
Annual Report

2009-2010

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1. Special Educational Needs

1.1 Speed of Disposal

The following table shows the number of appeals that have had a decision (including struck out) and the average time it has taken from registration to decision.

Decisions issued 2009-2010	Number issued	Average number of months	Decisions issued 2008-2009	Number issued	Average number of months
Sep-Nov	179	6.1	Sep-Nov	242	7.0
Dec-Feb	159	6.5	Dec-Feb	177	6.4
Mar-May	124	6.3	Mar-May	192	6.4
Jun-Aug	245	5.7	Jun-Aug	183	5.7
Total	707	6.2		794	6.4

1.2 Previous Year

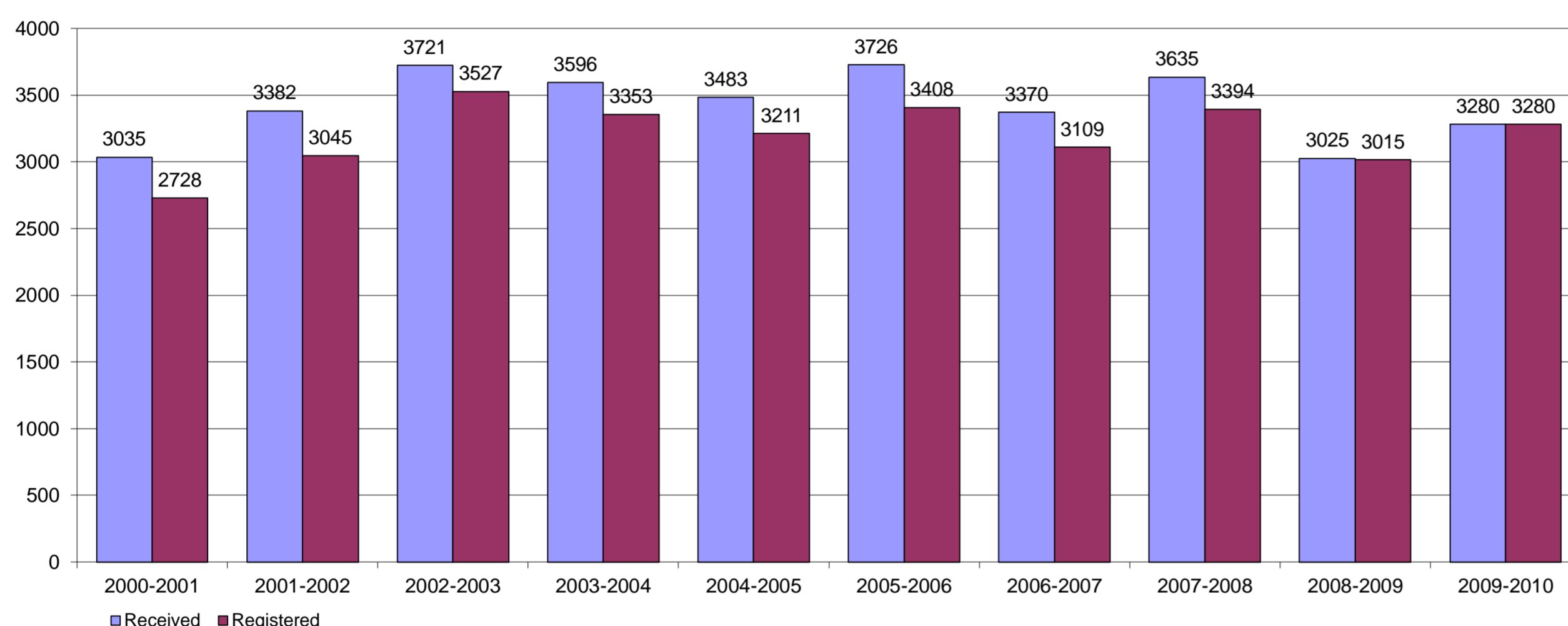
The outcome of cases disposed of during the previous years was as follows:

	2008-2009	2007-2008
Conceded	897	1090
Decided	754	812
Struck Out	56	63
Withdrawn	1317	1235
Total	3024	3200

1.3 Volume of work

The proportion of registered appeals relating to boys was 71% and girls 29% (2008-2009 ratio 71% boys: 29% girls).

The following chart shows the total number of appeals received and registered in recent years.



