

Equalities, Well-being and PSHE newsletter

SUMMER/AUTUMN 2018

Supporting primary, secondary and special schools to meet their equalities and safeguarding duties and ensure well-being for all.

Before we all break up for a well-deserved summer break, we wanted to share details of the courses on offer during the next academic year.

We have been providing a wide range of training to schools both as centrally run training days and bespoke training to whole staff teams. All the training has received positive feedback.

This newsletter includes:

- Network and training opportunities
- Resources
- Contact details for the Vulnerable Learners' team.

Network and training opportunities 2018-19

To apply for any of the training below please go to North Yorkshire Education Services (NYES) www.nyeducationsservices.co.uk If you are a school or educational setting your school will have been issued with a username and password, which will enable your school to log in and apply for training. If you have any questions or need help using the site call the NYES team on 01609 533 222 Or email nyes@northyorks.gov.uk There is a cost to attend the training. **Attendance at the network meetings is free for Schools with an Education and Skills Service Level Agreement.**
Training days are 9.30-3.30pm unless otherwise stated.

Primary School Training and Network Opportunities

Online safety in primary schools and settings: meeting your statutory safeguarding duties

Empowering schools to develop an effective approach to online safety to meet their statutory safeguarding duties

17/10/2018
SI-1018-T017
Ripon Spa Hotel, Park Street, Ripon



The topics covered include:

- What are the risks around being online for the whole school community?
- Introduction to NYCC Education and Skills guidance doc
- What can the impact be on pupils?
- What are the duties and responsibilities of schools?
- Personal online safety for staff
- Managing your digital footprint
- Policies
- What can schools do to protect pupils and inform parents?
- What to do if? Practical case studies.
- Signposting to resources and curriculum materials

	Delegates will receive the NYCC Education and Skills Guidance Document on Online Safety and access to a range of relevant resources
<p>Developing Primary RE</p> <p>Supporting new RE subject leaders to raise the quality of RE learning in their school</p>	<p>25/10/2018 SI-1018-T018 Pavilions of Harrogate, Great Yorkshire Showground, Harrogate</p> <p>The course will cover:</p> <ul style="list-style-type: none"> - National and local up-dates - High quality learning in RE - Teaching about other faiths - Assessing progress in RE - Visits and visitors in RE - Sharing resources
<p>Being an effective PSHE subject lead in a primary school</p> <p>Supporting new PSHE subject leaders to implement a planned PSHE curriculum and raise the quality of PSHE learning in their school</p>	<p>06/11/2018 SI-1118-T020 Ripon Spa Hotel, Park Street, Ripon</p> <p>The course will cover:</p> <ul style="list-style-type: none"> - National and local up-dates - Implementing a planned PSHE curriculum - Effective teaching and learning - Assessing progress in PSHE - Effectively using external visitors to support the planned PSHE curriculum - Sharing and signposting to resources
<p>Primary PSHCEe, Equalities and Wellbeing Network</p> <p>Do not miss this opportunity to gain practical insight from schools, networking with the wider North Yorkshire education community, to enhance mutual understanding and develop a community of good practice; to ensure your pupils are able to maximise attainment and achieve their potential.</p>	<p>Autumn: 19/11/2018 SI-1118-T012 Spring: 18/03/2019 SI-0319-T014 Summer: 13/06/2019 SI-0619-T016 Pavilions of Harrogate, Great Yorkshire Showground, Harrogate</p> <p>The standing Agenda is:</p> <ul style="list-style-type: none"> • National updates • Local updates • Strategies to improve teaching and learning • Information and approaches to support effective subject leadership and the development of the PSHCEe curriculum: This will include the school's taught curriculum around aspects of safeguarding including building healthy and safe relationships; emotional health and wellbeing; Relationships and Sex Education (RSE); substance misuse; bullying and online safety. Ensuring the school is meeting their Equality and Prevent duties.
<p>Relationships and Sex Education Training for Primary Schools</p> <p>To support the effective planning and delivery of Relationships and Sex Education (RSE) in a primary school</p>	<p>24/01/2019 SI-0119-T004 The Lakeside Conference Centre at DEFRA, Sand Hutton, York</p> <p>8/5/2019 SI-0519-T002 Ripon Spa Hotel, Park Street, Ripon</p>

