

/ 1 + + \$. 0 " + 1 + / 7 0 !
 \$ " 0 \$ " / " ! " / 0 . "
 ! 0 \$ " + \$ 9

0 / + \$ 9 ++ / 0 \$ 0 \$ + / " 0 ! 1 . " " 0 . 1 / 0 \$. • 0
 0 ! • 0 . 1 / 0 / \$ \$ / > ! / " 0 7 \$. \$. 6 \$ + ! " 0 0 !
 0 / 0 \$. " \$ " 1 " 0 \$ " 7 0 0 0 . 1 / 0 ' / + 1 + / 7 0 0
 " "\$ 0 0 0 " / \$ \$ + \$ 9 • 0 0 . 1 / 0 ' / / " + \$ 9 " 0 0 .
 \$! + " 0 / + . \$ 1 .

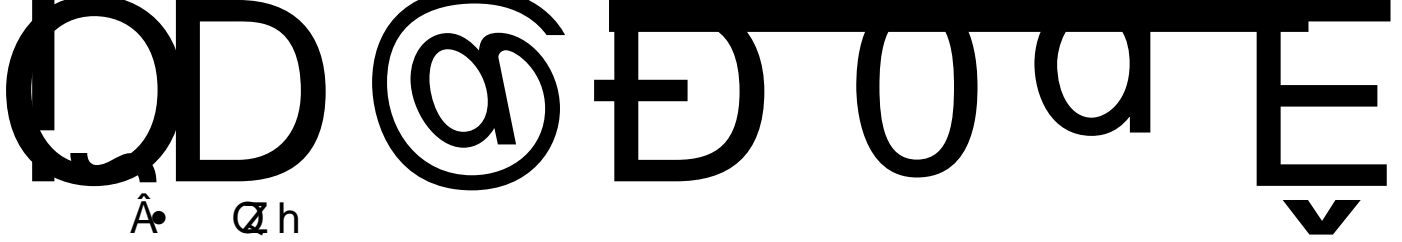
]EkZI[j !<[<OIZI[j	
1dG<jIG +]YQEs	IEIZDIg ÃÁÃÃ
"Irlj .lpQlq <jl	IEIZDIg Ã-ÃÃ v μνš]o íí•š :μoÇ îîîð•
6lghQ][	Ã•Á
ddg]pQ[O]ZZQ	0gkhj]<gG

Ä	<sjghg h [jyph< Ghd] g qo<ej qh	Ä
Ä	0g< hd] g qo! | G< j q[	Ä
Ä	1 [<E dj <DY dg<E	Ä
Ä	QD< < GQG Z [<	Ä
Ä	] [ N [j y<	Ä
Ä	] Z dYqjh	Ä
Ä	] Z I Y] YEP]] Yg< hd] g	Ä
Ä	!] [q p< Gd p q	Ä
ddl [G	kj] Z <I G rj] d <Y | N< j] gh	Ä
ddl [G	[G< k<Y | <Y<g +Y] Z dYZI [j< j q[+g E Gk	Ä
ddl [G	[G< k<Y | <Y<g +Y]	Ä
ddl [G	+<g [j<Y<G | ZI [j N ghEP]] Y] <G QG | gZ I GEP	Ä
ddl [G	. | E g] N Z I GEP | <G QG | g Gj] < QG<Y+kd	Ä
ddl [G	. | E g] N<YZI GEP | <G QG | g Gj] +kd	Ä
ddl [G	/j<N g< QOg E gY G Z QG g j q[] N | G< j q[	Ä
ddl [G	] [j<E qo Z I g [Es / I g h	Ä
ddl [G	I j] g p p Od<g [jh] E [j g k] j] + G pl Y dZ I [j	Ä
ddl [G	[E [j . I d] g qo] gZ	Ä

+] YEs 1 dG<j| h

<j|	+< 0	+] Y Q E s j|1hd G <
I B Z D I gÃÁÃÃ	ÃÆ	GGQ[h]] hg O-ggPO <j| gPOg f kQ ZI[[jh]] GAdYs <YgO[QN]gZ <j| Q[EY <gS]] [dg Yd<EX<O GN]] Gh
I B Z D I gÃÁÃÃ	ÇË	P< O hj] I QY g-Z I q] g* N ÷ÃÃÃÃ ' kQ< B] [NQj <GN]ghEP]] Y d dYB Gq QP N ÷ÃÃÃÃ ' Qj <GQ hEP]] Yr I <gS sl <gh< GNkgPI g I GkE<j Q[' OP I]] G [N]gZ <j| Q[÷ Z I [GZ I] j] ÷ [OQ[G . I QkYj Q[h ÃÃÃÊ ÷ <j <hP<h <q! <GG G N ÷ÃÃÃÃ ' /EP]] Y GZ QhQ[h] G ' <GG G YgO[< G [<dPsYr Q+] YEs <GG G f k<Ys \$ DME Q[h+] YEs <GG G
! <gP ÃÃÃÃ	" I q d] YEs	" >

OPQ d] YEs P<hDI I [<ddj pl GDs*			
/ Q I G		<j|	
	<i>Chief Executive Officer</i>		
/ Q I G		<j|	
	<i>Chair of Trust Board</i>		



Â• Ø h

OPQd] YEs <Q hj] I [hkg jP<j•

" +kdQ• h<N< Gd<g [jhk[G g] < GP] q] kghEP]] Y<E<G Z s q QYhkdd] g dkdQh
q QPZI GE<YE] [GPP] h•

