

EDUCATION RESOURCES COMMITTEE

Minutes of meeting held in Committee Room 1, Council Offices, Almada Street, Hamilton on 7 May 2019

Chair:

Councillor Katy Loudon

Councillors Present

Councillor Alex Allison, Councillor John Anderson, Councillor Robert Brown, Councillor Jackie Burns (*substitute for Councillor Sheena Wardhaugh*), Councillor Margaret Cooper, Councillor Margaret Cowie, Councillor Peter Craig (Depute), Councillor Fiona Dryburgh, Councillor Lynsey Hamilton, Councillor Mark Horsham, Councillor Richard Lockhart (*substitute for Councillor Ian Harrow*), Councillor Katy Loudon, Councillor Julia Marrs, Councillor Monique McAdams, Councillor Ian McAllan, Councillor Mark McGeever, Councillor Lynne Nailon, Councillor Carol Nugent, Councillor Mo Razzaq, Councillor John Ross, Councillor Collette Stevenson (*substitute for Councillor Gladys Miller*), Councillor Jared Wark, Councillor David Watson

Councillors' Apologies

Councillor Stephanie Callaghan, Councillor Ian Harrow, Councillor Gladys Miller, Councillor Graham Scott, Councillor Margaret B Walker, Councillor Sheena Wardhaugh

External Members Present:

Gillian Coulter, Christine Hall, Andy Harvey, Hilary Kirby

External Members' Apologies:

Ann Marie Hobson, Dr Nagy Iskander, John Mulligan

Attending:

Education Resources

T McDaid, Executive Director; D Dickson, Operations Manager; E King, Principal Psychologist; C McKenzie, Head of Education (Broad General Education); S Nicolson, Head of Education (Senior Phase); L Sherry, Head of Education (Support Services and School Estate)

Finance and Corporate Resources

M M Cairns, Legal Services Manager; L Harvey, Finance Manager (Resources); J McDonald, Administration Adviser; M Milne, HR Business Partner; L O'Hagan, Finance Manager (Strategy); L Paterson, Administration Officer

1 Declaration of Interests

The following interest was declared:-

Councillor(s)	Item(s)	Nature of Interest(s)
Dryburgh	Proposal to Expand the Pilot Rollout of Breakfast Clubs – August 2019	Involvement with Machan Trust, Larkhall

2 Minutes of Previous Meeting

The minutes of the meeting of the Education Resources Committee held on 19 February 2019 were submitted for approval as a correct record.

The Committee decided: that the minutes be approved as a correct record.

3 Education Resources – Revenue Budget Monitoring 2018/2019

A joint report dated 3 April 2019 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted comparing actual expenditure at 1 March 2019 against budgeted expenditure for 2018/2019 for Education Resources, together with a forecast for the year to 31 March 2019.

The Committee decided:

- (1) that the underspend of £3.848 million before transfers to reserves, as detailed in the appendix to the report, and the underspend of £0.032 million, after transfer to reserves, be noted;
- (2) that the forecast to 31 March 2019 of an underspend of £4.462 million, before transfers to reserves of £4.424 million, as detailed in the appendix to the report, and the forecast underspend of £0.038 million, after transfers to reserves, be noted; and
- (3) that the budget virements, as detailed in the appendix to the report, be approved.

[Reference: Minutes of 19 February 2019 (Paragraph 3)]

4 Education Resources – Capital Budget Monitoring 2018/2019

A joint report dated 17 April 2019 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted advising of progress on the Education Resources' capital programme for 2019/2020 and summarising the expenditure position at 1 March 2019.

The Committee decided: that the report be noted.

[Reference: Minutes of 19 February 2019 (Paragraph 4)]

5 Education Resources – Workforce Monitoring – January and February 2019

A joint report dated 26 March 2019 by the Executive Directors (Education Resources) and (Finance and Corporate Resources) was submitted on the following employee information for Education Resources for the period January and February 2019:-

- ♦ attendance statistics
- ♦ occupational health statistics
- ♦ accident/incident statistics
- ♦ disciplinary hearings, grievances and Dignity at Work cases
- ♦ analysis of leavers
- ♦ Staffing Watch as at 8 December 2018

The Committee decided: that the report be noted.

