



**Children and Young People's Trust Executive Group Meeting**  
**27 April 2018, from 9.30 – 12.30**  
**Westgate Plaza Boardroom, Level 3, Room 3**

**Present**

**Core Members:**

Rachel Dickinson (Chair)	BMBC Executive Director, People
Brigid Reid	Barnsley CCG, Chief Nurse
Cllr Margaret Bruff	Cabinet Member: People (Safeguarding)
Bob Dyson	Barnsley Safeguarding Children Board
Margaret Gostelow	Barnsley Governors Association
Alicia Marcroft	BMBC Head of Public Health, Children and Young People
Margaret Libreri	BMBC, Service Director for Education, Early Start and Prevention
Phil Hollingsworth	BMBC Service Director, Stronger Safer and Healthier Communities
Lisa Phelan,	Barnsley CVS, Head of Community Services
Mel John-Ross	BMBC, Service Director of Children's Social Care and Safeguarding
Scott Green	South Yorkshire Police Chief Superintendent

**Deputy Members:**

Nick Bowen	Executive Principal, Horizon Community College on behalf of Dave Whittaker
Katherine Clark	on behalf of Gerry Foster-Wilson

**Advisor:**

Richard Lynch	BMBC Head of Commissioning, Governance and Partnerships
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**In Attendance:**

Dawn Fitzpatrick	BMBC, Partnerships and Project Officer
Lisa Loach	BMBC, Improvement Programme Manager
Kaye Mann	BMBC, Senior Health Improvement Officer, Public Health
Amy Booth	BMBC, Public Health Senior Practitioner, Public Health (0-19)
Mark Anderson	BMBC, Transportation Officer, Economic Regeneration
Adrian England	Healthwatch Chair, on behalf of Sue Womack

		<b>Action</b>
1.	<p><u>Apologies</u>            The following apologies were received:</p> <p>Amanda Glew      BMBC Organisation Development Manager            Dave Whitaker    Executive Headteacher representing BACCUS and Secondary Schools</p> <p>Anna Turner        BMBC Schools Models and Governor Development Manager</p> <p>Dr Jamie McInnes    Barnsley Local Medical Committee            Cllr Tim Cheetham    Cabinet Member: People (Achieving Potential)            Cllr Pourali            Cabinet Member            Cllr Saunders         Cabinet Member</p>	

		<b>Action</b>
	<p>Gerry Foster-Wilson Executive Headteacher representing Primary Schools Jayne Hellowell Barnsley MBC, Head of Locality Commissioning and Healthier Communities Sue Womack Healthwatch Manager, Healthwatch Phil Briscoe Barnsley College Vice-Principal Quality and Student Experience Sandra Newman BHNFT, Interim Head of Nursing Sean Rayner SWYPFT, District Director</p> <p>Introductions were made.</p>	
2.	<p><u>Feedback from the front line</u> Colleagues shared feedback from front line including:</p> <ol style="list-style-type: none"> <li>1. Alicia provided an update with regards to CYP Voice and noted it was amazing. The young people participated really well including presentations. This had been captured on video unfortunately due to a technical issue with the sound; the sound wasn't captured on the video. A voice over was suggested.</li> <li>2. Adrian stated that the Independent Review of CAMHS had started.</li> <li>3. Rachel provided an update on a recent visit with a social worker noting that the child had never been out of the area where they lived and had very limited other life experiences. Rachel highlighted the importance of the Neglect Strategy which had identified issues, which highlights the important reminder of the work that is done. It was stated that it is nice to see the commitment of family members and that people are willing to step up to the mark.</li> <li>4. Phil H reported that following the successful pilot in the North East area regarding the concentrated recruitment of foster carers at community level, this approach was now being rolled out to the other areas and Area Council Chairs had been briefed about this approach. Key community events with the highest footfall would be identified and the fostering team would target these first.</li> </ol>	
3.	<p><u>Identification of confidential reports and declarations of any conflicts of interest</u> It was noted that item 6 &amp; 13 should be treated as confidential.</p> <p>There were no conflicts of interest declared.</p>	
4.	<p><u>Minutes of the Trust Executive Group meeting held on 19<sup>th</sup> January 2018</u></p> <p>Rachel provided clarification on item 12 – CSI Plan with regards the Safeguarding Improvement Plan noting it was just around the focus of the plan. The minutes of the previous meeting were agreed as an accurate record.</p>	
4.1	<p><u>Action log / matters arising</u> The following updates to the action log were noted:</p> <p><u>Action from 19 January 2018</u></p> <ul style="list-style-type: none"> <li>• Item 5 i, ii, iii, iv Actions closed, discussed on the 27 April Agenda.</li> </ul>	