" +kdQh q QPZI GE<YE] [GPP] h<g I N] E] Q] Y hkdd] g] G]] <Y] q jPI Z j]] <E] h] jPI
h<Z I I G<E] j Q] [<h] jPI gkdQ• QEKQP OhEP]] Y] g] h< G] h] g] QO<E] QPP] h•

" /j<N] P<pl <E] h] j] h k Q<DY j g<QPPQ

" [hkg jP<j h<N<g <q<g] NdkdQY E] [GPP] h• qPI g <dd] dg] i•

" ! <X] QOhkg jP<j jPI g <g] E] pl g<g] [O Z I [jh]] I [hkg h] Z I]] [I Q<Y<sh
<p<Q<DY j]] hkdd] g dkdQh q QPZI GE<YE] [GPP] h•

" I pl Y d QO<[GZ]] [Q] QO [GPP] Q<Y I<Y P<g d Y] h] h] +h•

" Q] d] p] Q] d] E] G<g<Y] Q<g<E]] [jPI GZ] Q] Q] Q] N I G] Q] h< G] g] E] g
X I d] Q] Q

" Q] hkdd] g dkdQh q QP E] Z d Y r Z I GE<YE] [GPP] h< G] g] Y] [O] g Z I GE<Y] [I G] h•

Ã• I Q<Y g<Z I q] gX

Ã•Ã• OPQd] YEs P<hGkl g Q<Gj] Y QY] j Q] [QEKQP Q Dkj [] j YZ] Q] G]] • jPI N] Y] q QO

" OPI POG] [< G <Z QOh E] j ÃÃÃÃ

" OPI G<E] j Q] [E] j ÃÃÃÃ

" OPI G<E] j Q] [E] j ÂÊÊÇ] h<Z I [G G

" OPI POG] [E] j ÂÊÊÊ

" OPI " <j Q] [<Y I<Y P/ I g] Q] E] j ÃÃÃÇ] h<Z I [G G

" OPI f k<Y] s E] j ÃÃÃÃ

" OPI I<Y P< G/ <N] j s< j 7] gX I] j E] E] j ÂÊÊÂ

" OPI ! Qkh]] N gkOh E] j ÂÊÊÂ

" OPI ! I G] Q] h E] j ÂÊÊÉ

" OPI / EP]] Y<g Z Q] h] h] [O] G . I QY] j Q] [hÃÃÃÃ] h<Z I [G G

" OPI / dl E] QY G<E] j Q] [<Y" I I G] h< G Q<D] s . I QY] j Q] [hÃÃÃÃ] h<Z I [G G

" OPI kZ < ! I G] Q] h] h] Z I [GZ I [] j ! . I QY] j Q] [hÃÃÃÊ

" OPI]] G [N] Ç <j Q] [Y Z I [GZ I [] j ! Y [O] G . I QY] j Q] [hÃÃÃÊ] h<Z I [G G

qq] h+Q] E] Q<

Ã•Ã• OPQd] YEs P<hGkl g Q<Gj] jPI N] Y] q QO Q<Q<

” N ƎĀĀÇ ! kYŒ O[Es kC[Ɖ NgjP! ! < <OZI[

" [h j Q P O E [N Q [B Q d < g [j h E < g h < [G d k d Q j P I h E P]] Y h < D Q s j] d g p Q I N N E j Q I h k d d] g •

" [h k g P O j P < j < Y Z I Z D I g h] N j < N k g d g d l g s j g < Q I G j] d g p Q j P I [I B h k g s h k d d] g < [G < g < D Y j] < E h h Q N g z < j Q [< [G] j P I g j I < E P Q O r k d d] g Z < j I g Q h < h [I I G Q

" [h k g P O j P < j [] d g h d l E j Q I d k d Q h < g G [Q G < G Z Q h Q [j] j P I h E P]] Y < E < G Z s D I E < k h l < g g [O Z I [j h N] g j P I Q Z I G E < Y E [G Q Q [h P < l [] j D I I [Z < G •

" [h k g P O j P < j d k d Q I P I < Y P Q [] j d k j < j k [[I B h k g s g Q h < g h k Y • j P I P] Y h j P I g Q P j] [] j < E d j < d k d Q Q j] h E P]] Y < E < G Z s < j j Q I h q P I g Q q] k Y G D I G j j Q I [j < Y] j P I P I < Y P] N P < j d k d Q j] g j P I g h j] G h j • h k E P < h q P I g j P I E P Q G P < h < [Q N E j Q k h Q I < h I •

" [h k g P O j P < j d] Y Q h < d Y [h < d j B G k g h < [G h s h j I Z h < g d g d l g s < [G I N N E j Q I Y Q d Y Z I [j I Q

Ä•Ä• OPI I < GI < EPI g + g P E Q < Y P I Y h] p l g < Y g h d] [h Q Q s N j g Q d Y Z I [j < j Q [] N P Q d] Y S •

Ä•Ä• OPI I < GI < EPI g + g P E Q < Y Q g h d] [h Q Y N j g

" [h k g P O j P < j j P Q d] Y S Q I N N E j Q I Y Q d Y Z I [j I G q Q P h j < X P I Y G g r