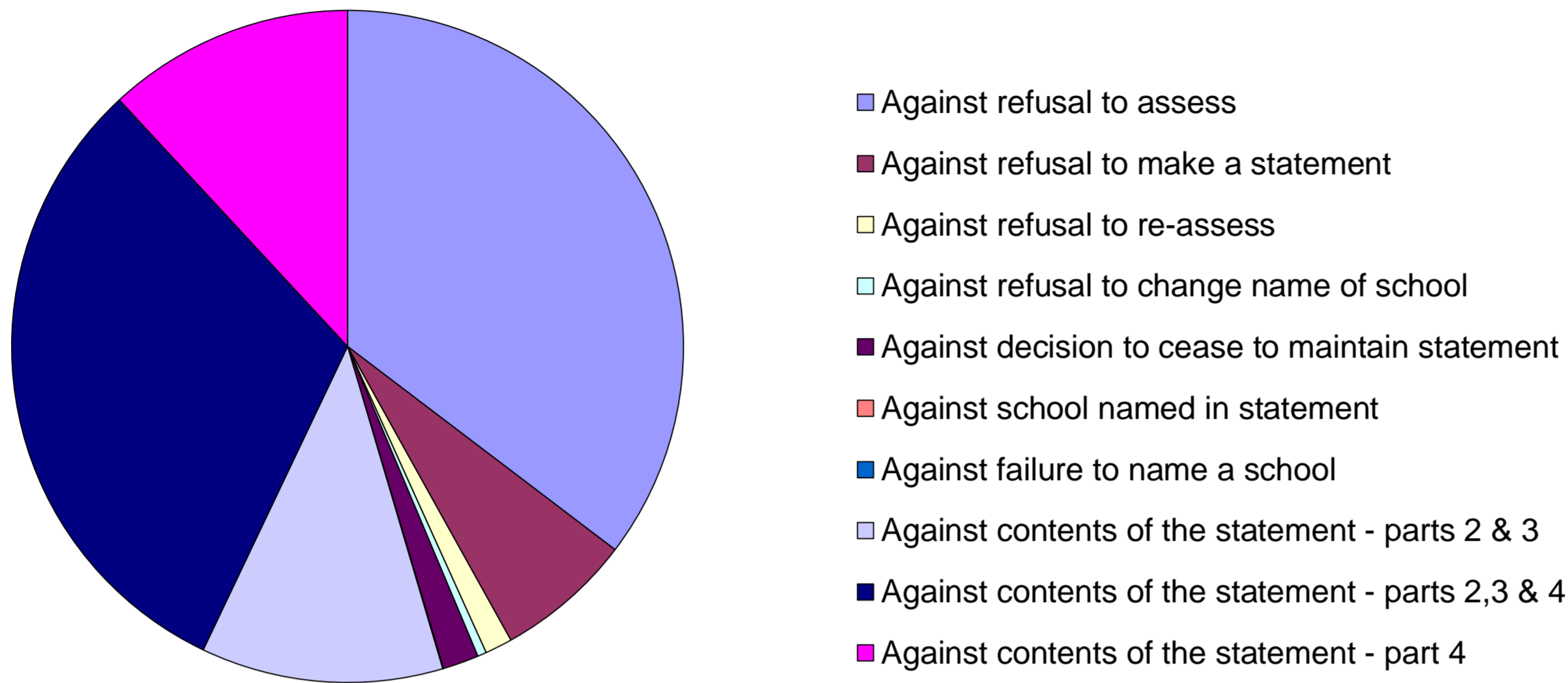
1.4 Disposal of appeals

The following table shows the disposal of appeals over the last year.

	2009-2010	%	2008-2009	%
Conceded	940	32	905	30
Decided	661	23	738	24
Struck Out	11	0	56	2
Withdrawn	1313	45	1317	44
Total	2925		3016	

1.5 Types of appeal

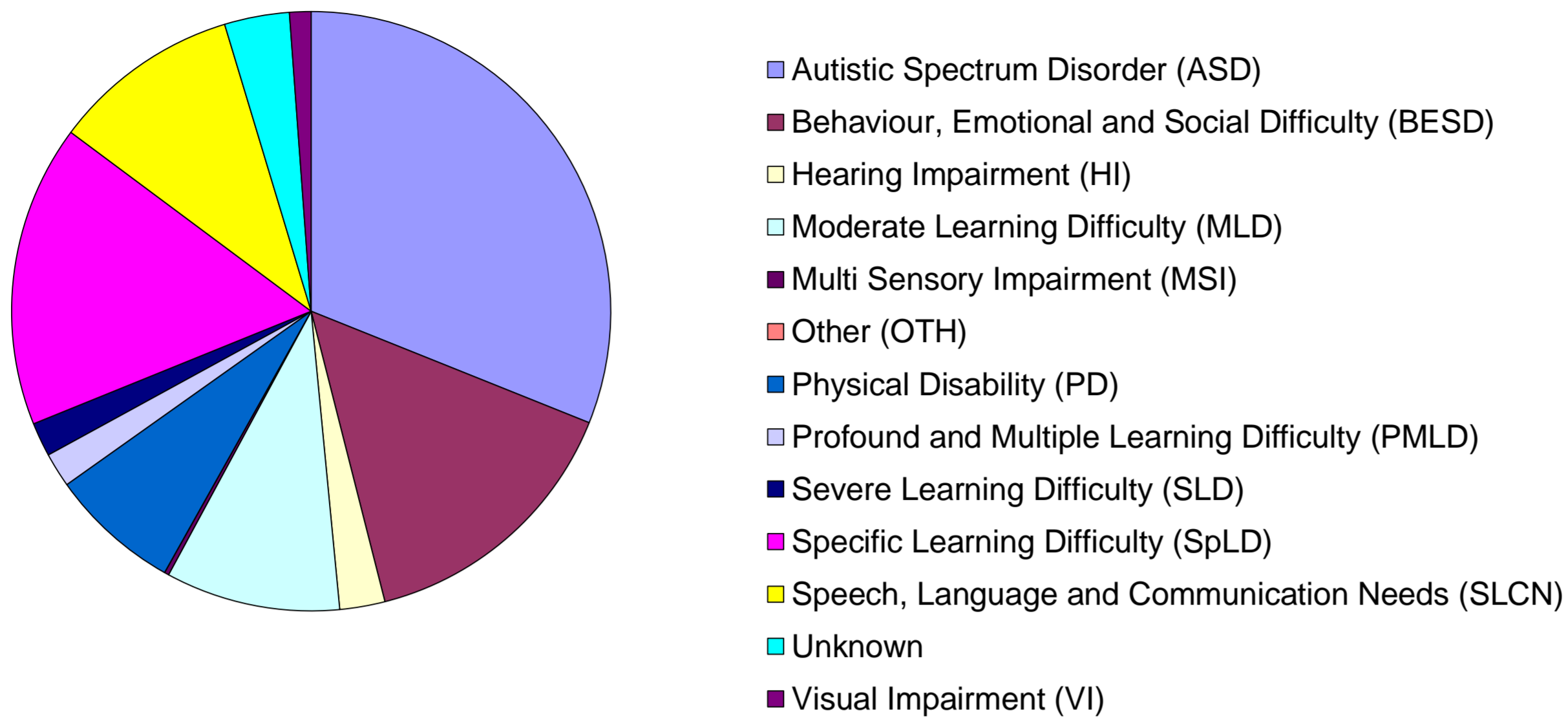
The following chart and table show the different types of appeal that we receive and the amounts that we have registered during the year.