	<p>Relationships and Sex Education is becoming statutory for all schools in September 2019. The aim of the training is to support primary schools implement an effective RSE curriculum across the whole school that is based on pupils needs, supported by a RSE policy and delivered by confident staff who are able to teach effective RSE lessons that supports the statutory requirements.</p>
<p>Emotional First Aid Training: an accredited course for professionals who work with primary school aged children</p> <p>Emotional First Aid is the initial support given to a child experiencing emotional distress, creating a healthy emotional environment before any appropriate professional help is sought and obtained.</p>	<p>A two day training course, delegates need to attend both days 16/01/2019 and 23/01/2019</p> <p>SI-0119-T006 The Ripon Spa Hotel, Park Street, Ripon</p> <p>Emotional First Aid (EFA) is an innovative training course based on evidence based practice and built on a foundation of Systemic Thinking and Humanistic Principles. EFA seeks to dispel the myth that mental health means mental illness.</p> <p>The two day training raises awareness of worry and anxiety in children encouraging appropriate emotional expression and the development of helpful strategies which we hope may reduce the likelihood of many Children & Young People developing a Mental Health Problem or a Mental Illness.</p> <p>At the end of the two day course, successful delegates will be recognised and accredited as an “Emotional First Aider” by the Solent NHS Trust.</p>
<p>Religious Education (RE) Primary Network</p> <p>A network day for subject leaders of RE to update and share practice and resources</p>	<p>07/03/2019 SI-0319-T019 Pavilions of Harrogate, Great Yorkshire Showground, Harrogate</p> <p>Repeated on: 12/03/2019 SI-0319-T017 Falsgrave Community Resource Centre, Seamer Rd, Scarborough</p> <p>The agenda will reflect current developments in RE, but will include: National and local updates in RE Sharing practical classroom ideas and resources to teach RE Subject leadership in RE Updates on assessment in RE Organising visits and visitors to enhance learning in RE</p>
<p>Secondary School Training and Network opportunities</p>	
<p>Online safety in secondary schools and settings: meeting your statutory safeguarding duties</p> <p>Empowering schools to develop an effective approach to online safety to meet their statutory safeguarding duties</p>	<p>09/10/2018 SI-1018-T016 Ripon Spa Hotel, Park Street, Ripon</p> <p>The topics covered include:</p> <ul style="list-style-type: none"> • What are the risks around being online for the whole school community? • Introduction to NYCC Education and Skills guidance doc • What can the impact be on pupils? • What are the duties and responsibilities of schools? • Personal online safety for staff • Managing your digital footprint

