willie Kemp, Assessor

James has been a consistently excellent trainee over the 18 months that I have known him. He has worked hard throughout his qualification, and I can see the fantastic progress he has made during this time.

Through good old hard work and determination James has developed into a very capable butcher, starting his career as a young quiet and unassuming young man who had a willingness to learn the trade. Starting his apprenticeship in the back shop learning the basic skills required to progress in the trade. Hardworking and taking a pride in whatever, he was asked to produce. A good listener soaking up the knowledge from his peers using it to progress in the trade. Having known James now for well over a year each visit has been a pleasure, working his way through the level 3 course efficiently and effectively always presenting first class work and always with a can-do positive attitude. With excellent knowledge of his job, he is more than happy to pass his skills onto the younger apprentices who look up to him.

His own direct supervisor's view is "James has a fantastic work ethic and takes pride in his work, stating he has rarely seen this in a young man". James has done all of this in a time where all apprentices have had to work through covid with less support than normal whilst bringing up a young family.

In Aitkens it is very much a team effort and James is very much a team player and a well valued member of the team.



Level 3 Modern Apprentice of the Year – Finalist 2022

James Bowden, John M Munro Ltd, Inverness

Nominated by: John Farquhar, Assessor

James joined John M Munro Ltd in May 2021, He was already registered to start his Level 3 Modern Apprenticeship before he joined so the ability to work at a Supervisory level was already there with James. Walking into a new business, he took a little time to settle in and get to grips with how the business ran, and then got stuck into his Level 3.

James fitted in well with the rest of the team right from the start and the Manager Jeff quickly put his faith in him and let him show his initiative to run the back shop as he saw fit. James is well organized and forward-thinking and so this came easily to him. It also gave him the opportunity to show his people skills, making a good job of organizing new team members as well as those that had been there for years, decades in some cases!

Through his qualification, James has produced a high standard of work and made positive changes to work procedures such as instigating new stock control procedures which save on time and enhance work efficiencies.

He has an excellent understanding of food safety and HACCP, and how to maintain a safe and efficient work environment.

His chatty personality goes down great with the public and he is always looking to develop new products that will sell well.

James could walk into any butcher's and make a positive difference.

He has a passion for the trade and it's in his nature to look ahead and try to improve and make positive changes. His enthusiasm always shines through.



Level 3 Modern Apprentice of the Year – Finalist 2022

Jordan McCaughan, Hugh Black & Sons, Bathgate

Nominated by: Gordon King, Assessor

Jordan has had a steep learning curve in his journey towards SVQ level 3 (SCQF 6) and has taken it all in his stride. Jordan displayed excellent knife skills while working towards SVQ level 2 working at Hugh Black and Sons where he has shown a natural enthusiasm for display and a high standard of products.

Jordan applied the same level of dedication to this course as he did to, the previous level and has produced very high-quality evidence.

Jordan has engaged with me over the course of his qualification submitting evidence for review, often within hours of his last visit and setting an impressive pace. He is also very good at asking his assessor for feedback and where additional evidence was required this was prepared and submitted within a short time period. Jordan took great responsibility for his own development and this is the very essence of the Modern Apprenticeship Level 3. Jordan is a very well-grounded individual who recognises that gaining skills and experience is just as valuable as earning money. He once quoted to me the phrase “money returns but experiences don’t”. He really is the type of person who will recognise an opportunity to gain experience and improvement and grab it with both hands. Jordan carried out risk assessments and training assessments and confidently fed back areas for improvement to the relevant people.

Jordan excelled in his evidence for improving customer service and developed standard operating procedures for weigh, wrap and label products in the shop. Jordan has displayed excellent communication skills and has worked closely with his colleagues to build a productive working environment. Jordan is a very popular member of the team and is held in great affection by his regular customers.



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Training Mentor of the Year – Winner 2022

Wilson Hendry, A K Stoddart, Broxburn

Nominated by: Joseph Forrester, Trainee, A K Stoddart

I started work in AK Stoddart in November 2012 as a Trimmer and I progressed to Trainer within the department.

This year the opportunity arose in the company to carry out SVQ Level 2 and I was grateful that Wilson saw the potential in me and put me forward to start it.

Wilson has over 25 years' experience and knowledge in the industry, and it was good to work alongside him and gain his expertise. Right from the beginning Wilson has shown me great support and I am forever grateful.

Wilson taught me to believe in myself and instead turned any negatives into learning experiences and where I could improve; he never criticized me when making a mistake, he used this as a method of explaining.

Wilson is a very hard worker and a great mentor and always does his best not only for the company but for those that he mentors, he always sees the good in everyone and encourages you to do your best even when you have self-doubt.

I cannot think of anyone more deserving of this award as he is very patient, understanding and could not have asked for a better teacher. I hope that he gets the award as he does deserve it for all the hard work, commitment and support he awarded to me. I do not think I would be in the position I am if he hadn't.