" I j h k g P O j P < j < Y g h k g P O j P O Q Q j P Y Q [c r Ü p x \$ p D •

” [kgPjP<] hhhh

9

" +g Z]jQOE] dl g;Q[Djqll[gYp<[j d<g[l g•

" ! <QOWQj EZZ Qh[QO<gg[QZl[jhN]g dg pQQ[N]gdkdQ •

QNIz <Q[Z khj Dl g E gg G <h d <g] NjPI + %Q][l Q g f k G] g Q jPI E Q Ch
dl g] [<Yg E g

Q "] j Q E < j Q [+ g E G k g

Q A 7 PI [jPI h P]] Y Q [] j Q G j P < j < dk d Q P < h < Z I G E < Y E [G Q] j P < j g f k G h k d d] g Q
h P]] Y j PI

"E"s#p

#s# I's# E

É [s h<NZ I Z D] g d d
j g < Q Q Q

O < Y E

Q g E Q I

a E (i N s g Y [] i k

P I < Y P E < g

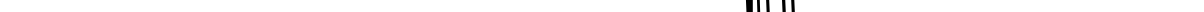
I g < G O Q

E i O P e d

É

Q Q Q Q Q Q Q Q

Q Q Q



" 1[G gj<[GjPI h<N dg B Gkg hN]gP<[GQOZI GE<[Q[h<[Gk[G gj<[GjPI Q
g hd][h<QjPI <G QG<[Q[] NZI GE<[Q[•

" I <DY j] <h<• hkdI g<[] g<G QG<[gjPI ZI GE<[Q[hh<N Y<[GI NI E<[Q[Y•

ÈÁQ 0PI hEP]] Yq QI [hkg jP<• <hd<g] N]PI Qjg<QQ• h<NZI ZDI gh<g QN]gZI GjP< jPI s
E<[] j DI g f k G Gj] <G QG<[gZI GE<[Q[]] dkd<h<[GjP< jPQ QI [j G Y p] K[j<G
k[Y h jPI hkd] g QO] Ndkd<h q P ZI GE<[YE[Q Q[h Q B [j g Y]] jPI Q d Y q P Q jPI
hEP]] Y

" G [j q P] q P pl g hd] [h s N g q P < E Q [h

Ê/E +h q Q E K G j P I N Y

dY[E[PI Yh j <N[[j [PI [I B h <g h <N] s Z I <h k d h j] h k d d] g d k d [h q P Z I G E <Y
[I I G r

ÂÂ•Ä j Q PI Y N K Y q PI g E P Q E <Y s < d d g d g j i • Q Z I G E P I h <g d g h E g D I G Q G h I N j f k l [E D h
q P Q P I [<D Y j P I Z I G E P I j] D I j <X [] k j h Q] N h P I] Y P] k g r + <g [j h E <g g h P I] k Y G D I
I [E j k g <O G j] <h X j P I d g h E g D I g <D] k j j P Q

ÂÂ•Ä +g h E g d j Q [! I G E P I h q Q [] Y s D I <G Z Q G I g G <j h E P I] Y q P I [Q q] k Y G D I G j g Z I [j <Y]
< d k d [h P I <Y P] g h E P I] Y < j i [G < E [] j] G h j •] [Y d g h E g d j Q [Z I G E P I h q Q [] j D I
h j] g G] g <G Z Q G I g G D s j P I h E P I] Y

ÂÂ•E "] [Y d g h E g d j Q [Z I G E P I h Z < s] [Y s D I <G Z Q G I g G Q I r B d j Q [<Y E G K Z h j < E h r < G Q
j P I N j Y q Q O h Q < j Q [h r

" 7 P I [Q q] k Y G D I G j g Z I [j <Y] j P I d k d [h P I <Y P [] j] G h j •

" 7 P I [Q h j k E j I G D s < Z I G E <Y d g N i h Q [<Y N j g l r < Z d Y • Q k d k d [h k N i h < h l p l g
<Y g O E g < E j Q [< E E E g h d] [G g Z < s Q h j k E j j P I k h] N k d Q [•

ÂÂ•Ç N < h E P I] Y G I h [I I G j] k h j P I h I r B d j Q [<Y E G K Z h j < E h r j P Q q Y D I g E j g G] [<]
< G Z Q G I g j Q [] N Z I G E < j Q [N j g • G j < Q O j P I E G K Z h j < E h r < G j P I g < h] [h N j g
< G Z Q G I g P O < [] [Y d g h E g D I G Z I G E P I •

ÂÂ•É N < [] [Y d g h E g D I G Z I G E P I P < h D I [] g Q G k j] D I < G Z Q G I g G d < g [j h Z k h j D I
Q N j g Z I G Q Z I G G j I Y s

ÂÂ•É O P I h E P I] Y q Q [] Y s < E B d j d g h E g D I G Z I G E P I h j P < j < g •

" [G j I

" Y < g s Y D I Y G • Q E K Q P O j P I d k d [h < Z I

" +g p Q G Q j P I] g Q P < Y E [j < Q I g < h G D I [H G D s j P I d P < g < E Q < G Q E K G h
Q h j k E j Q [h N j g < G Z Q G I g j Q [• G h < O < G h] g < O • O P I [] Y s I r B d j Q [j] j P Q Q
Q h k Y • q P Q P Z k h j h Y D I Q Y G j I • D k j Q < p < Q D Y Q < Q h k Y d I [] g d k Z d • g j P I g
j P < Q h] g Q P < Y E [j < Q I g