	<ul style="list-style-type: none"> • Policies • What can schools do to protect pupils and inform parents? • What to do if? Practical case studies. • Signposting to resources and curriculum materials
<p>Secondary PSHCEe, Equalities and Wellbeing Network</p> <p>Do not miss this opportunity to gain practical insight from professionals and schools, networking with the wider education community, to enhance mutual understanding and develop a community of good practice; to ensure your pupils are able to maximise attainment and achieve their potential.</p>	<p>Autumn 23/10/2018 SI-1018-T013</p> <p>Spring 26/03/2019 SI-0319-T015</p> <p>Summer: 25/06/2019 SI-0619-T017</p> <p>Pavilions of Harrogate, Great Yorkshire Showground, Harrogate The networks focus on:</p> <ul style="list-style-type: none"> • National Updates • Local Updates • Workshops from a range of providers and schools to support effective delivery of PSHE, Citizenship and Equality aspects • Resources to support effective delivery
<p>Relationships and Sex Education Training for Secondary Schools</p> <p>To support the effective planning and delivery of Relationships and Sex Education (RSE) in a secondary school</p>	<p>17/01/2019 SI-0119-T005 The Ripon Spa Hotel, Park Street, Ripon</p> <p>Relationships and Sex Education is becoming statutory for all schools in September 2019. The aim of the training is to support primary schools implement an effective RSE curriculum across the whole school that is based on pupils needs, supported by a RSE policy and delivered by confident staff who are able to teach effective RSE lessons that supports the statutory requirements.</p>
<p>Secondary RE Network</p> <p>Supporting RE subject leaders to up-date and raise the quality of RE learning in their school</p>	<p>05/03/2019 SI-0319-T018 Pavilions of Harrogate, Great Yorkshire Showground, Harrogate</p> <p>The network will cover:</p> <ul style="list-style-type: none"> • National and local up-dates • Planning for GCSE • High quality teaching and learning in RE • Assessing progress in RE • Networking and sharing resources
<p>Cross phase training opportunities</p>	
<p>Prevent Updates</p> <p>Meeting your school's statutory duties around preventing violent extremism</p>	<p>16/10/2018 pm SI-1018-T019 Pavilions of Harrogate, Great Yorkshire Showground, Harrogate</p> <p>This two hour training session updates Designated Safeguarding Leads, Senior staff and Governors on local and national issues around Prevent and how schools can meet their statutory duties through curriculum provision, developing a positive school ethos and safeguarding children and young people</p>

<p>Developing British Values and SMSC in your school</p> <p>Cross phase.</p> <p>To help secure your duties around Prevent and Equalities</p>	<p>31/01/2019 SI-0119-T003 Pavilions of Harrogate, Great Yorkshire Showground, Harrogate</p> <p>Repeated on: 18/06/2019 SI-0619-T020 The Lakeside Conference Centre at DEFRA, Sand Hutton, York</p> <p>The course will cover: Statutory duties and key messages</p> <ul style="list-style-type: none"> • What provision would a good/outstanding school have? • Case studies of good practice • Resources to support self-evaluation and good practice • Overcoming the challenges
<p>National PSHE CPD qualification</p> <p>Cross phase</p> <p><i>“Extraordinary support, resources and inspirational practice. Highly recommended if new or experienced in PSHE”, “The CPD has enlightened and inspired my teaching – enabling pupils to progress in PSHE”</i></p>	<div style="display: flex; justify-content: space-between; align-items: center;">  <div style="text-align: center;"> <p>National PSHE CPD Programme Improving Teaching and Learning in PSHE</p> </div>  </div> <p>The National PSHE CPD programme provides a professional development programme for Teachers for all key stages and other professionals currently responsible for the planning and delivery of PSHE and is accredited by the University of Roehampton. The programme will be led by the North Yorkshire Health and Wellbeing Adviser and will be delivered locally in North Yorkshire.</p> <p>The programme will run between January 2019 and November 2019 with delegates required to attend three training days which will explore effective implementation of PSHE within a school environment. Each delegate will be expected to submit a written assignment, lesson observation and a critique of a PSHE lesson which is externally assessed by the University of Roehampton.</p> <p>There are a small number of funded places available for this course. If you are interested in a funded place please contact Clare Barrowman (course leader) at clare.barrowman@northyorks.gov.uk</p>
<p>Raising Achievement and Pupil Premium Strategy – Governor Training Sessions</p> <p>This training will support the role of governors in ensuring they are meeting the new statutory requirement from September 2016 to have in place a pupil premium strategy which is published on the school’s website. Governors are now expected to be clear in the strategy about the barriers to achievement for pupils in receipt of the pupil premium, the rationale and evaluation of the use of the pupil</p>	<p>Governor Training Sessions</p> <p>12 Mar 2019, 18:00 - 20:00 SI-0319-T030 - Downe Arms, Wykeham near Scarborough</p> <p>19 Mar 2019, 18:00 - 20:00 SI-0319-T031 - Parsonage, Escrick</p> <p>26 Mar 2019, 18:00 - 20:00 SI-0319-T032 - Pavilions of Harrogate</p> <p>02 Apr 2019, 18:00 - 20:00 SI-0419-T002 - Rendevous Hotel, Skipton</p> <p>09 Apr 2019, 18:00 - 20:00</p>