[Reference: Minutes of 19 February 2019 (Paragraph 5)]

6 Early Learning and Childcare 1,140 Hours Update

A joint report dated 25 April 2019 by the Executive Directors (Finance and Corporate Resources) and (Education Resources) was submitted on:-

- ◆ progress achieved with the implementation of the Early Learning and Childcare (ELC) 1,140 hours' expansion programme for all 3 and 4 year olds and eligible 2 year olds by August 2020
- ◆ engagement and consultation with private partner providers in terms of the rate of payment they would receive
- ◆ access to funded places
- ◆ the launch of the Scottish Government's new National Standard
- ◆ proposals to increase the staffing establishment within Education Resources to meet the delivery of 1,140 hours of ELC and also the needs of families who would benefit from earlier access to a funded place

In March 2017, the Scottish Government published the Blueprint for 2020 which set out the aspiration for the delivery of 1,140 hours of funded ELC to all 3 and 4 year olds and eligible 2 year olds by August 2020. A key principle of the Blueprint was the intention to create a provider neutral approach across the sector where 'funding follows the child' which should enable children and their families to access high quality, accessible, flexible and affordable provision regardless of provider which would be free at the point of delivery. Consultation and evaluation was ongoing with parents/carers and providers who had been involved in the initial phase of delivering 1,140 hours of ELC. To date, feedback received had been strongly positive.

Since 2017, the Council had recruited over 100 Early Years' Workers, 26 Team Leader/graduates and a number of central support staff. Almost 45 new posts had been created in Facilities Services, Community and Enterprise Resources to ensure delivery of a hot meal to children aged 2 to 5 years who attended the nursery for a full day. 75 Modern Apprentices were engaged in training to become future Early Years' employees with the first cohort expected to become fully qualified Early Years' employees in 2019.

Detailed information was provided on the following areas:-

◆ **Private Providers**

The Council recognised the contribution made by the private sector to ELC provision across South Lanarkshire. The Council's approach in planning for the ELC expansion was consistent with the Scottish Government's advice. Private providers had been consulted and their views considered within the context of that approach, including through the partners' consultative group, partner meetings and individual meetings. Recent activity included:-

- ◆ additional business support made available to partner providers through the Council's Business Development Team
- ◆ engagement with partners on a number of options in terms of the rate of payment they would receive. Following a ballot, the preferred option by a majority of partners was to be funded to provide 800 hours at an increased rate of £4.76 per hour, that is £3,808 per child, per annum
- ◆ consultation with partners on access to the 'Quality Improvement Fund' which, subject to criteria, could provide up to £10,000 per partner to enable them to take active steps to meet the requirements of the new Scottish Government National Standard, a pre-requisite for registration to provide future funded ELC places
- ◆ an additional £3 per child, per day, paid to partners to provide a hot meal for children of families who met the eligibility criteria

♦ **Access to Funded Places**

The Council currently followed the Scottish Government's guidance for admitting children to ELC places, that is a funded place to commence on the first day of the term following a child's 3rd birthday. The Council had recognised that the reduction in the period of funded provision for those children born between 1 September and the end of February was compounded by the delay introduced by waiting until the start of the following term. To reduce the resulting inequity of access, on 27 February 2019, the Council approved an additional investment of £1.3 million to support a change to the admission process for those children which would allow them to access their funded ELC entitlement earlier than the existing enrolment date, which would be fully funded by the Council. It was proposed that, from August 2019, those children would have access to a funded place from the first day of the month following their 3rd birthday. Operationally, the new entry dates would allow the Early Years' Service to plan appropriately for children starting on a more frequent basis. Children whose 3rd birthday fell between 1 March and 31 August would continue to access their fully funded entitlement from August.

♦ **Scottish Government's New National Standard**

The new National Standard, launched by the Scottish Government in December 2018, set out how 'funding would follow the child' and the criteria which all ELC establishments would require to meet to register to deliver future provision. All providers would require to have 'good' grades confirmed by inspection. Enhanced support and training was provided by Education Resources' Quality Officers. The Council had responsibility for the implementation, registration and maintenance of the new Standard.