ÂÂ•Ê +k d [h k [G g A Ç s l < h] Y q Q [] j D I Q P I [d g h E g d j Q [Z I G E P I h q Q P] k j j P I Q
d < g [j h E < g g h q Q] [E] [h [j • I r B d j q P I g j P I Z I G E P I P < h D I [d g h E g D I G j] j P I
d k d [h Q P] k j j P I d < g [j h E < g g h X] q Y G O • [h k E P E < h h j P I h E P I] Y < E < G Z s q Q Y
I [E j k g < O j P I d k d [h] Q p] Y l j P I g d < g [j h E < g g r • q P Q g h d I E j Q O j P I Q g Q P] j]
E [N Q [j Q Y s

ÂÂ•ÄÄ "] d k d [h k [G g j P I < O] N A Ç q Y D I Q P I [Z I G E P I E [j < Q P O < h d Q P k [Y h d g h E g D I G D s
< G E] g

Â• GZ QG! I GQ! h

Â•Â dkdYhdl gh] [<Ydg<Es <[GGG] ps Qd<g-Z] k[j <[GZ I GQ! hhP] kYG<Y <shD
<GZ QG! I g GQ <[<g <qPl g jPQqY[] j D E Z dg Z Q G

Â•Â [<YEGkZ hj <[B hc\$†3!PÐ Ð

El [GPP[hj] j<X d hd][hOOps Nlg<GZ PGI gPOjPI Q]q[ZI GEj Q[Dkj Z<s El[jQkl
j] <hXhj<Nj] hkdI gPQ h] jPj jPI <ddg dgs] g El ghE< DI El ZdYji N]gh<Nk<GPO
dkgd] hI h

ÅÅÃ N< dkdQQj] <GZ PGI gjPI Q]q[dg hEgDI GZ I GEj Q[•jPQ Zkhj DI QEKGG][jPI
+ N< + Q []j Q dYB•]g [II Gh <Z I [GPO d<g [jhE<g gh hP] kYG gfklhj
dl gZ QP[• N]g hI YZ I GEj Q[• N]Z jPI I<GI<EPI g+gPEQ<Y Q qgPPQ OPI
d<g [jhE<g gh hP] kYGdg pQ g Yp<[j Gj<Q<D] kj jPI jsdl <GG h<O]NPI Z I GEPI•
7 I k[G gj<[GjPI [II GN]gdI gh] [<YCO] ps Q <GG hPQjPQ Z Q

jPI <GZ QGgjQ[]NPI ZIGEjQ[•

- ÂĒE OPI gEjZ ZI[G Gdg B Gkg N]gjPI <GZ QGgjQ[]NE[[jg YGGGkOnQ<hN]Yqhr
 Â• PI EXjPI EPGh+<g[[j<Y][H[[j N]gZ N]gGj<Q]NG h<O gfkG GIJE
 Ã• 6l gGjPI fk<[jQs]NZIGEjQ[<hj<I G[[jPI E[[jg YGGGkOdG QG]gj] I[hkg
 jP<jPI G h P<h[[j <y <G D I[QP[•
 Ä• [hkg jq] ZIZD gh]Nj<Nkg dg H[[jZ][I ZIZD g]Nj<NNZ khj qQ IthjPI
]jPIg<GZ QG]gjPI ZIGEjQ[]jPI s]k[OdI gh] •
 Å•]jPh<NNZ khj hQ jPI ! IGEjQ[GZ QGgjQ[.I E]gGhPI j <GE[[jg YG
 GkOdG QG]gj] E[NG jP<jPI G h q<hQ[<GjPI <Z]k[jg Z<QGG

ÂĒC NZIGEjQ[Qd Nkh G]g][Yd<g Yj<X[D]jPh<NNZ khj qQ IthjPI GQd]h<Y]NPI
gZ<QGOZI GEjQ[<Gdg E]gGjPI Gj<Q<GhQ j] jP<j I NE]• N<G h]NZIGEjQ[
Qd Nkh G]g][Yd<g Yj<X[jPI [jPI d<g [jh<Eg ghP]kYGD E[[j<E]GN]g<GQ] [<s
<Ql gh g <E]Q[h<GgXj] jPI s]k[OdI gh] •

ÂĒE 7 PIg EPGG[<Gsj k[OdI]dY P<pl DI[dg HEGD GE[[jg YGGGkOn<G<g
H YZ <QGOZI GEjQ[•hj<NNZ khj DI <q<g]NPI hj]g<O gfkG ZI[jhN]gE[[jg YG
GkOn<GQ dY ZI[[jPI Z •][[jg YGGGkOnZ khj DI hj]g GDI PQG<G kDY YEX<GX s
I •GjPQZ <SDI <dI gh] [<YEX<DY E[[j<QI gYEX gQhQ <]]jPI gYEX<DY E[[j<QI gj]
qPQ jPI s]k[OdI gh] [Z<S P<pl GG E] <E]thj] qPI [gfkG G QGG <Q] GjP<j QG
<ddj dgjI •

ÂQ /j]g<O]N IGEQI h

ÂQÂ YZIGEQI hq QDI hj]g Gh<N]Yq QPQ jPI HEP] Y<E<G Z S OPI HEP] Yq Q<GPI g j] jPI
<QD E[[j<QI GQ kQ<E B <G]G]N+g<E Q Y G j Q <7]gX htkl Ä I B Z DI g
ÄÄÄE<G kQ<E B N]g GZ QG]gQO! IGEQI hQ /EP]] Y<G <g Y g h /I j] QCh Y
/I dj ÄÄÄÄ •