About Wilson

Hi, I am Wilson.

I was first interested in butchery when I used to go into the local butcher shop on a Saturday morning with my mother where the quarters were hung up in the front shop and you could touch them. That was in the seventies though and a lot has changed.

On leaving school I got offered a 12-week YTS training scheme placement in John Lawson's Butchers or Munros the Butchers, I took the role in Lawsons so I could walk to work and save the bus fare.

At the end of the placement, I was offered a job as an apprentice butcher with Lawson's. I loved the job even though I was still doing the fetching and carrying, and all the basic jobs. John was surprised to find out that I could make potted hough and peel a cooked tongue, things that I learnt at my Granny's house.

I was trained well and learned all aspects of shop butchery. After a spell at Marshall's Chickens, I got a job at Stoddarts on the production line, and I am still working there today as Training and Quality Manager. I have learned a lot in 29 years with the business which has put me in good stead to lead a team of trainers who are all keen to support, mentor and educate current and new employees.

It is difficult at times but is also very rewarding when new trainees get signed off from their probationary period or signed off on a role that they have been training on for the past several weeks.

I have also passed SVQ's with Stoddart's, I am still learning new skills, as a business we are still learning new ways to train and develop all the teams.

Out of work I like to spend time with my wife and Lou Lou our dog and working on our allotment.

That's me Wilson.



Training Mentor of the Year – Finalist 2022

Jeff MacDonald, John M Munro Ltd, Inverness

Nominated by: Sarah Cumming, Trainee, John Munro Ltd

I would like to use this opportunity to nominate Jeff MacDonald for Mentoring me.

Jeff is new to the post of Assistant Manager for John M Munro Ltd having spent 37 years in production and counter service for Duncan Fraser.

Learning on the job since the takeover I have admired Jeff's attitude towards challenging situations and have been fortunate to build an excellent working relationship with him, whereby he shares a lot of his knowledge. Being interested in my modules Jeff would encourage, advise and promote my learning capabilities building my confidence up along the way, giving praise when deserved and criticism when required.

Jeff makes the day in the butchers safe, interesting, and occasionally fun. He's an inspiration to the younger members of our team too. I hope they can learn from his expertise as much as I do.

Fingers crossed!

About Jeff

My Name is Jeff MacDonald. I am 53 years young and have worked in the Butchery Trade since 1985.

I am currently the Assistant Manager in the Inverness Branch of John M Munro Butchers. Over the years I have worked with many people and enjoy passing my skills and knowledge on to the future of our industry.

When not working I spend a lot of time at my allotment growing many fruits and vegetables and enjoy walking with my partner Jane accompanied by our two Jack Russell's.



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Training Partner of the Year – Winner 2022

Mitchell's of Erskine

Nominated by: Sarah Frew, Assessor

Mitchells of Erskine have been a pleasure to work with, they have always gone over and above to help me, especially with regards to having trainees well equipped for assessments and have been ever so welcoming.

Ryan King, grandson of owner John Mitchell, and Sean Lewis - Manager have been so keen to push forward the apprentices and keen to understand how they can improve the teachings given. A real passion and drive to move the business forward with new apprentices and showing them the high standard Mitchell's have and ensuring they also care for the product like they have done for 37 years.



Mitchell's are so helpful and understanding and want the best for their candidates. I really was so happy to learn how they work and how they are so keen for their candidates to progress. They have brilliant staff to learn from and gain a wealth of knowledge from long-standing members of staff.

They are really keen to help with peoples progression and are very supportive of me attending the shop and with their very busy shop I know they are rushed off their feet doing their jobs but they really want their apprentices to succeed which is so great to see.

Mitchell's are also keen to discuss opportunities and ways in which they can help their apprentice with the next stages of their course. They also were able to give in depth feedback to the apprentices once the task was completed and products finished. It was brilliant to have them so on board and supportive of the course.



Training Partner of the Year – Finalist 2022

Stuart's of Buckhaven

Nominated by: Gordon King, Assessor



The reasons for nominating Stuart's of Buckhaven are based on my experience of working in their 4 butcher shops over the last 19 years. In that time i have worked with many apprentices in both butchery and customer service at both SVQ level 2 and SVQ level 3. The working relationship has been built on trust and not only with the owners Keith and Mark Stuart but with their butchery director, Derek McMahon and all the shop managers, supervisors, and staff.

R T Stuart have always invested in the future by actively employing young (and not so young) people and encouraging them in the opportunity to work towards a modern apprentice qualification built to suit the abilities of the individual and the needs of the business.

Everyone at the business has been fully supportive of the work carried out by our assessors and appreciative of the time spent to develop the skills and confidence of the individual. Many of those individuals who have completed SVQ level 2 or 3 are now supervisors or shop managers themselves and they are now working with our assessors to develop the modern apprentices under their supervision.