		<b>Action</b>
	<ul style="list-style-type: none"> <li>• Item 7 i, Action completed. Learning Review – Information has been shared. Nina Sleight &amp; Gerry Foster-Wilson to look at individual cases.</li> <li>• Item 7 ii Action completed. Gerry Foster-Wilson and Claire Strachan have been in contact with each other.</li> <li>• Item 12 i, ii Actions completed.</li> <li>• Item 12 iii Action completed. Phil H has shared the discussion with Police.</li> <li>• Item 13 i, ii Actions completed.</li> <li>• Item 13 iv Refresh has been completed. This is going to the Stronger Communities Strategic Meeting before coming to TEG. Work programme to be updated, date to be presented to TEG to be confirmed.</li> </ul> <p><b>Action:</b> Action log to be updated.</p>	<p>Dawn Fitzpatrick</p>
<b>Improving education, achievement and employability</b>		
5.	<p><u>Early Help Assessment</u> (Margaret Libreri)</p> <p>An update was provided with regards to the commissioned self-assessment of Early Help noting the following:</p> <ul style="list-style-type: none"> <li>• The self-assessment has identified strengths and noted that there are clear lines of sight between the work of the Early Help Delivery Group and the All Age Early Help. Although there may be some duplication between the Stronger Communities Partnership, the Barnsley Children’s Safeguarding Board and the Executive Commissioning Group.</li> <li>• The Strategy Action Plan, led through the Early Help Steering Group had good engagement from partners.</li> <li>• With regards to Performance Management, there is good news to report as there has been significant improvement in tracking cases, plus measuring the distance travelled.</li> </ul> <p>Areas have been strengthened around the Multi-agency Audit programme, particularly around step up/step down protocol where there has been considerable strengthening. It has helped to identify continuing priorities. Family centres or primary schools are largely the majority initiators. Work is underway with Secondary schools, with more Secondary schools taking up training.</p> <p>An enhanced comprehensive parenting pathway from prevention through to targeted/specialist support leading to improved outcomes for children and young people is to be developed.</p> <p>Comments / questions noted were:</p> <ul style="list-style-type: none"> <li>• Examples to be provided to boost it.</li> <li>• More are being completed which is good, although it was highlighted that they may not get closed down when appropriate.</li> <li>• Reminder that the Early Help needs closing at this end.</li> <li>• Suggested issue around continued support to advice level of parenting required.</li> <li>• Secondary schools and Early Help is much more proactive.</li> <li>• Information came from Child Missing Education Review.</li> </ul>	

		<b>Action</b>
	<p>Brief discussion with regards to Public Health Nursing and Midwifery Engagement took place. <b>Action:</b> Rachel to speak to Nina Sleight.</p> <p>Discussion with regards to initiating Early Help when needed and the work being capture via the CSI Plan continued. It was noted that Public Health now sits on Early Help Panel and are working with Nina. <b>Action:</b> Alicia to check with regards to closing down Early Help plans.</p> <p>The conversation moved to indicators and the focus on showing Early Help is having an impact on families, noting that the bellwether indicators are really useful and these can be looked at in the future.</p> <p>Partners are encouraged to ensure their staff access Early Help training and ensure their respective agencies make a positive contribution to the continuing priorities for improvement.</p>	<p>Rachel Dickinson /Nina Sleight</p> <p>Alicia Marcroft</p> <p>All</p>
<b>Supporting Children, young people and families to make healthy lifestyle choices.</b>		
6.	<p><u>Self Evaluation</u> <b>CONFIDENTIAL</b></p> <p><i>This item was confidential and is therefore not included in the published minutes.</i></p>	
<b>Encouraging positive relationships and strengthening emotional health.</b>		
7.	<p><u>Local Area Special Educational Needs Ofsted Inspection</u> (Margaret Libreri)</p> <p>It was noted that we are in a relatively stronger position. We do have a narrative. The SEF was taken to ECG and had useful feedback. Focus on vulnerable group, it was noted that there is better data now.</p> <p>A deep dive into different services to be completed looking at those making a difference and how do we know they are making a difference? This will provide the SEF with a good basis for reference of the action plan and strategies.</p> <p>Members were asked for comments. No comments were given.</p> <p><i>Item 12 discussed next</i></p> <p><i>Scott Green entered the meeting at this point.</i></p>	
<b>Agenda items</b>		
8.	<p><u>Teenage Pregnancy Update</u></p> <p>Amy Booth provided an update to members following the last update in September last year where a case was presented for a multi-agency approach to reducing teenage pregnancy.</p> <p>It was recommended that a partnership group be set up to work on the 10 key factors identified as being key to an effective strategy.</p>	