ÂQÄ YZIGEjQ[Qj] DI hj]g GQ jPI]gQ<YE[[j<QI g Qkl GDs jPI +P<g<E Q <GZ khj
DI hj]g G<q<S N] Z dkDY <g <h] kgE h]NPI <j• Z] Qkg]g GG E] h[YQ] • <hjPI H
IYZI[jh<E] E<kh jPI ZIGEQI hj] G jI gGjI • /j] EXHP] kYGD g j<jI G<h Q Qd B QI Q
" I pl gZ QjPI g Z<Qh] N[] Ygdg HEGj Q[q QP<N] h P S h kdd Y Q Gdg HEGj Q[•

ÂQÅ ! IGEQI EkdD] <G E<QI jhZ khj DI]N<hkQ<DY hQ j] hj]g <YZIGEjQ[• <G P<pl <
fk<Ys YEXN] GqPI g jPQD<H H G<h g f k G Q

ÂQÄ OPI ZIGEjQ[hj]g<O E[[j<QI gZ khj DI H Ekd Gj] <q<Y<GqPI g <d]g<DY hj]g<O
G p Q kh GQZ khj DI H Ekd Gj] <q<YqPI []j] Q kh •

ÂQÆ OPI ZIGEQI EkdD] <GHP] kYGD g H gpl GN]gZIGEQI h G h QCh<Gd <O[jh][Y<G
jPI N]Yq QOZ khj DI hj]g Gh d<g jI Yq QPQ jPI EkdD] <G

ÂÉÂ /

ÀÊ N[IB hng

I Z I g O [E s

ÃÊ•ÃÄ OPI PI <GI <EPI g< GE<ji gPOji <Z qOYI [hkg jP<j <Y<dg ÿd<EX GN] GhN] gGG E h<Y
¥++ /! Z <G] [jPI hEP]] YhQ Z I I j jPI g f k G Z I [jh] N' <j <hP<h <q•Q•jPI dg GkEj
GdYshjPI [<Z I] NPI N] G< G<N<Ykdÿ] ÿ<ji QOj GQ [jh Yq qQP <Y g O [h
I Z dP<h Q G I • Q Q D] Y Q <Y h] g< G N] g [j E j Y kg

ÃÊ•ÃÄ OPI E<ji gPOji <Z qOY<Y] q] gXqQP< s l r j l g <YE<ji gPOdg pQ ghj] I [hkg <Y
g f k G Z I [jh<g Z I j < G j P<j ++ / Q Y D Y G Q Y Q I q Q P" <j <hP<h <q•

ÃÄ• I N D g Q k j] g h

ÃÄ•ÃÄ OPI hEP]] Y<E<G Z s P<h< hdl E N D G [k Z D i g] N<kj] Z <ji G l r j l g <Y G N D g Q k j] g h ¥ I <h
G j <Q G Q _ d d l [G Q •

ÃÄ•ÃÄ OPI q O Y D I h j] g G Q < h <N < G H E k g Z < [I g < h G j < Q G Q _ d d l [G Q • j] d g p l [j
j <Z d l g P O j Q < G Q G j P<j j P I H I G p Q h h P] k Y G [] j D I Y E X G < q < h Q Q Q d] g < j j P<j
j P I H I G p Q h E < D I < E H H I G f k E X s / I E k g s E j [h Q g j Q [h [I I G j] D I D < Y B G < Q Q h j
j P I [I I G j] < E H H j P I f k E X s Q j P I l p [j] N < I Z I g O [E s [k [Y E X G E < D Q I j q Q P
< < Y g Z Z < s D I j P I Z] h j h k Q < D Y q < s j] h j] g j P I Q < Z d l g P O Q < E j [E g •

ÃÄ•ÃÄ Y h j < N Z I Z D i g h < G d k d Q q O Y D I Z <G < q < g] N P I ' h Y E j Q [< G q P<j j] G Q < <
I Z I g O [E s

ÃÄ•ÃÄ g X < H H Z I [j g Q < G Q O j P I h j] g O < G k h] N h < j P I h E P]] Y < E < G Z s q O Y D I
E < g Q G] k j < G d p Q q I G < [k < Y s

ÃÄ•ÃE "] j g < Q Q O q O Y D I [I I G G j] k h j P I • < h p] Q < G] g p Q < Y d g Z d j h Q k Q j P I g h E k l g
j P g k O P j P I I [j Q d g B h N j Z q P I [j P I G p Q Q N G j h q Q E P I G [] g] d l [I G Z P] q l p l g
h j < N Z I Z D i g h q O Y D I j g < Q I G Q E < g Q d k Y] [< s g h k h E Q j Q [¥ + . ! • < h j P Q Q < I H I [j Q Y
d < g] N G j Y Q < G k h I •

ÃÄ•ÃÇ OPI I Z I g O [E s H g Q h q O Y < Y < s h D I E < Y G q P I g < Q k h I G] g d f k G h k h Q O

ÃÄ•ÃÈ § < g Z < g s h E P]] Y] [Y " 7 P I g d] h Q Y • h q O Y D I k h I G Q d < G Q j g E Z] G] g q Q P
d < G Q j g E d < G h N] g d k d Q k [G g j P I < O] N O P •