Types of appeal	2009-2010	% of total	2008-2009	% of total
Against refusal to assess	1159	35	1094	36
Against refusal to make a statement	216	7	188	6
Against refusal to re-assess	43	1	37	1
Against refusal to change name of school	14	0	12	0
Against decision to cease to maintain statement	57	2	57	2
Against school named in statement	0	0	0	0
Against failure to name a school	1	0	5	0
Against contents of the statement - parts 2 & 3	382	12	334	11
Against contents of the statement - parts 2,3 & 4	1018	31	924	31
Against contents of the statement - part 4	390	12	364	12
Total appeals registered	3280		3015	

1.6 Nature of SEN

The following chart and table shows a breakdown of appeals registered by nature of SEN.



Nature of SEN	2009-2010	% of total	2008-2009	% of total
Autistic Spectrum Disorder (ASD)	1019	31	795	26
Behaviour, Emotional and Social Difficulty (BESD)	491	15	492	16
Hearing Impairment (HI)	80	2	76	3
Moderate Learning Difficulty (MLD)	309	9	378	13
Multi Sensory Impairment (MSI)	8	0	0	0
Other (OTH)	0	0	1	0
Physical Disability (PD)	231	7	148	5
Profound and Multiple Learning Difficulty (PMLD)	61	2	36	1
Severe Learning Difficulty (SLD)	60	2	73	2
Specific Learning Difficulty (SpLD)	535	16	473	16
Speech, Language and Communication Needs (SLCN)	333	10	295	10
Unknown	115	4	209	7
Visual Impairment (VI)	38	1	39	1
Total appeals registered	3280		3015	

1.7 Outcome of appeals: general

The following table shows the total percentage of appeals that are withdrawn or conceded (i.e. do not go to a hearing) along side the number

	Outcomes 2009-2010							Outcomes 2008-2009						
	Decided	Withdrawn	Conceded	Total	Decided	Withdrawn	Conceded	Total	Decided	Withdrawn	Conceded	Total		
Appeals not involving contents of statements														
Refusal to assess	94	8%	220	20%	795	72%	###	120	11%	189	18%	764	71%	1073
Refusal to statement	35	17%	44	22%	123	61%	202	39	21%	33	18%	110	60%	182
Refusal to re-assess	6	15%	14	36%	19	49%	39	5	13%	15	38%	20	50%	40
Cease to maintain	14	26%	40	74%	0	0%	54	13	38%	21	62%	0	0%	34
Totals	149	11%	318	23%	937	67%	1404	177	13%	258	19%	894	67%	1329
Contents of statement														
Parts 2 and/or 3, not 4	67	23%	225	77%	0	0%	292	90	26%	262	74%	0	0%	352
Parts 2, 3 and 4	359	42%	502	58%	0	0%	861	408	44%	525	56%	0	0%	933
Part 4 only	84	24%	263	76%	0	0%	347	77	23%	265	77%	0	0%	342
Refusal to change school named	2	22%	4	44%	3	33%	9	2	22%	4	44%	3	33%	9
Failure to name a school	0	0%	1	0%	0	0%	1	0	0%	3	0%	0	0%	3
Totals	512	34%	995	66%	3	0%	1510	577	35%	1059	65%	3	0%	1639
Total decisions issued	661	23%	1313	45%	940	32%	2914	754	25%	1317	44%	897	30%	2968

1.8 Outcomes by SEN

The following table shows the outcomes of appeals by SEN.