This has had the positive effect of being able to pass on their experiences of the assessment process and the work required to complete the qualification to their staff. It has been a pleasure to walk in to see a new, usually nervous, apprentice to find that the manager or supervisor has put them at ease by sharing their own positive experience of the process. The butchery director, Derek McMahon has been particularly keen to give the counter staff the opportunity to gain some knife skills within a modern apprentice qualification and worked with me to pick the units that would be used in the portfolio. This has had the positive effect of more counter staff asking to be given the chance to work on this qualification and Derek has been proactive in "selling" this qualification to his staff.

With a company this size and so many staff on Modern Apprentice qualifications it would be foolish to think that every visit to each trainee would go without a hitch at some point. However, the company have made every effort to accommodate and will always work with us to make sure that any delays or difficulties are minimised and resolved as soon as possible. R T Stuart have been particularly helpful in recent times, allowing trainee assessors from Craft Skills Scotland to use the trainees and premises to gain valuable experience. Recognition for the positive engagement and support shown towards the assessors and staff is a justified reward for a business who acknowledge the individuality of their staff but encourage them to maximise their potential for the benefit of the individual and the company.



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Extra Mile Award – Winner 2022

Mark Boyd, Bryan Beveridge Butchers, Dunfermline

Nominated by: Mrs Maria Gilmour

I am making this Nomination as a British Sign Language (BSL) Tutor for the named nominated person.

Back in September 2019 Mark signed himself up for a Level one BSL Course (British Sign Language) to enhance his customer service within his workplace through self-funding.

In March 2020 the remainder of the course was suspended due to the Pandemic. Mark had already sat his first Assessment (Course includes three Assessments) and was preparing for his second one when this occurred.

In September 2021 I took over from the previous tutor to progress the class and complete the course for them to gain their full Level One Qualification.

This meant that a change of tutor was a change of course structure, starting right back at the beginning to follow the Qualification Specification required to gain the Accreditation that was quite rightly deserved.

Mark embraced the BSL Course from the outset working extremely hard dealing with the changes that were evident because of the gap from initially starting the Course in 2019. Although Mark has a disability himself being blind in one eye which meant he had to work extra hard throughout the Course he also had no doubt that he would definitely persevere no matter how long it took for the Course to recommence after the Pandemic and restrictions lifted to allow the Course to continue. In between he duly used his Level one knowledge regularly to practice and assist customers with hearing loss or deafness at his place of work.

In June 2022 Mark achieved the full Level one certificate and is now progressing to do his Level two when the next Course becomes available to further enhance his knowledge and customer service at work.

Since Mark achieved the above and indeed through his learning leading up to his achievement, he has customers with hearing loss/deaf customers regularly visit the Butchers shop and specifically look for him on entering the premises, knowing he will make himself available to spend time with them. This number is increasing as it becomes known through the Deaf Community.

Mark also is very keen to enhance and improve deaf community perception through his work and his other colleagues through understanding their individual needs and to work with them by making them aware that local Butchers are there to help them.

Mark is very much a people person and talks openly about Diversity and Inclusion (which can benefit in the workplace) to help his colleagues understand a bit more about the local Deaf Community sending a clear message of the importance of diversity Mark has gone above and beyond by demonstrating, leading by example and embracing the challenges facing the butchery trade overall within the local community and is an asset to the Butchery Business.





Extra Mile Award – Winner 2022

Mark Boyd, Bryan Beveridge Butchers, Dunfermline

Nominated by: Mrs Maria Gilmour

About Mark

My name is Mark

I am 54 and previously worked for a UK Bank. I am partially sighted. My interests and hobbies are squash and gardening.

My present role is a Counter Assistant at Bryan Beveridge Quality Butchers situated in Scotland's newest capital city, Dunfermline for the last 8 years.

A small happy butchers which is family run and owned by a dynamic partnership of Bryan and his wife Viv.

I love working there and feel privileged to work with and for them.

Their business ethos and acumen "Where People Matter" – where both customers and staff are all valued.

They are both forward thinking and enable diversity to flourish. In my first two years there, under Bryan's guidance, I was able to study and completed my Modern Apprenticeship SCQF 5 and 6 in Meat and Poultry Skills in quick succession and gain accreditation.

With their and my colleagues support and encouragement, I decided to study British Sign Language at night school. Breaking down the barriers for a silent, sometimes forgotten minority within all our local communities. No longer relying on mobile phone text messages and handwritten notes – a friend with a smile who is there to assist them. Yes, I do get it wrong sometimes and we laugh, but they are grateful that an effort is being made and we help each other.

The deaf community are talking and are listening. At Bryan Beveridge's we are thinking outside the box – you can too.

I am proud to say "Scottish Craft Butchers are reaching out to their local communities everywhere – LETS CONNECT LETS ENGAGE".



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For information about the Scotch Butchers Club contact by email

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