		<b>Action</b>
	<p>The Preventing Teenage Pregnancy Partnership was set up in October involving key stakeholders from health, education and the voluntary sector.</p> <p>Public Health was successful in obtaining a place on the 6 month Design in Public Sector (DiPS) Programme – a programme consisting of 5 monthly workshops using design techniques to tackle a public health challenge for a small multi-agency team with the aim of tackling the challenge of reducing teenage pregnancy which finished in March.</p> <p>Alongside the programme, work was presented back to the wider partnership for feedback and iteration of ideas. The last workshop in March culminated in a proposal for a number of design-led actions for reducing teenage pregnancy. In addition, PHE published the National Teenage Pregnancy Framework in February this year – again emphasising the 10 key factors.</p> <p>An action plan has been developed for the PTPP which incorporates both the actions from the DIPS programme and the national framework.</p> <p>The group have started to implement the action plan but its success will depend on the commitment and engagement of the multiple stakeholders involved.</p> <p>Also noted that there will be a Launch of a new Barnsley Sexual Health Network.</p> <p>Questions and comments asked were as follows:</p> <ul style="list-style-type: none"> <li>• What is this going to do differently?</li> <li>• Amy explained that it is a fresh approach, step back design which has been researched. It is taking a sex positive approach, empowering young people to make right decisions, addressing safe sex, safeguarding and creating a core vision and it is valuable in bringing sex health outside of the clinical environment. To help deliver a holistic approach. The main shift is engaging young people. The conversation touched on perceptions and social norms.</li> <li>• Have you got the right engagement, right organisations they may be not the right people? It was suggested for Amy to come back to TEG if there is any difficulty with this.</li> <li>• It was highlighted that it is necessary to think about ‘sex positive culture’ term, as this could be misconstrued.</li> <li>• The project is being led by Brook nationally and also working with Hanna Bailey (BMBC) with regards to media.</li> <li>• Cllr Bruff asked ‘What about faith schools, who may not want to be involved? Amy explained it would be a tailored approach.</li> <li>• Voluntary Groups, looking at delivering training. Training for foster carers. Amy noted that training will be provided for foster carers and Social Services.</li> </ul> <p><b>Action:</b> Amy to share the work plan of the Preventing Teenage Pregnancy Partnership with TEG members.</p>	Amy Booth
<b>Updates on Progress</b>		
9.	<u>DPH Annual Report</u>	