premium spend.	<i>SI-0419-T006 - Allerton Court, Northallerton</i>
<p>Raising Achievement of Disadvantaged Learners - For Senior Leaders with Responsibility for Pupil Premium in Primary and Secondary Schools</p> <p>Essential training for school leaders on their accountability for raising achievement of all learners, and their school's use and impact of pupil premium.</p>	<p>06 Nov 2018, 0930 – 15.30 <i>SI-1118-T036</i> <i>Pavilions, Harrogate</i></p> <p>07 Feb 2019, 09:30 - 15:30 <i>SI-0219-T021</i> <i>Lakeside Conference Centre at FERA, Sand Hutton, near York</i></p> <p>This course aims to support the specific role of senior leaders who have a responsibility for the outcomes for disadvantaged learners in receipt of the pupil premium.</p>
<p>Metacognition</p> <p>The EEF state that metacognition is a high impact, low cost method of raising attainment and accelerating progress for all learners. You will learn: What metacognition looks like, its impact in North Yorkshire schools and how to start getting metacognitive with your own pupils.</p>	<p>Two hour twilight training <i>Available as a consultancy, please contact George.tyson@northyorks.gov.uk in the first instance</i></p> <p>Following the whole staff twilight training, you may find it useful to register school metacognition or subject leaders onto the two day training event:</p> <p>Two day course With a focus and examples showing what metacognition looks like in English, Mathematics and Science KS1-3. This two day CPD builds on the concepts of metacognition and supports you through establishing metacognition in your school, leading to independent learners and improved outcomes once embedded in your practice. <i>15 and 29 Jan 2019, 0930-1530</i></p> <p><i>02 and 12 Jul 2018, 0930-1530,</i> Ripon Spa Hotel, Park Street, Ripon</p> <p><i>15 and 29 Jan 2019, 0930-1530</i> Lakeside Conference Centre at FERA, Sand Hutton, near York</p> <p><i>(Delegates are expected to attend both sessions)</i></p>

Save the date:

Working with individuals vulnerable to extremism.

A one day conference for secondary schools, special schools, PRUs and FE colleges

22 October 2018 at The Pavilions of Harrogate

2 free places per school/college, ideally for the Designated Safeguarding Lead and a Governor with safeguarding responsibilities



The conference will provide up-to-date guidance and support for schools and colleges to enable them to effectively meet their duties around Prevent and will include:

- Key note speakers: Dave Allport, ex member of a Far Right group and Imam Muhammad Irfan Chishti, a Muslim cleric, who together co-founded 'Me and you education' which aims to provide clarity, advice and training on tackling extremism and radicalisation.
Find out more at: <https://meandyoueducation.co.uk/>
- Launch of the North Yorkshire guidance to schools and colleges on 'Working with individuals vulnerable to extremism'.

Signing up details will be issued in September. If you don't want to miss out, share your contact details with Lesley Dale Lesley.Dale@northyorks.gov.uk

School based support

We are providing a wide range of bespoke staff training and some can be accompanied by a parents/carers session. Any schools who may be interested in any of the listed aspects should contact members of the Vulnerable Learners Team in the first instance for more information (contact details at the end of this newsletter).