Outcomes 2009-2010

	Decided	Withdrawn	Conceded	Total			
Autistic Spectrum Disorder (ASD)	227	28%	391	48%	203	25%	821
Behaviour, Emotional and Social Difficulty (BESD)	68	16%	186	43%	177	41%	431
Hearing Impairment (HI)	20	29%	40	58%	9	13%	69
Moderate Learning Difficulty (MLD)	70	21%	148	45%	112	34%	330
Multi Sensory Impairment (MSI)	1	33%	2	67%	0	0%	3
Other (OTH)	0	0%	0	0%	0	0%	0
Physical Disability (PD)	40	23%	93	53%	43	24%	176
Profound and Multiple Learning Difficulty (PMLD)	16	30%	34	64%	3	6%	53
Severe Learning Difficulty (SLD)	17	27%	35	56%	11	17%	63
Specific Learning Difficulty (SpLD)	126	25%	176	35%	199	40%	501
Speech, Language and Communication Needs (SLCN)	45	16%	144	51%	91	33%	280
Unknown	19	13%	47	31%	86	57%	152
Visual Impairment (VI)	12	34%	17	49%	6	17%	35
Total	661	23%	1313	45%	940	32%	2914

Outcomes 2008-2009

	Decided	Withdrawn	Conceded	Total			
Autistic Spectrum Disorder (ASD)	225	28%	399	50%	167	21%	791
Behaviour, Emotional and Social Difficulty (BESD)	105	21%	215	42%	190	37%	510
Hearing Impairment (HI)	33	34%	56	58%	7	7%	96
Moderate Learning Difficulty (MLD)	63	19%	145	44%	124	37%	332
Multi Sensory Impairment (MSI)	0	0%	0	0%	0	0%	0
Other (OTH)	1	50%	0	0%	1	50%	2
Physical Disability (PD)	48	30%	80	50%	32	20%	160
Profound and Multiple Learning Difficulty (PMLD)	12	39%	14	45%	5	16%	31
Severe Learning Difficulty (SLD)	12	21%	36	62%	10	17%	58
Specific Learning Difficulty (SpLD)	139	30%	162	35%	160	35%	461
Speech, Language and Communication Needs (SLCN)	78	27%	142	50%	66	23%	286
Unknown	30	15%	49	24%	125	61%	204
Visual Impairment (VI)	8	22%	19	51%	10	27%	37
Total	754	25%	1317	44%	897	30%	2968

1.9 Decisions by SEN

This table indicates the number of decisions made in each category of SEN.

	Dismiss appeal	Order LA to make and maintain a statement	Remit case to LA to consider	Order LA to continue to maintain a statement	Order LA to cease to maintain statement	Order LA to name parent's preferred school	Order LA to make an assessment	Order LA to make a reassessment	Order LA to change school named	Upheld parts 2 & 3	Upheld parts 2 & 3, dismiss part 4 of the statement
Autistic Spectrum Disorder (ASD)	15	2	0	4	0	0	16	3	0	21	40
Behaviour, Emotional and Social Difficulty (BESD)	13	2	0	1	0	0	12	0	0	4	4
Hearing Impairment (HI)	0	0	0	0	0	0	1	0	0	3	1
Moderate Learning Difficulty (MLD)	10	2	1	1	0	0	6	0	0	12	4
Multi Sensory Impairment (MSI)	0	0	0	0	0	0	0	0	0	0	0
Other (OTH)	0	0	0	0	0	0	0	0	0	0	0
Physical Disability (PD)	6	1	0	0	0	0	5	0	0	1	2
Profound and Multiple Learning Difficulty (PMLD)	1	2	0	1	0	0	0	0	0	1	1
Severe Learning Difficulty (SLD)	1	0	0	2	0	0	0	0	0	1	1
Specific Learning Difficulty (SpLD)	17	11	0	4	0	0	16	1	0	11	4
Speech, Language and Communication Needs (SLCN)	7	5	0	1	1	0	2	0	0	4	5
Unknown	6	0	0	0	0	0	9	1	0	0	0
Visual Impairment (VI)	0	1	0	0	0	0	0	0	0	2	0
Total	76	26	1	14	14	1	67	67	5	60	

	Upheld part 2, dismiss part 3	Upheld part 2, dismiss parts 3 & 4 of the statement	Upheld part 3, dismiss part 2	Upheld parts 3, dismiss part 2 & 4	Upheld 3 & 4, dismiss part 2	Upheld parts 2, 3 & 4 of the statement	Upheld part 4, dismiss parts 2 & 3 of the statement	Upheld part 4 of the statement	Upheld parts 2 & 4, dismiss part 3	Appeal struck out	Total
Autistic Spectrum Disorder (ASD)	0	2	3	0	4	105	2	15	0	5	237
Behaviour, Emotional and Social Difficulty (BESD)	0	0	0	0	0	26	0	5	0	3	70
Hearing Impairment (HI)	0	0	0	0	0	18	0	0	0	0	23
Moderate Learning Difficulty (MLD)	0	0	1	0	0	25	0	8	0	1	71
Multi Sensory Impairment (MSI)	0	0	0	0	0	0	0	0	0	0	0
Other (OTH)	0	0	0	0	0	0	0	0	0	0	0
Physical Disability (PD)	0	0	0	0	1	19	0	8	0	0	43
Profound and Multiple Learning Difficulty (PMLD)	0	0	0	0	0	11	0	0	0	0	17
Severe Learning Difficulty (SLD)	0	0	0	0	0	8	0	3	0	0	16
Specific Learning Difficulty (SpLD)	0	0	0	0	1	61	0	4	1	1	132
Speech, Language and Communication Needs (SLCN)	0	0	0	0	0	19	0	2	0	0	46
Unknown	0	0	0	0	0	4	0	1	0	0	21
Visual Impairment (VI)	0	0	0	0	0	8	0	0	0	1	12
Total	0	2	4	0	6	304	2	46	1	11	688

1.10 Outcome of appeals: schools

The following table shows appeals with decisions where a school placement was a factor during the appeal.