ÃÄ•ÃÉ ! < Q j I [< E P I E X h q O Y D I k [G g < X [q I I X s] [h D s j P I h Q Z < < O Z I [j j I < Z q P I
q O Y Z < Q j < Q < k d Y] ÿ < j I g E j G] N < Y E P I E X h < G Z < Q j I [< E q] g •

ÃÂ . I E gG I I dQO

ÃÂÂ [<E] g<[E q P d<g<Q<dPhÃÂÂÃÂÂÃÂÂÃÂÂÃÂÂ<[GÃÂÂÃÂÂq g] I [g E] gGh q QDI X dj
] N<YZ I GQI h<GZ QG I g Gj] dkdQ

ÃÂÃ +g dl gg E] gGX I dQOq QYdg j I E] jPh<N<[GdkdQ<[Gdg pQ I pQ [E] jP<j <Q I G
dg E Gkd hP<pl DI I [N] Y q I G

ÃÂÄ Ydg hEgQ[Z I GQI hDj kQ] Q j] DI <GZ QG I g GDs jPI hE]] YZ khj DI g E] gG G
0PI g E] gZ khj hP] q•

" 0PI [<Z I] NPI s] k[OdI gh] [N] gqPI jPI Z I G<j Q[Q dg hEgQI GN]g

" <j I] Ng E Qj

" " <Z I <[Ghjg [QP 1#QD 3 @ 2 Z

"] [j < E j P I s] k [O d l g h] [' h + d P < g Z < E Q N] g < Q P Q [I B h < g * \$ k j] N P] k g h
E j [j < E " / Q E j : •

"] E k Z I [j < s Q Z I G g j I < Q l g h g < E j Q [h < G g E j g G j P I Q E Q [j Q j P I s] k [O
d l g h] [' h N > < g + Y k k h Q O j P I ! I G E j Q [[E Q [j . l d] g] g Z •

" O P I I < G I < E P I g + g Q E Q < Y I < G] N E P]] Y Z k h j E j Z d Y j I j P I ! I G E j Q [[E Q [j
. l d] g] g Z < G Q Q W g s g h k Y h j P I E E Q [j [p l h j Q j Q [. l d] g •

" O P I I < G I < E P I g + g Q E Q < Y I < G] N E P]] Y Z k h j E j Z Z I [B < Q Z I G g j I
Q p l h j Q j Q [< D] k j j P I Q E Q [j E M h W



g E gG G<[G<Qj | GDs <Yd<g Qh

Ã

ÃÄ 7 Plg < + Q Q d Y E • Q H P] k Y G G j < Q
" 7 P < j E] h j Q k j l h < I Z I g O [E s <
" 7 P < j j] G Q < I Z I g O [E s •

ÃÄ + k d Q q Q D Q N] g Z I G Q O [I g < Y] l g z h] N q P < j j] G Q < I Z I g O [E s • Q j l Y Q O <
j l < E P l g

ÃÄ N < d k d Q [I l G h j] D i j < X [j] P] h d Q < Y < Z I Z D i g] N j < N q Y g Z < Q q Q P j P l d k d Q k [j Q
j P l Q d < g [j h E < g h < g P l •

ÃÄ 7 P l [j g < h d] g Q O d k d Q q Q P Z I G E < Y E [G Q [h j] Z I G E < Y E Q Q h j < N Z I Z D i g h q Q
D i Q N] g Z I G] N P l E] g E j d] h E j G < G < G g h N] g k h l Q [< Q Q [h s h j l Z h

ÃÄ < g Q j < X [j] l [h k g j P < j < Y d k d Q < g h < N • O P l h E P]] Y P < h ' G j Q < j 7] G S w % c G

ÄÄ 7 P[jP[ZIG <Yh <jkh]N <hj <NZIZD]g]gH g@ khlg @X]q[•l QP]gjPg kOP
gE]gG QN]g <jQ[]gplg <Y• jP[QGdkj <DY “[IIG] X]q” @jP[Eg]g N]g
GEY hkg []j “q <[ij] X]q•”

1 gghl
DVE 3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,39,40,41,42,43,44,45,46,47,48,49,50,51,52,53,54,55,56,57,58,59,60,61,62,63,64,65,66,67,68,69,70,71,72,73,74,75,76,77,78,79,80,81,82,83,84,85,86,87,88,89,90,91,92,93,94,95,96,97,98,99,100

WYEÄ S&

QFGE

HjK[



kj] Z < j | G r j | g < Y | N D g Y k j] g h ¥ |

" k Z D | g] N h Q j P I h P]] Y < E < G Z s	
] E j Q [h] N P I ¥ i	
" < Z | h] N j < N j < Q | G Q E < g Q d k Z] [< g s g h k h E Q j Q [ ¥ + . |	

1 A parent or healthcare professional informs the school/academy that the child has a medical condition or is due to return from long-term absence, or that needs have changed.

2 The school/academy receives the information and identifies the need for a meeting to discuss the child's needs and the support required.