- Safeguarding up-dates
- On-line safety (e-safety) for staff and parents/ carers
- Prevent Updates
- Relationships and Sex Education for staff and parents / carers
- Creating an inclusive school – Celebrating different families, tackling homophobia, biphobic and transphobic language and bullying and supporting lesbian, gay, bisexual and transgender pupils
- Spiritual, Moral, Social Cultural (SMSC) Provision / British Values
- Metacognition
- Equalities Training
- Supporting English as an additional language pupils, including refugees and asylum seekers
- Student voice
- Religious Education
- PSHE (generic or focused on a topic e.g relationships and sex education, drugs and alcohol etc)
- Health and Wellbeing / North Yorkshire Health and Wellbeing award
- Creating a dynamic classroom through Collaborative Learning – a pedagogical methodology that impacts behaviours for learning, self-esteem, pupil talk, peer relationships, social and communication skills.

'Safeguarding Update' Training for schools

How do you keep up-to-date with safeguarding issues that are putting children and young people at risk? This whole staff /governor training session of up to 2 hours, will cover the most recent issues and include signposting to teaching resources and additional support and guidance. The training will brief staff on aspects of:

- Online safety
- Prevent
- Child sexual exploitation
- Child criminal exploitation (County lines)
- Risky behaviours
- Any other current safeguarding concerns.

The training will be delivered by an adviser from the Vulnerable Learners team in the School Improvement Service. Book the training through the NYES website (see bottom of Page 1 for details).

Resources

Frontier will be closing over the summer and key resources will be located either on the CYPS website <http://cyps.northyorks.gov.uk/> or in the resources section of the North Yorkshire Education Services (NYES) website www.nyeducationsservices.co.uk

North Yorkshire PSHE and Citizenship Guidance for schools is available at <http://cyps.northyorks.gov.uk/health-wellbeing-pshe> along with guidance documents to support effective development of Relationships and Sex Education, Substance misuse etc.

Support and information on Equalities including the NYCC guidance on LGBT for professionals who work with children and young people is available at <http://cyps.northyorks.gov.uk/equalities-and-diversity>

Updates

Online safety

A resource that is helpful to plan a progressive online safety curriculum for all pupils can be accessed at <https://www.saferinternet.org.uk/blog/education-connected-world>

There are an increasing number of children and young people who are 'live streaming' and 'vlogging' which raises a number of safeguarding concerns. To learn more about these issues the following links are useful for both staff and parents to be aware of.

<https://www.internetmatters.org/advice/parents-guide-to-live-streaming-and-vlogging/>

<https://www.thinkuknow.co.uk/parents/articles/live-streaming-responding-to-the-risks/>

It is also important to ensure these aspects are included in the planned online safety curriculum for pupils

<https://www.thinkuknow.co.uk/professionals/resources/live-streaming/>

Relationships and Sex Education (RSE) is becoming statutory for all schools from September 2019.

This timeframe is to enable schools an opportunity to review their present curriculum, provide staff CPD, consultant with parents/carers and update their RSE policy. There are a number of resources that can support this process at the <http://cyps.northyorks.gov.uk/health-wellbeing-pshe>.

We are running some RSE training for primary and secondary schools next academic year (please see the section above for more details) but whole staff training can be provided as a twilight staff training session.

Please contact Clare Barrowman for more details at clare.barrowman@northyorks.gov.uk

Celebrating Difference: Exploring gender, different families, sexualities, creating a trans inclusive school and effectively implementing the requirements of the Equality Duty

Schools have done a lot to ensure they are inclusive for all pupils but there is still a need to ensure that all schools are preventing homophobic, biphobic and transphobic bullying, providing an inclusive curriculum and the knowledge and skills to ensure the school is trans and lesbian, gay and bisexual (LGB) inclusive and meeting the requirements of the Equality Duty. Some primary schools in North Yorkshire have had feedback from Ofsted around improvements that could be made in relation to 'pupils learning more about gender stereotyping' and 'ensuring that pupils have the opportunity to learn about and understand the different life choices people make, particularly with regard to their sexuality, so that they are fully equipped to live in the modern world and to make choices of their own'. If your school or a cluster of schools would be interested in accessing this training as a twilight session for their staff please contact Clare Barrowman. Some useful resources to support these aspects can be accessed at:

<https://www.stonewall.org.uk/our-work/education-resources>

<http://www.educateandcelebrate.org/resources/>

<https://www.popnolly.com/>

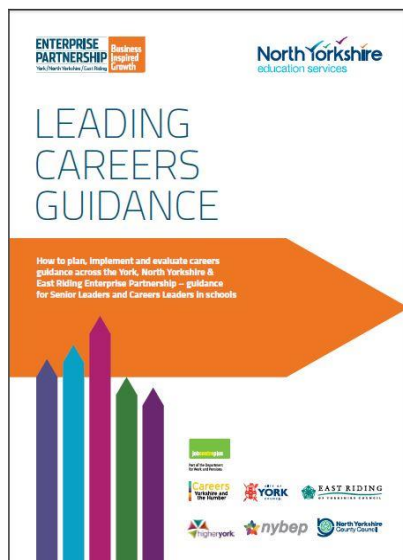
Change for Life Materials for primary schools – ‘Train like a Jedi’

The new materials from Change for life are encouraging children across the country to get active whilst having fun with their new Star Wars™ inspired Train Like A Jedi programme. They have a whole-school assembly presentation, lesson plans and Train Like A Jedi video. Pupils can learn the basic Jedi moves in their new follow-along video featuring double Olympic gold taekwondo champion, Jade Jones. Pupils can then move on to honing the key skills of a Jedi in their new PE lesson plans, helping them to improve their balance, agility and coordination. Inspire your pupils to make up their own Jedi inspired moves and work at perfecting them in the lesson, playground and beyond! New Star Wars themed take-home packs will be arriving in primary schools between 18th June and 13th July.

For more information and access to the resources please follow this link

<https://campaignresources.phe.gov.uk/schools/topics/being-active/train-like-a-jedi>

Leading Careers Guidance



The *Leading Careers Guidance* toolkit has been developed by the LEP Careers Strategy Group. It will help schools understand and embed the national expectations and statutory guidance on careers, including Gatsby Benchmarks, by signposting to fully funded local resources and support.

Leading Careers Guidance will support Senior Leaders and Careers Leaders in their approach to the challenges of reviewing whole school careers guidance by, **planning** to meet National Careers Strategy key actions, **implementing** National statutory guidance and **evaluating** the impact of high quality whole school careers guidance.

Use of the toolkit will also allow schools to support the York North Yorkshire & East Riding LEP aspiration of, ‘increasing employability by connecting business to education’; and to ‘build skills, attitudes and ambition to help people access jobs and progress in them’. You can access the toolkit [HERE](#) or find it at

<https://www.businessinspiredgrowth.com/aspiring-young-people/>

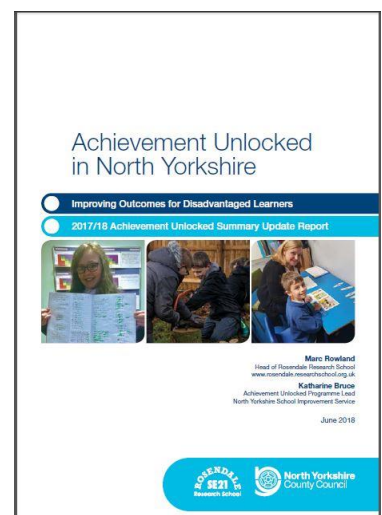
Achievement Unlocked 2017/18 Summary Update Report

The 2017-18 Achievement Unlocked programme has enabled us to continue to build on the progress that has impacted on more rapid improvement for disadvantaged learners across the Achievement Unlocked schools over the last two years.

In this report we are sharing with you the focussed work that has been taking place in our participating Cohort 4 Achievement Unlocked schools, and the summary of ongoing effective strategies that are being disseminated as an outcome of the programme.