	Dismiss appeal	Order LA to change school named	Order LA to make and maintain statement	Order LA to continue to maintain statement	Order LA to cease to maintain statement	Upheld parts 2 & 3, of the statement	Upheld part 2, dismiss part 3	Upheld part 2, dismiss parts 3 & 4	Upheld part 3, dismiss parts 2 & 4	Upheld part 3, dismiss parts 2 & 4	Upheld parts 3 & 4, dismiss part 2	Upheld parts 2, 3 & 4 of the statement	Upheld parts 2 & 4, dismiss part 3	Upheld part 4, dismiss parts 2 & 3 of the statement	Upheld part 4 of the statement	Appeal Struck Out	Order LA to name parent's preferred school	Total
Mainstream School	2	0	0	0	0	0	1	0	0	0	0	12	0	0	4	0	0	19
Community Foundation	3	0	0	0	0	0	2	0	0	0	0	7	0	0	2	0	0	14
Independent Academies	0	0	0	0	0	0	5	0	0	0	0	24	1	0	3	1	0	34
Special Schools	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Community Special	3	0	0	0	0	0	3	0	0	0	0	41	0	0	19	1	0	67
Foundation Special	0	0	0	0	0	0	1	0	0	0	0	2	0	0	0	0	0	3
NMSS	4	0	0	1	0	1	16	0	0	0	2	61	0	0	4	0	0	89
Independent Special	3	0	0	0	0	3	24	0	0	0	4	93	0	1	9	0	0	137
Other	1	0	1	0	0	0	1	0	0	0	0	8	0	0	4	0	0	15
Home Tuition - Lovaas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Home Tuition - Other	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	2
Total	16	0	1	1	0	4	53	0	0	0	6	249	1	2	45	2	0	380

	Dismiss appeal	Order LA to change school named	Order LA to make and maintain statement	Order LA to continue to maintain statement	Order LA to cease to maintain statement	Upheld parts 2 & 3, of the statement	Upheld part 2, dismiss part 3	Upheld part 2, dismiss parts 3 & 4	Upheld part 3, dismiss parts 2 & 4	Upheld part 3, dismiss parts 2 & 4	Upheld parts 3 & 4, dismiss part 2	Upheld parts 2, 3 & 4 of the statement	Upheld parts 2 & 4, dismiss part 3	Upheld part 4, dismiss parts 2 & 3 of the statement	Upheld part 4 of the statement	Appeal Struck Out	Order LA to name parent's preferred school	Total
Autistic Spectrum Disorder (ASD)	5	0	0	0	0	1	34	0	0	0	4	87	0	2	14	0	0	147
Behaviour, Emotional and Social Difficulty (BESD)	2	0	0	0	0	0	4	0	0	0	0	18	0	0	5	0	0	29
Hearing Impairment (HI)	0	0	0	0	0	0	1	0	0	0	0	18	0	0	0	0	0	19
Moderate Learning Difficulty (MLD)	2	0	0	0	0	0	3	0	0	0	0	19	0	0	8	1	0	33
Multi Sensory Impairment (MSI)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other (OTH)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Physical Disability (PD)	1	0	0	0	0	1	2	0	0	0	1	15	0	0	8	0	0	28
Profound and Multiple Learning Difficulty (PMLD)	0	0	0	1	0	0	1	0	0	0	0	11	0	0	0	0	0	13
Severe Learning Difficulty (SLD)	0	0	0	0	0	0	1	0	0	0	0	7	0	0	3	0	0	11
Specific Learning Difficulty (SpLD)	1	0	1	0	0	2	2	0	0	0	1	56	1	0	4	1	0	69
Speech, Language and Communication Needs (SLCN)	4	0	0	0	0	0	5	0	0	0	0	10	0	0	2	0	0	21
Unknown	1	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	3
Visual Impairment (VI)	0	0	0	0	0	0	0	0	0	0	0	7	0	0	0	0	0	7
Total	16	0	1	1	0	4	53	0	0	0	6	249	1	2	45	2	0	380

1.11 Ethnic Origin

The following table shows a breakdown of a child's ethnic origin as stated on the appeal form.

	2009-2010	2008-2009
Bangladeshi	12	9
Black African	69	64
Black Caribbean	50	41
Black - Other	26	18
Chinese	8	10
Indian	41	39
Pakistani	59	43
White	2137	2003
Other	136	108
Not completed	742	680
Total	3280	3015

1.12 Representation

The following shows how many parents and LAs are represented legally at hearings and the number of those parents using legal and other

	2009-2010	2008-2009
Legal representative at hearing		
Parents	9%	18%
LEA	10%	15%
Other representative at hearing		
Parents	11%	18%
Legal representative through appeal process		
Parents	17%	18%
Voluntary representative through appeal process		
Parents	7%	6%

2. Disability Discrimination Claims

2.1 Speed of disposal

The following table shows the number of claims that have had a decision and the average time it has taken from registration to decision.