		<b>Action</b>
	<p>Kaye Mann started the presentation with an update on 'A day in the life of'. This project had been promoted as far and wide as it could. There had been a total of 266 completed diary received. These were analysed and 5 themes came out of the diaries which were then used to write the report. Kaye noted that people were very honest in what they had written in the diaries.</p> <p>Five themes were identified from the diary entries received:</p> <ol style="list-style-type: none"> <li>1. The importance of being resilient.</li> <li>2. The importance of our connections with others.</li> <li>3. The importance of Five Ways to Wellbeing– connect, be active, learn, give, take notice of good things.</li> <li>4. The importance of sleep.</li> <li>5. The importance of work.</li> </ol> <p>It was noted that out of the five 'resilience' is the trickier one and more work will be done to help tackle this as it affects lots of people. 'Connections' is the one we can do something about.</p> <p>Kaye asked the question 'Is there anything that could be done for employees, such as providing a sleep toolkit?'</p> <p>Questions and comments included:</p> <ul style="list-style-type: none"> <li>• Thrive approach, and brain development, noting if doesn't go right in the beginning.</li> <li>• Emotional Health – noting the mental health of parents is important, there is more to do.</li> <li>• Link between 5 themes - Work / family life / resilience.</li> </ul> <p>Mel stated that all these run through what is currently being done. There are some case studies around resilience and how it has a knock on effect.</p> <p>Rachel noted that it was a good read, and gave time to pause and reflect.</p> <p>Brigid mentioned a Care bundle which was making a difference to CCG staff.  <b>Action:</b> Brigid to share what CCG are doing more widely.</p> <p>The question was noted 'What do we need to think about as an organisation?'  Is the CYP Plan focussing on the right priorities? To pick up in review of action plan.</p>	<p>Brigid Reid</p> <p>Richard Lynch</p>
10.	<p><u>Transport Update.</u>  <u>(Mark Anderson)</u></p> <p>Mark Anderson presented an update on the Barnsley Bus Partnership – Youth Marketing Campaign which took place between December 2017 and 28<sup>th</sup> January 2018.</p> <p>The following points were noted:</p> <ul style="list-style-type: none"> <li>• Focus of marketing on the youth market, campaign targeting 11 – 18 year olds. The results are quite good.</li> <li>• Focus was on promoting freedom, independence and social confidence.</li> <li>• Child concessionary tickets – changes introduced in July 2017 were 16-18 year pass.</li> </ul>	

		<u>Action</u>
	<ul style="list-style-type: none"> <li>• Appeal to Youth Market was via Social Media, on-line general advertising there have been 300,000 impressions. Click rates for general online advertising includes:               <ul style="list-style-type: none"> <li>▪ 11-13 – 0.29% - Internet security tends to be tightest for this age group, which makes it harder to target via online advertising.</li> <li>▪ 14–16 – 0.34% - biggest engagement – Age group tends to be at an age when starting to travel independently and therefore more likely to investigate bus journey information.</li> <li>▪ 17–18 – 0.28% - Although this age group is easier to get hold off via online advertising, they tend to already have a few years' experience under their belt in travelling independently, and are also at an age where they are learning to drive and aspiring to car ownership, which is why engagement tends to be lower.</li> </ul> </li> </ul> <p>With regards to the results, the Bus Partnership was happy with the marketing campaign and with the levels of youth engagement achieved. It is important to recognise that the industry average click-through rate for online advertising is 0.05%, with our results far in excess of this. Mark advised it will be some time before we're able to assess the actual impact on bus patronage.</p> <p>The next marketing campaign will be in the Summer and will target 25 to 34 age group. In addition there will be marketing focused on boosting Barnsley town centre footfall, where adverting to the youth market will feature.</p> <p>Questions / Comments Bob noted that he had recently visited Darton School and they spoke positively about the bus to school.</p> <p>Rachel noted that she is keen to know about the impact and how that changes behaviour when travelling.</p>	
11.	<p><u>CYP Plan Strategic Priority Themes performance / Highlights/Risks</u> (All Members)</p> <p>None were raised.</p> <p><i>Item 14 discussed next.</i></p>	
12.	<p><u>SEND Strategy</u> (Margaret Libreri)</p> <p>Margaret provided an update on the work of the SEND Strategy group and to propose an extension of the current SEND strategy priorities to March 2019, with a view of publishing a new strategy in April 2019. Purpose is twofold.</p> <p>The SEND Strategy Board was established in January 2017, replacing the Disabled Children's and Young People's Partnership Group. This increased representation of universal services in the oversight of the SEND strategy.</p> <p>A particular focus is building capacity in main stream schools. A programme of training is being rolled out to support schools in conducting peer-reviews of</p>	