♦ **Proposals to Increase the Staffing Establishment within Education Resources**

To meet the delivery of 1,140 hours of ELC and also the needs of families who would benefit from earlier access to a funded place, it was proposed that the staffing levels in Education Resources be increased for the new school term from August 2019, as follows:-

Post	Number	Grade/Level	Salary
Early Years' Workers	14	Grade 1, Level 4 to Grade 2, Level 2	£20,000 to £22,793
Support Assistant – Term Time	15.7	Grade 1, Level 1 to Grade 1, Level 4	£14,821 to £17,429
Support Assistant – 52 week	4.3	Grade 1, Level 1 to Grade 1, Level 4	£17,008 to £20,000

On 1 May 2018, the Scottish Government notified the Council that the overall 2019/2020 allocation for ELC expansion through the ELC – Multi Year Revenue was £17.460 million. The cost of establishing the new posts detailed above would be met from the 2019/2020 revenue allocation and the Earlier Access 2019/2020 funding.

Councillor Hamilton, seconded by Councillor Dryburgh, moved as an amendment that children to have access to a funded place from the first day of the week following their 3rd birthday and not from the first day of the month following their 3rd birthday. Following a full discussion on this matter, it was agreed that the recommendation in the report be amended to reflect the amendment.

The Committee decided:

- (1) that the implementation of the Early Learning and Childcare expansion programme for all 3 and 4 year olds and eligible 2 year olds by 2020, as detailed in the report, be noted;
- (2) that the increased funding for private providers, as detailed in paragraph 5.5 to the report, be approved;

- (3) that the Admissions Policy be amended to enable children to access a funded place from the first day of the week following their 3rd birthday from August 2019; and
- (4) that the proposed increase in the staffing establishment of Education Resources, as detailed above, be approved

[Reference: Minutes of South Lanarkshire Council of 27 February 2019 (Paragraph 2)]

7 Proposal to Expand the Pilot Rollout of Breakfast Clubs (August 2019)

A joint report dated 16 April 2019 by the Executive Directors (Education Resources), (Community and Enterprise Resources) and (Finance and Corporate Resources) was submitted on:-

- ♦ progress achieved with the implementation of the initiative to pilot free breakfast clubs in a number of primary schools during 2018/2019
- ♦ proposals to expand the pilot rollout to all primary schools from August 2019
- ♦ proposals to increase the staffing establishments within Education Resources and Community and Enterprise Resources to meet the requirements of existing breakfast clubs and the expansion of the pilot rollout
- ♦ anticipated costs required to meet the requirements of existing breakfast clubs and the expansion of the pilot rollout

On 24 April 2018, the Education Resources Committee approved the initial rollout of breakfast clubs to 5 primary schools during April to June 2018 (phase 1) before upscaling to 40 schools from August 2018 (phase 2). The pilot would also explore the option of supporting a local charitable organisation to deliver breakfast clubs in identified schools.

On 27 November 2018, the Education Resources Committee considered an update on the initiative which included detailed information on the evaluation undertaken and also next steps in taking forward breakfast club provision from August 2019. Following that update, the average daily uptake rate had increased from 26 to 35 pupils and the number of breakfasts served daily had increased from 1,050 to 1,450. Discussions had also continued with voluntary sector organisations, such as the Machan Trust, Larkhall, to look at different models of delivery.

Information was provided on actions taken in terms of planning for the expansion of the pilot for breakfast clubs to all primary schools from August 2019. Details of the average daily breakfast clubs uptake rates, in each of the primary schools involved in phases 1 and 2, was provided in Appendix 1 to the report. In view of the increased number of pupils attending some schools, it was proposed that the staffing levels in Education Resources and Community and Enterprise Resources be increased, on a temporary basis initially, as follows:-

Post	Number of Posts (FTE)	Grade/Level	Spinal Column Points	Salary
School Support Assistant	193 x 45 minutes per day	Grade 1, Level 1 to 3	20 to 27	£1,550 to £1,718
Facilities Assistant (Cook in Charge)	6 x 1 hour per day	Grade 1, Level 1 to 4	20 to 31	£2,065 to £2,429
Facilities Assistant – (Catering)	61 x 1 hour per day	Grade 1, Level 1	20	£2,065

It was anticipated that the associated level of funding required to continue with existing breakfast clubs and the extension of the pilot to all primary schools from August 2019 would be £680,000. This would be funded during 2019/2020 by utilising the cumulative projected underspends from the pilot summer holiday lunch clubs and free breakfast clubs programmes, since the introduction of both initiatives in 2018/2019.