Decisions issued 2009-2010	Number issued	Average number of months	Decision issued 2008-2009	Number issued	Average number of months
Sep-Nov	14	8.7	Sep-Nov	18	6.7
Dec-Feb	6	5.8	Dec-Feb	17	6.3
Mar-May	4	7.3	Mar-May	15	6.3
Jun-Aug	11	6.5	Jun-Aug	6	6.9
Total	35	7.1		56	6.6

2.2 Previous Year

The outcome of cases registered during the year was as follows:

	2008-2009	2007-2008
Decided	54	78
Withdrawn	37	50
Struck Out	2	5
Total	93	133

2.3 Volume of work

The proportion of registered claims relating to boys was 78% and girls 22% (2008-2009 ratio 81% boys: 19% girls).

The following chart shows the total number of appeals received and registered in recent years.



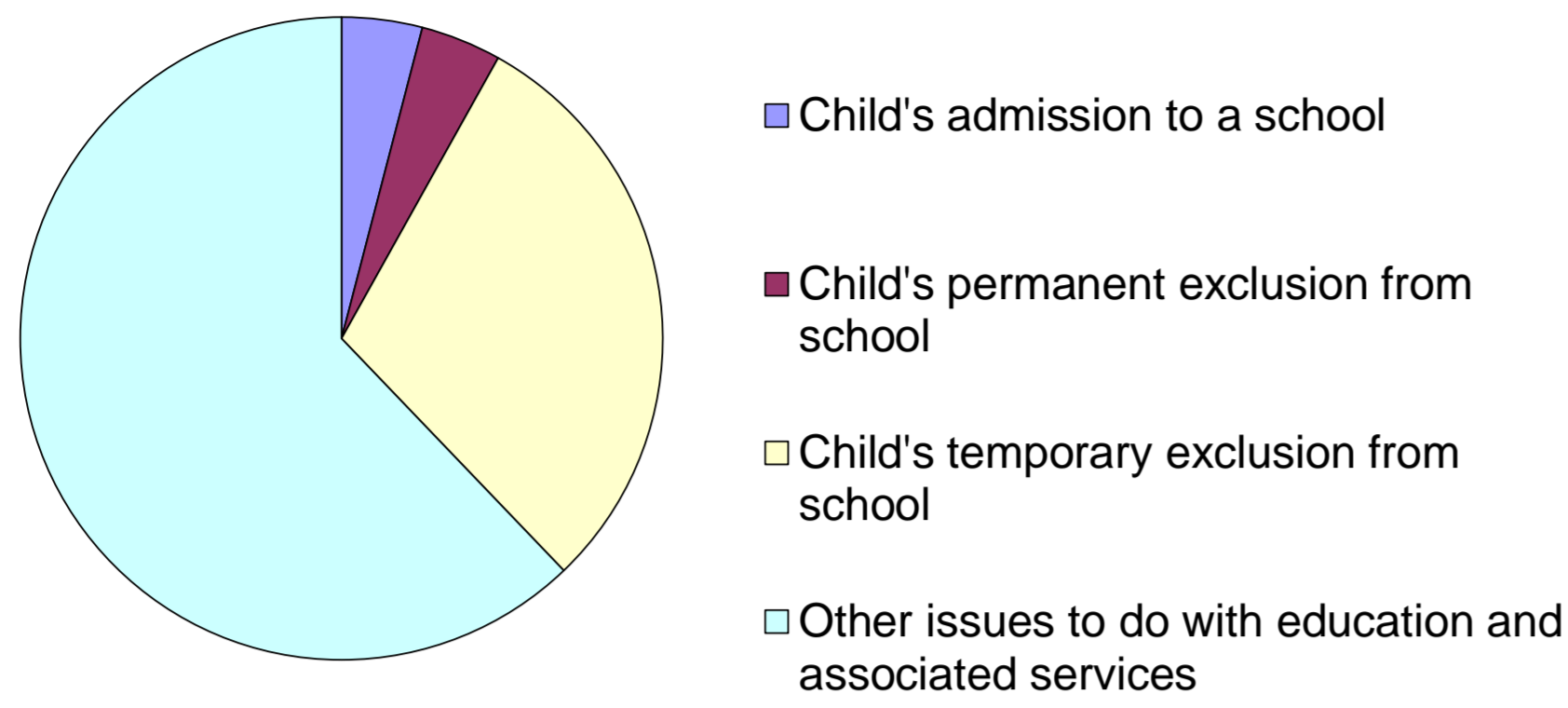
2.4 Disposal of claims

The following table shows the number of decided claims during the last year.