		<b>Action</b>
	<p>SEND provision in schools, and a number of schools have signed up. Most SEN children are in mainstream schools.</p> <p>A SEND Placement Sufficiency and Commissioning Strategy has been developed and consulted on. The transfer of statements to EHCP met the 31<sup>st</sup> March deadline. Next steps are to focus on improving the quality of planning, including through better directing multi-agency input.</p> <p>Parent Participation update was provided by Richard. Another SEND Talkabout was held yesterday, where parents are invited to raise issues of importance to them. It was noted that attendance was low and that the new approach should ensure the broadest possible range of parent / carer experience can be reflected through more meaningful and systematic participation in future.</p> <p>The tender closed last week, with a view to appointing an organisation in May 2018. Parents have been involved in selecting the successful organisation throughout the procurement process.</p> <p>Following on from this, Margaret raised the issue of participation of children and young people with SEND, including through schools and organised participation activity, asking 'How do we reach wider group of young people'. A proposal has been developed which will support SEND CYP to get their voices heard in helping to shape services in Barnsley. To report progress to a future meeting.</p> <p>The discussion moved on to work underway with schools to improve inclusion practice and to prevent permanent exclusion. A charging model has been introduced to ensure placements with Alternative Provision (Pupil Referral Units) are appropriate and timely. Barnsley has the 2<sup>nd</sup> highest fixed term exclusion rate in the country which needs to be addressed. This provides a real challenge to some schools and academies, and requires change in culture and behaviour across schools and supporting services.</p> <p>Nick mentioned there was a spike in permanent exclusion but there had been a significant reduction of pupils moving schools. Schools are working to be more inclusive.</p> <p>The discussion moved to the length of stay, noting the PRU should be a time-limited intervention with a view to reintegration to mainstream wherever possible.</p> <p>Margaret acknowledged that this will take time to shift. Adrian stated that this needs to be focused on what is best for the child, not necessarily what is best for the school.</p> <p>The request to TEG was to endorse the proposal that the 2016-18 SEND Strategy be extended for a further 12 months, up to the end of March. Rachel stipulated that it needs to be highlighted that we have extended the strategy without further consultation.</p> <p>The proposal was agreed by members.</p> <p><i>Item 8 Discussed after this item</i></p>	<p>Margaret Libreri / Richard Lynch</p>

		<b>Action</b>
13.	<p><u>Continuous Service Improvement Plan – CONFIDENTIAL</u> (Lisa Loach).</p> <p><i>This item was confidential and is therefore not included in the published minutes.</i></p>	
14.	<p><u>Encouraging Positive Relationships and Strengthening Emotional Health</u></p> <p>Brigid provided a brief update with regards to encouraging Positive Relationships and Strengthening Emotional Health, noting that the Q4 report from NHS England and Future in Mind includes everything, and a cover paper will be brought to the next meeting.</p> <p>The outcome as to whether the Green Paper regarding Education and Emotional Wellbeing will be progressed to statute is not yet known but Brigid identified that the outcome of the nomination of Barnsley as a trail blazer should be known in June. Michelle Sault, who leads Mindspace, has been asked to be on a working party with regards to curriculum development.</p> <p>Rachel asked what colleagues feel about this. It was suggested that it would be helpful to have how far we have travelled. Brigid shared that the feedback from the recent future in mind workshop included a young person asking for CAMHS to be extended to the age of 25 years old, she indicated that whilst she had said that could be considered she was more interested in why the request had been made i.e. what were adult services not doing and the likely need for more consistency of good person centred practice across all services and better pathway transitions.</p> <p>It was noted that with regards to care leavers and how they access Adult Mental Health, that there is more to do. Brigid noted that adult IAPT is out to procurement and is a rightly more ambitious specification than previously.</p> <p>The discussion also raised workforce issues of having enough skilled practitioners and how children's mental health is linked to parents' health and wellbeing.</p>	Brigid Reid
15.	<p><u>Barnsley Safeguarding Children's Board Meeting held on 9 March 2018 – Highlights</u></p> <p>Bob provided a brief update noting the following:</p> <p>Meeting held on 9<sup>th</sup> March at Darton College. It was a positive meeting and the following was noted:</p> <ul style="list-style-type: none"> <li>• Agreed Inter Board protocol, which clearly sets out which board does what.</li> <li>• Paper proposed - Young People Safeguarding Board more work to be done.</li> <li>• Section 11 report, agencies &amp; Safeguarding. Peers sitting on interviews.</li> <li>• Section 1.75 from Schools. Third year received 100% returns in schools. Thank you to Nigel and the Schools.</li> <li>• Quality of data has improved.</li> </ul>	