The Committee recommended to the Executive Committee:

- (1) that the expansion of the pilot rollout of breakfast clubs within all primary schools from August 2019 be approved; and
- (2) that the proposed increases in the staffing establishments of Education Resources and Community and Enterprise Resources, required as part of the expansion programme, as detailed above, be approved.

[Reference: Minutes of 24 April 2018 (Paragraph 6) and 27 November 2018 (Paragraph 8)]

Councillor Dryburgh, having declared an interest in this item, withdrew from the meeting during its consideration

8 Paid Privilege Transport Scheme – Amendment to Policy

A report dated 10 April 2019 by the Executive Director (Education Resources) was submitted on a proposal to amend the policy of 'paid privilege transport' to allow free provision of privilege transport for pupils with free school meal entitlement.

A paid privilege place was provided where there was spare capacity on an existing dedicated school contract. The privilege scheme had been refined to take account of priority situations and, on 16 May 2018, the Executive Committee approved a recommendation from the Education Resources Committee of 24 April 2018, for the introduction of a new priority for the allocation of paid privilege transport places as follows:-

- ◆ pupils who were entitled to free school meals. Places would be issued to pupils who lived further from the school until all the places had been allocated

The new priority increased the number of priorities for the allocation of places from 4 to 5. It was agreed that, with effect from August 2018, pupils entitled to free school meals would be considered as Priority 3.

In school session 2018/2019, allocated privilege transport places had been available to 36 pupils within the new Priority 3. Only 17 pupils had taken up places which had generated income of £3,230. As part of the Council's commitment to tackling poverty, and in preparation for school session 2019/2020, it was proposed to waive the charge for a privilege transport place within Priority 3 which would be amended to read as follows:-

- ◆ Priority 3 - pupils who were entitled to free school meals. Places would be issued to pupils who lived further from the school until all the places had been allocated. Any privilege transport allocation made under Priority 3 would be free of charge

There were no changes to Priorities 1, 2, 4 and 5 for the allocation of paid privilege places.

The Committee recommended to the Executive Committee:

that revised Priority 3, to allow free provision for pupils with free school meals, be approved, with effect from August 2019.

[Reference: Minutes of 24 April 2018 (Paragraph 8) and Executive Committee 16 May 2018 (Paragraph 16)]

9 School Improvement Update

A report dated 11 April 2019 by the Executive Director (Education Resources) was submitted providing an update on the work of the Curriculum and Quality Improvement Services (CQIS) in relation to School Improvement Session 2018/2019.

To deliver excellent outcomes for all learners, Education Resources' School Improvement strategy centred on empowerment and capacity building at all levels. This was carried forward through a number of work streams; Teaching and Learning, Teacher Professionalism, Leadership and School Improvement.

Details of progress made in relation to the following programmes and activities were provided:-

- ◆ validated self-evaluation
- ◆ teacher professionalism
- ◆ leadership
- ◆ teaching and learning
- ◆ self-improving attainment family groups
- ◆ How Good is OUR School?

During 2018/2019, next steps would include:-

- ◆ in conjunction with Professional Associations, class practitioners to be identified within each Learning Community to become Validated Self-Evaluation Ambassadors
- ◆ continued engagement with the West Partnership and the General Teaching Council Scotland (GTCS) to support students, newly qualified teachers and fully registered teachers
- ◆ liaison with the GTCS and the teaching profession in South Lanarkshire in relation to revised Standards due for implementation in August 2020
- ◆ continued refresh and enhancement of professional opportunities and evaluation of provision, in partnership with Glasgow and Strathclyde Universities, Education Scotland, Education Resources' employees and other external providers, in support of the highest possible quality of leadership in South Lanarkshire schools
- ◆ update of Education Resources' Leadership Framework in line with the new national model for professional learning
- ◆ continued engagement with the Regional Improvement Collaboration (RIC) to facilitate and deliver 2 programmes; one based on approaches to Collaborative Action Research and the other on Improving Our Classrooms
- ◆ the strategic Learning and Teaching Group to support the delivery of further career long professional learning pedagogy
- ◆ continuation of the existing Council model of self-improving attainment families into session 2019/2020
- ◆ arrangements to hold an event for young people to raise the profile and importance of pupil participation and involvement in self-evaluation and school improvement

The Committee decided:

that the report be noted.