	2009-2010	2008-2009
Decisions issued	35	54
Struck Out	0	2
Withdrawn	29	37
Total	64	93

2.5 Types of claim

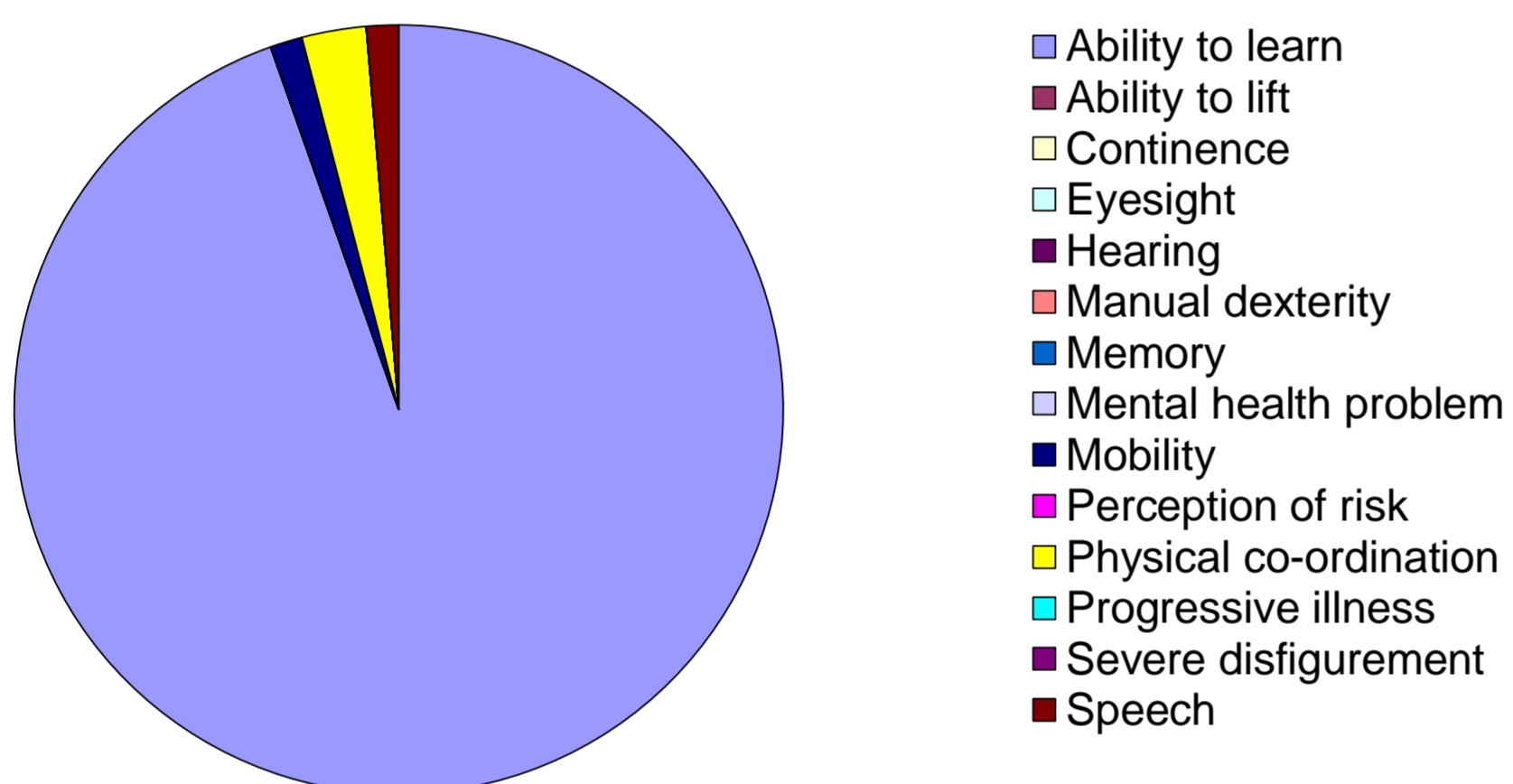
The following chart and table show a breakdown of the type of claims we registered during the year.



Type of claim	2009-2010	% of total	2008-2009	% of total
Child's admission to a school	3	4	4	4
Child's permanent exclusion from school	3	4	4	4
Child's temporary exclusion from school	22	30	37	37
Other issues to do with education and associated services	46	62	55	55
Total claims registered	74		100	

2.6 Nature of disability

The following chart and table show a breakdown of the type of disability for claims we registered during the year.



Nature of disability	2009-2010	% of total	2008-2009	% of total
Ability to learn	70	95	91	91
Ability to lift	0	0	0	0
Contenance	0	0	1	1
Eyesight	0	0	1	1
Hearing	0	0	1	1
Manual dexterity	0	0	0	0
Memory	0	0	0	0
Mental health problem	0	0	1	1
Mobility	1	1	1	1
Perception of risk	0	0	0	0
Physical co-ordination	2	3	0	0
Progressive illness	0	0	2	2
Severe disfigurement	0	0	1	1
Speech	1	1	1	1
Total claims registered	74		100	

2.7 Outcome of claims: general

The following tables shows the number of claims decided through the year either upheld or dismissed by the type of claim.

	Decisions issued 2009-			Decisions issued 2008-						
	Decided	Withdrawn	Total	Decided	Withdrawn	Total				
Another issue with child's education	14	52%	13	48%	27	31	69%	14	31%	45
Child's admission to a school	4	57%	3	43%	7	2	0%	0	0%	2
Child's permanent exclusion from school	2	0%	0	0%	2	3	60%	2	40%	5
Child's temporary exclusion from school	13	50%	13	50%	26	18	56%	14	44%	32
Totals	33	53%	29	47%	62	54	64%	30	36%	84

2.8 Outcome of claims: decided

The following tables shows the number of claims decided through the year either upheld or dismissed by the type of claim.