		<b>Action</b>
	<ul style="list-style-type: none"> <li>Numbers re bullying, these are better. Five schools were contacted which did not submit any data on bullying to check the information and was reassured that it was correct. Audit section 47 decision making. Reassurance and positive with a lot of management oversight.</li> </ul> <p>Questions / Comments Peer Challenging is going from strength to strength. Tightening of the system is working.</p> <p>Feedback is via Schools Alliance.</p> <p>Bob reminded everyone of Safeguarding Awareness Week and to sign up to events. There are 2 different route for booking these are:</p> <ul style="list-style-type: none"> <li>Adults via Event Bright, which is a free system.</li> <li>Children via POD.</li> </ul> <p>Nick informed the members with regards to CPOMS system and how this works, it is a comprehensive Safeguarding and Child Protection software package for schools that records any safeguarding issues and helps with actions and audit trails e.g. It automatically generates a number of emails to inform people and there are different levels for staff access. It gives a much better audit trail and is a modest investment at around £900 for a primary school. <b>Action:</b> Nick and Katherine (School representatives) to consider a presentation to the Alliance Board on the system and its benefits.</p>	<p>All</p> <p>Nick Bowen/ Katherine Clark</p>
16.	<p><u>TEG Work Programme Review</u></p> <p>Richard reviewed with members the Children and Young People's Plan 2016-19 Action Plan (2018-2019) along with actions drawn from the current TEG work programme highlighting that some of the objectives / actions were now out of date.</p> <p>In the January TEG meeting members were asked to review the programme to ensure that items are in the right order or if they required updating and inform Richard what strategies they are responsible for, some information has now been received, although some is granular, and other information provided was useful but not required.</p> <p>Members were asked to:</p> <ol style="list-style-type: none"> <li>Review current actions and indicate where these can now be closed as complete or either replaced or consolidated with other actions.</li> <li>Review the current designated TEG Champion for each of the objectives.</li> <li>Agree the update / reporting schedule to TEG for the 2018/19 financial year.</li> </ol> <p>The action plan will be revised in accordance with the outcome of TEG discussions.</p> <p><b>Action:</b> Richard to arrange separate meetings with theme leads / champions or nominated reps to progress.</p> <p>It was noted that information going forward for Mental Health would be agreed at the next TEG meeting.</p>	<p>Richard Lynch/ Margaret Libreri/ Phil Hollingsworth</p> <p>Brigid Reid</p>

		<b>Action</b>
	<p>It was agreed to take Workforce Development (Amanda Glew) off line for the time being.</p> <p>This item to be brought back to next meeting.</p> <p><i>Item 13 discussed next</i></p>	TEG Work programme
	<b>Date and time of next meeting: 9.30pm – 12.30pm on 8th June 2018, at Westgate Plaza, Level 3, Room 3 (Boardroom).</b>	
<p><b>Proposed agenda items for next meeting on 8 June 2018</b></p> <ul style="list-style-type: none"> <li>• Barnsley Safeguarding Children’s Board (BSCB Minutes) – Bob Dyson</li> <li>• Continuous Service Improvement Framework &amp; Plan – Lisa Loach</li> <li>• CYP Plan Strategic Priority Themes Performance highlights/risks</li> <li>• TEG Work Programme Review – Richard Lynch</li> <li>• CYP’s Plan Monitoring – Bob Dyson</li> <li>• Keeping Children and Young People Safe update - Bob Dyson</li> <li>• Managing risk for Children in Care placed outside the Borough – Mel John Ross</li> <li>• Peer Review on children missing education – Margaret Libreri</li> <li>• Encouraging positive relationships and strengthening emotional health update including behaviour support and emotional wellbeing and access to therapeutic support and waiting times – Brigid Reid</li> <li>• Stronger Communities Partnership – Phil Hollingsworth</li> </ul>		

<b>Date of meeting</b>	<b>Time</b>	<b>Venue</b>	<b>Deadline dates for reports</b>
<i>8 June 2018</i>	09.30 – 12.30	<i>Westgate Plaza, Level 3, Room 3 (Boardroom)</i>	<i>25 May 2018</i>
<i>13 July 2018</i>	09.30 – 12.30	<i>Westgate Plaza, Level 3, Room 3 (Boardroom)</i>	<i>29 June 2018</i>
<i>14 September 2018</i>	09.30 – 12.30	<i>Westgate Plaza, Level 3, Room 3 (Boardroom)</i>	<i>3 September 2018</i>
<b>23 November 2018</b>	<b>09.30 – 12.30</b>	<b>Town Hall, Meeting room 11</b> <b>Note change of venue</b>	<i>9 November 2018</i>

Meetings will normally be held approximately every 8 weeks, as determined by an annual calendar, with a minimum of 6 per calendar year.