3 A meeting is held to discuss and agree on the needs for an IEP.

4 An IEP is developed and agreed in partnership with the child's healthcare professional and the school/academy.

5 The IEP is implemented and the child's progress is monitored.

6 Regular reviews are agreed. Training is delivered to staff and the child's needs are updated.

7 The IEP is reviewed and updated as needed.

8 The IEP is reviewed and updated as needed.

+kdQh[<Z I •	
g kd>EKh>NlgZ •	
<j I] NDg P•	
+kdQh<GGj hr•	
! I GE<YGGQ] hQ] gE[[GQO] •	
<j I •	
. I pQq Gji •	
<Z Q E] [j <E Q N] gZ <j Q[
" <Z I •	
. I Yj Q[hPQ j] dkdQ	
+P] [I [kZ D] gKj] gX•	
Yj] Z I !•	
Yj] DQ !•	
" <Z I •	
. I Yj Q[hPQ j] dkdQ	
+P] [I [kZ D] gKj] gX•	
Yj] Z I !•	
Yj] DQ !•	
YQ E P] hQ<YE] [j <E	
" <Z I •	
+P] [I [kZ D] g	

POGh +

" <Z I •

+P] [I [kZ D I g

7 P] Qg hd] [hOY N]gdg pOPO
hkdd] g Q hEP]] Y

+kdO h Z I GE <Y [I I Gh < [G G j < Q] NhsZ dj] Z h h Q h jgOO g h jg < j Z I [j h NEQO h I f k G Z I [j] g
G p Q h I [p Q [Z I [j < Y Q h I h I j E •

" <Z I] N Z I GE j Q • G h • Z I j P] G] N < G Z Q G j Q • q P I [Q h P] k Y D I j < X [• h Q I N N E j h
E [j g < Y Q GE j Q h < G Z Q G I g G D s h j < N Z I Z D I g h Y < G Z Q G I g G q Q P q Q P] k j h k d l g p Q Q [•

< Q E < g g f k Q Z I [j h

/ d l E O E h k d d] g N] g j P I d k d Q h I G k E j Q [< Y h] E Q Y < [G I Z] j Q [< Y [I I G h

gg [O Z I [j h N] g h E P]] Y p Q h < [G j g d h

\$jPl gQNIgZ <jQ[•

IhEg qP<j E[hQk]h<

+<g [j<Y Qj I ZI [j N] gjPI /EP]] Yj] GZ QGjI g! I GEPi

OPi hEP]] Yq QY [] j QP] s] kgEP GZ I GEPi k [Yhs] k E] Z dY] i <] GhQ] j P Q] N] gZ •

GZ QGjI g] Q [] N I GEPj Q [] gZ

<] i N] gg pQq j]] D] P QGjI GDS •

" <Z I] NEPC •

<] i] NDG P •

g kd > EKth N] gZ •

! I GEPY E] [GEP [] g QY I hr •

! I GEPi

" <Z I <] G] g] sdl] NZ I GEPi

¥hG hEPi G] [] jPI E] [] j <] Q] i g •

rdG G] i •

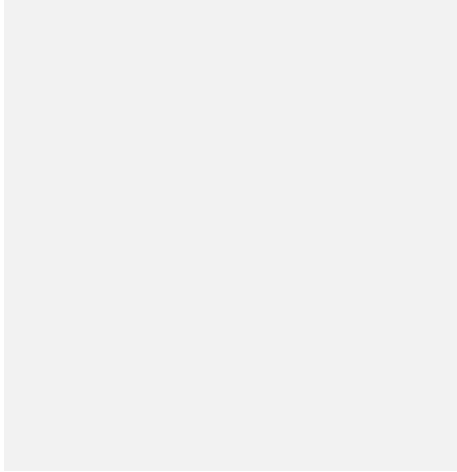
] h<O <] GZ I jPI •

OZ QG

/dl EQYdg E<kj Q [h<] G] g]] jPI g
QhjgkE] Q [hr

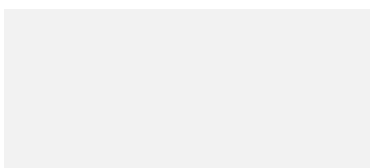
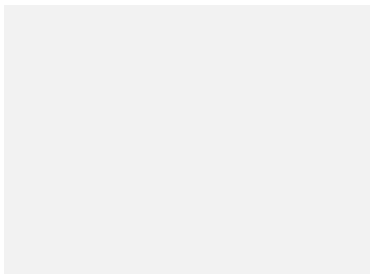
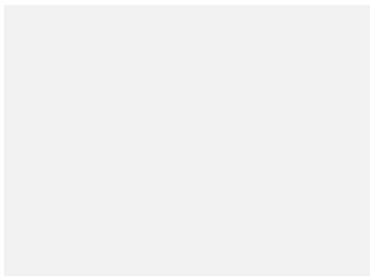
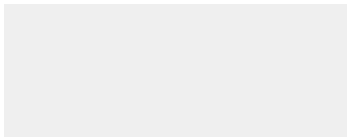
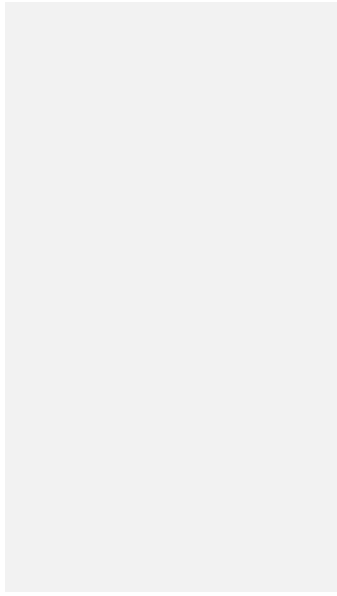
[s hQ I N] E] hjP <j ö ffgñ 26— •