We share case studies from the participating schools and identify the ten foundations which should help disadvantaged pupils become successful, independent, curious learners who are sensitive to opportunity and the possibilities of life.

<http://cyps.northyorks.gov.uk/raising-achievement-vulnerable-learners>



The EAL and GRT Service

The service provides training, advice and support for schools to enable staff to effectively support pupils with English as an additional language or Gypsy, Roma and Traveller pupils, who the school may be struggling to engage. Highly skilled ATAs are also available to work directly with pupils, improving access to education and achievement.

To contact the service for support and to refer a pupil:

E-mail: ealqrt@northyorks.gov.uk

Telephone: 01609 532460

In addition, the service offers a number of central training courses. Book early to avoid disappointment!

English as an additional language (EAL) Champions Programme

Enabling school leaders to develop outstanding EAL provision in their school/setting

This 3 day course is aimed at senior leaders or SENCOs in settings, primary and secondary schools who are leading on EAL support in their school and want to develop a whole school, coordinated approach to meeting the needs of EAL learners and new arrivals, ensuring there is outstanding provision across the school/setting. The course will run over a year, and will include 3 training days. In between the training days, relevant, practical tasks will be set that will support the delegate to improve EAL provision in their own school. Each delegate will be mentored by an EAL/GRT Consultant who will conduct two half day visits to the delegate's school.

Dates: Day 1: 14/11/2018, Day 2: 08/02/2019, Day 3:13/06/2019

Course code: SI-1118-T021

Course fee: £480 to include a range of practical resources

Pavilions of Harrogate, Great Yorkshire Showground, Harrogate

English as an additional language (EAL) friendly teaching

This 1 day course will support classroom teachers. NQTs, ITT and PGCE students in developing best practice to support English as an additional language (EAL) learners in the mainstream classroom. The course will cover: Specific challenges for EAL learners; identifying gaps in learning; developing an EAL friendly classroom environment; effective differentiation strategies; supporting EAL learners with SATs and GCSEs.

Date: 15/01/2019

Course code: SI-0119-T013

Course fee: £130

Pavilions of Harrogate, Great Yorkshire Showground, Harrogate

Delivering an initial spoken language intervention programme

This 2 day course will equip Teaching Assistants with the skills, knowledge and resources to deliver interventions in their school/setting to support new arrivals with little or no English.

The course will cover:

- Conducting an initial assessment to identify needs
- developing survival language
- teaching EAL friendly phonics
- first steps with reading and writing.

Delegates will be provided with access to some key resources to support the delivery of the programme.

Dates: Day 1: 18/10/2018, Day 2: 20/11/2018

Course code: SI-1018-T047

Course fee: £260, to include a range of resources

Pavilions of Harrogate, Great Yorkshire Showground, Harrogate

Effectively Supporting GRT (Gypsy Roma and Traveller) Children and Young People

A 1 day training course for adults who support GRT children and young people, to explore strategies to engage children and families, improve attendance, support transition and improve educational outcomes for GRT learners. The course would be suitable for teachers, teaching assistants or adults from other services supporting GRT children and young people.

Date: 22/10/2018
Course code: SI-1018-T020
Course fee: £130

Evolution Business Centre, County Business Park, Darlington Road, Northallerton

Keeping in touch

Would you like to receive these termly up-dates directly along with regular up-dates? Please e-mail Rebecca and she will add you to her contact list.

Contact Details for the Vulnerable Learners Team:		
Katharine Bruce Lead Adviser Vulnerable Learners, 0-19	katharine.bruce@northyorks.gov.uk	01609 535497
Rebecca Swift Equalities Adviser, 0-19	Rebecca.swift@northyorks.gov.uk	01609 798554
Clare Barrowman Health and Wellbeing Adviser, 0-19	clare.barrowman@northyorks.gov.uk	01609 536808
George Tyson, Vulnerable Learners Adviser, 0-19	George.tyson@northyorks.gov.uk	01609 798155