[Reference: Minutes of 19 June 2018 (Paragraph 11)]

10 Numeracy Update (Broad General Education)

A report dated 10 April 2019 by the Executive Director (Education Resources) was submitted on the progress of Numeracy in South Lanarkshire Council schools within the Broad General Education (BGE).

The development of functional numeracy was an essential life skill and was both a national and local priority for education. A dedicated Lead Officer (LO) had the strategic remit to drive forward developments in numeracy within South Lanarkshire, supported by a Numeracy Support Officer (NSO). At school level, 'lead teachers' had been developed locally to help take forward the numeracy strategic priorities. Progression pathways had been developed at Early, First and Second level for schools which linked the Experiences and Outcomes to the Benchmarks and provided schools with a framework to ensure their courses had sufficient pace, challenge and appropriate assessment. Work was ongoing to develop pathways for the Third and Fourth levels.

Pupils throughout their BGE, that is P1 to S3, were assessed regularly to ensure that they were making expected progress. Teachers at P1, P4, P7 and S3 stages reported on the 'Curriculum for Excellence' (CfE) levels achieved by their pupils.

A summary of results was provided in the report which showed that over the 3 year period 2015/2016 to 2017/2018:-

- ◆ the percentage of pupils who had achieved the expected levels of attainment in numeracy was above the national average at P1 and S3
- ◆ performance at P4 and P7 was almost the same as the national average
- ◆ there had been a steady increase in attainment at all stages from 2015/2016

Detailed information was provided on activity undertaken within the West Partnership Improvement Collaborative and the next steps to be taken, over the coming year, to raise standards in numeracy to close the poverty related attainment gap.

The range of numeracy and mathematical programmes, which had impacted on the development of outcomes for learners and on the continuing professional learning for employees, was detailed in Appendix 1 to the report.

The Committee decided: that the report be noted.

11 School Leavers' Initial Destination Results 2017/2018

A report dated 25 April 2019 by the Executive Director (Education Resources) was submitted on the 2017/2018 school leaver initial destination survey results produced by Skills Development Scotland (SDS).

The report highlighted that for South Lanarkshire:-

- ◆ the highest ever positive destination rate of 96.4%, 2% above the national average, had been achieved
- ◆ the unemployed (seeking) rate was 2.3%, 1.5% below the national average
- ◆ the highest ever positive destination rate of 93.2% had been achieved by young people in the 20% most deprived areas of South Lanarkshire, 2.8% above the national average
- ◆ the difference between the positive destination rate achieved by young people in the 20% most deprived areas and the 20% least deprived areas was 4.6%, 2.2% lower than the national average
- ◆ 29 out of 32 care experienced young people leaving school had achieved positive destinations in the year

Next steps would include:-

- ◆ expansion of the Council's Family Firm approach to offer employment to care experienced young people and development of this approach with NHS Lanarkshire and other Partners
- ◆ further development of the Foundation Apprenticeship and work based learning programme opportunities for pupils
- ◆ further work with more vulnerable groups
- ◆ continued focus on improvement planning within identified schools to improve school leaver destination outcomes

The Committee decided: that the outcome from the initial survey on destinations for the 2017/2018 school leavers' cohort and planned next steps be noted.

[Reference: Minutes of 24 April 2018 (Paragraph 12)]

12 South Lanarkshire Council - MCR Pathways Programme

A report dated 10 April 2019 by the Executive Director (Education Resources) was submitted on the progress of the 'MCR Pathways' programme.

MCR Pathways was a school-based mentoring and talent development programme specifically designed to provide personalised support for disadvantaged, vulnerable and/or care experienced young people, including young people on the fringes of the care system.

On 19 June 2018, the Education Resources Committee approved arrangements for an initial pilot MCR Pathways programme in 6 secondary schools in South Lanarkshire with the highest proportion of pupils in the Scottish Index of Multiple Deprivation (SIMD) 1/2. It was also agreed that 8 posts of MCR Pathways Co-ordinator be established to support implementation of the pilot.