[[[[[



. | E] gG] N

E



" <Z I] N I Z D I g] N j < N N			
/j < N N [Q Q Y			

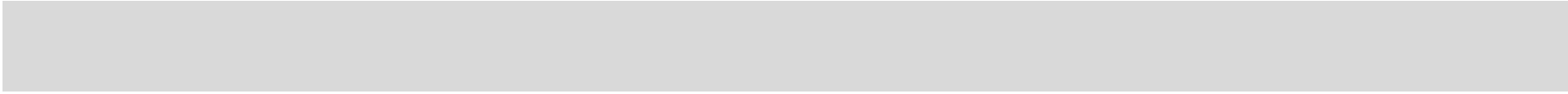
< I			
0 Q I Q I [
] H Q I [
" < Z I] N I Z D I g] N j < N N			
/j < N N [Q Q Y			

< I			
0 Q I Q I [
] H Q I [
" < Z I] N I Z D I g] N j < N N			
/j < N N [Q Q Y			

< I			
0 Q I Q I [
] H Q I [
" < Z I] N I Z D I g] N j < N N			
/j < N N [Q Q Y			

< I			
0 Q I Q I [
] H Q I [
" < Z I] N I Z D I g] N j < N N			
/j < N N [Q Q Y			

< I			
0 Q I Q I [
] H Q I [
" < Z I] N I Z D I g] N j < N N			
/j < N N [Q Q Y			



/j<NNG<QQO. I E gGÿ GZ QGjg]Q[]N I GQ<Q[

" <Z I] N E]] Y

" <Z I] N j <N I Z D I g

0sdl] N g <QQO. I E Q I G

<j I] N g <QQO] Z d Y j I G

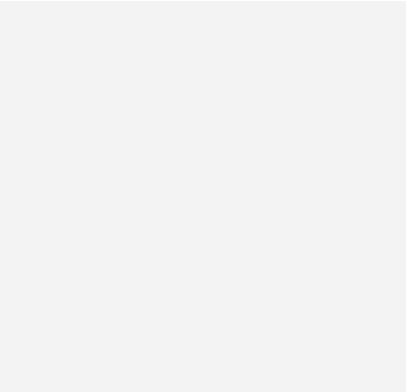
0g <QQO + g p Q I G D s

+g N I h Q [< [G O Q Y

E [G Z j P j j P I h j <N Z I Z D I g P < h g E Q I G j P I j g <QQO G j < Q G < D] p I < [G Q E j Z d I I [j j] E < g s] k j < [s
[I E h < g j g < j Z I [j d I g <QQO j] j P Q j g < j Z I [j j s d l • g E j Z Z I [G j P j j P I j g <QQO Q k d G j I G D s j P I
h E P]] Y [k g I •

0g <Q I g h / Q I < j k d

+g j [[Q G I M Y P I P Q E ð



][j<Ej QO ZI gO [Es /I gO h

QI DI h] g GDsjPI dPI [I QjPI hEPI] Y NQ

. Ifklhj < Z DkY[E QYÉÉÉ• <hXN]g< <Z DkY[E < GDI g <GsqQPjPI QN]Z <jQ[DI Yq•

/dl <XEY <gS < GhYq Y• < GDI g <Gsj] g dl <j QN]Z <jQ[QkX] G

" OPI jI YdPI [I [kZ DI g hEPI] YdPI [I [kZ DI g

" g] kg[<Z I •

" g] kgY E j Q[<hN] Y q h NkY <GGj m] N hEPI] Y

" OPI d] hEj G • hEPI] Yd] hEj G •

" OPI Ir <Ej Y E j Q[] NPI QGGQk <Yq QPQjPI hEPI] Y

" OPI [<Z I] NPI QGGQk <Y < G < Dg QNG hEg j Q[] NPI QhsZ dj] Z h

" OPI DI hI [jg[E j] kh < GqPI g jPI E j q q YDI ZI j < Gj <X [j] jPI QGGQk <Y

Ijjlg [pqqo+g [jhj]][jgokl j] + lpl YdZl [j

gg h y l] [l
gg h y l j q]
o q [> E s
+] h j G
< l

. • lpl Yd q o < q q o k < y p l < y p e < g d y [≠ + l N j g s] k g E P G

l < g d < g [j •

o p < X s] k N j g o N j z o o k h] N s] k g E P G h z l G e < y e [G o o] • l [E y h < e j d s] N j p l h e p]] y h d] y s
N j g h k d d] g o o d k d o h < j h e p]] y q o p z l G e < y e [G o o] [h N j g s] k g o N j z < j o [•

E [j g < y g f k o z l [j] N j p l d] y s o N j g < + j] D l d g d < g o h j j o o] k j q p < j h k d d] g l < e p d k d o
[l l G h < G p] q j p o q o y d l d g p o o + h < g G p l y d l G o d < g [l g p o q o p j p l h e p]] y d < g [j h
d k d o h y p l g < d d g d g j l l • < [G j p l g y p < j p l < y p e < g d g N i h o [< y q p] E < < o o] [s] k g E P G h
E h • o p l < o o j] l [h k g j p < q l X] q p] q j] h k d d] g s] k g E P G i N i e o l y < [G j] d g p o o E y g s
< d] k j q p < j [l l G h]] D l G [l • q p l [< [G D s q p] Z •

y p l k o p + h < d y y j] D l p l y n k y o j p l z < w o s] N e h h o o d h o y j p < [] j < y d k d o h q o
g h k g] [e y d l o q h e j] z < x w o z l [] h < d] k j p] q s] k g E P G h E G h



+h