The MCR Pathways programme was offered to vulnerable learners in the following 6 secondary schools:-

- | | |
|---|------------------------------------|
| ◆ Hamilton Grammar | ◆ Calderside Academy, Blantyre |
| ◆ St John Ogilvie High School, Hamilton | ◆ Stonelaw High School, Rutherglen |
| ◆ Cathkin High School, Cambuslang | ◆ Trinity High School, Rutherglen |

In South Lanarkshire, the MCR Pathways programme had been rebranded as the Young South Lanarkshire Talent (YSLT) programme and was officially launched on 25 March 2019. Ongoing support was provided by the MCR Pathways' national start-up team for the first 6 months of the programme, thereafter, a team of 3 dedicated MCR Pathways' Managers would continue to provide support, training and advice. School and local authority based staff had been identified to liaise with the MCR Pathways Managers and YSLT Programme Co-ordinators had been appointed.

Recruitment of volunteer mentors was underway and interested parties had been invited to attend drop-in information sessions.

Next steps would include:-

- ◆ establishment of a 'hub' to support all staff involved in the programme
- ◆ mentors to undertake training with a focus on relationship building, having already been 'matched' to a young person
- ◆ identification of learners by use of a well-established toolkit with priority given to Care Experienced learners and those with barriers to motivation, commitment and resilience

It was anticipated that the following 3 Scottish Attainment Challenge schools would join the programme in session 2020/2021:-

- ◆ Larkhall Academy
- ◆ Lanark Grammar
- ◆ Holy Cross High School, Hamilton

The Committee decided: that the current and planned work relating to the implementation of the MCR Pathways programme be noted.

[Reference: Minutes of 19 June 2018 (Paragraph 4)]

13 Psychological Service – Supporting Children and Families

A report dated 17 April 2019 by the Executive Director (Education Resources) was submitted providing an update on the range of approaches and resources developed by the Psychological Service which supported prevention and early intervention in the mental health and wellbeing of children and young people.

The Psychological Service had adopted an ecological and positive psychology approach which emphasised the need for children and young people to experience education as a secure base and safe haven. On 27 November 2018, the Education Resources Committee approved the Attachment Strategy which set out a clear and consistent approach for all schools and establishments to provide a caring and safe haven for all learners.

The core functions of the Psychological Service focused on:-

- ◆ consultation and assessment
- ◆ intervention
- ◆ research and development

A wide range of programmes had been developed and used across South Lanarkshire including:-

- ◆ Framework of Assessment and Intervention for Resilience (FAIR) (for 9 to 15 year olds)
- ◆ Post School FAIR (for 16 years plus)
- ◆ Early Years' Framework of Assessment and Intervention for Attachment and Resilience (FAIAR) (for supporting parents and carers)
- ◆ A to Z of Attachment and Resilience (2 versions, early years and 7 years plus)
- ◆ Lessons for Living: Think Well, Do Well (Cognitive Behavioural Therapy (CBT) informed programme for P5/6 upwards)
- ◆ Beating Exam Stress (BEST)
- ◆ Give us a break! (9 years plus)

The impact and benefits which had been identified to date included:-

- ◆ evidenced based intervention programmes supported children and young people to learn how to regulate their feelings and emotions
- ◆ training, coaching and mentoring upskilled and built capacity of the Education workforce, as well as parents, carers and partner agencies, which supported the wellbeing of children and young people

- ♦ consultation and advice from the Service contributed to the development of effective systems and multi-agency pathways which co-ordinated support for children and young people's mental health and wellbeing by promoting best practice in the Getting It Right For Every Child (GIRFEC) model

The Committee decided: that the support of the Psychological Service through early intervention and health and wellbeing of young people be noted.

[Reference: Minutes of 27 November 2018 (Paragraph 7)]

14 Celebrating the Success of Young People and Employees

A report dated 17 April 2019 by the Executive Director (Education Resources) was submitted on the achievements and the success of young people and employees from South Lanarkshire schools in national and local awards and other programmes during 2019.

Details were provided on the participation and success of children, young people and employees in South Lanarkshire across a wide range of programmes and award schemes.

Examples of the breadth of achievements were provided in the report.

It was considered that gaining recognition for achievements increased young people's confidence, raised aspirations, improved motivation for learning and kept them engaged in education.

The Committee decided: that the report be noted.

[Reference: Minutes of 27 November 2018 (Paragraph 12)]

15 Urgent Business

There were no items of urgent business.

Chair's Closing Remarks

The Chair advised that this would be the last meeting of the Committee that Elizabeth King, Principal Psychologist, Education Resources would be attending as she was retiring. The Chair, on behalf of the members of the Committee, thanked Ms King for all her hard work and achievements during her time within the Psychological Service and wished her a long and happy retirement.