	Decisions issued 2009-			Decisions issued 2008-						
	Upheld	Dismissed	Total	Upheld	Dismissed	Total				
Another issue with child's education	7	50%	7	50%	14	15	47%	17	53%	32
Child's admission to a school	0	0%	4	0%	4	1	50%	1	50%	2
Child's permanent exclusion from school	1	50%	1	50%	2	1	33%	2	67%	3
Child's temporary exclusion from school	3	23%	10	77%	13	10	53%	9	47%	19
Totals	11	33%	22	67%	33	27	48%	29	52%	56

2.9 Ethnic Origin

The following table shows a breakdown of a child's ethnic origin as stated on the claim form.

	2009-2010	2008-2009
Bangladeshi	0	0
Black African	1	0
Black Caribbean	2	2
Black - Other	2	2
Chinese	0	0
Indian	0	0
Pakistani	1	0
White	50	74
Other	4	5
Not completed	14	17
Total	74	100

2.10 Representation

The following shows how many parents and Responsible Bodies are represented legally at hearings and the number of those parents using

	2009-2010	2008-2009
Legal representative at hearing		
Parents	4%	11%
LEA	4%	30%
Other representative at hearing		
Parents	4%	16%
Legal representative through claim process		
Parents	14%	8%
Voluntary representative through claim process		
Parents	11%	8%

3. Appendices

3.1 Appendix 1 Appeals registered

This table gives the number of appeals registered against each local authority.

It is unlikely that every registered appeal will result in a hearing and a decision by the Tribunal, because may be withdrawn or conceded

	2009-2010 No. of	2008-2009 No. of
Barking & Dagenham	13	10
Barnet	39	50
Barnsley	6	10
Bath & NE Somerset	2	11
Bedfordshire	3	0
Bexley	26	34
Birmingham	126	87
Blackburn	8	4
Blackpool	1	0
Bolton	9	7
Bournemouth	5	3
Bracknell Forest	4	5
Bradford	14	19
Brent	7	8
Brighton and Hove	26	17
Bristol City	37	40
Bromley	39	40
Buckinghamshire	27	32
Bury	7	5
Calderdale	15	15
Cambridgeshire	59	36
Camden	16	11
Cheshire	0	0
Cornwall	22	15
Coventry	10	3
Croydon	58	50
Cumbria	19	17
Darlington	1	0
Derby City	25	11
Derbyshire	32	22
Devon	35	32
Doncaster	3	3
Dorset	16	5
Dudley	5	11
Durham	33	33
Ealing	21	31
East Riding of Yorkshire	7	12

	2009-2010 No. of	2008-2009 No. of
East Sussex	53	82
Enfield	50	42
Essex	128	130
Gateshead	2	7
Gloucestershire	41	35
Greenwich	23	23
Hackney	43	37
Halton	5	7
Hammersmith & Fulham	24	23
Hampshire	122	132
Haringey	20	28
Harrow	24	20
Hartlepool	1	0
Havering	4	1
Herefordshire	9	11
Hertfordshire	101	58
Hillingdon	12	12
Hounslow	15	5
Isle of Wight	9	10
Isles of Scilly	0	0
Islington	13	15
Kensington & Chelsea	10	7
Kent	141	130
Kingston upon Thames	11	10
Kingston-upon-Hull, City	4	9
Kirklees	10	10
Knowsley	1	2
Lambeth	36	37
Lancashire	97	60
Leeds	19	23
Leicester City	12	12
Leicestershire	19	30
Lewisham	55	31
Lincolnshire	68	47
Liverpool	20	22
Luton	5	2
Manchester	19	39
Medway	52	33
Merton	30	16
Middlesbrough	5	4
Milton Keynes	14	12
Newcastle upon Tyne	0	1
Newham	12	21
Newport	0	0
Norfolk	74	51
North East Lincolnshire	2	2
North Lincolnshire	0	2
North Somerset	26	25
North Tyneside	4	10
North Yorkshire	22	17
Northamptonshire	17	17

	2009-2010 No. of	2008-2009 No. of
Northumberland	7	6
Nottingham City	18	7
Nottinghamshire	33	28
Oldham	7	8
Oxfordshire	19	9
Peterborough	7	7
Plymouth	3	4
Poole	0	11
Portsmouth	5	5
Reading	3	4
Redbridge	23	19
Redcar and Cleveland	1	2
Richmond upon Thames	5	16
Rochdale	3	2
Rotherham	11	11
Rutland	6	5
Salford	14	12
Sandwell	9	5
Sefton	12	12
Sheffield	68	40
Shropshire	12	15
Slough	6	6
Solihull	26	24
Somerset	36	43
South Gloucestershire	9	7
South Tyneside	1	5
Southampton	16	15
Southend	16	17
Southwark	25	27
St Helens	0	2
Staffordshire	37	31
Stockport	12	7
Stockton-on-Tees	4	6
Stoke-on-Trent	28	12
Suffolk	64	55
Sunderland	1	3
Surrey	147	132
Sutton	26	21
Swindon	10	10
Tameside	10	10
Telford & Wrekin	3	8
Thurrock	7	4
Torbay	2	1
Tower Hamlets	2	7
Trafford	13	11
Wakefield	4	5
Walsall	9	4
Waltham Forest	10	17
Wandsworth	33	17
Warrington	4	4
Warwickshire	16	14
West Berkshire	2	4
West Sussex	35	82

	2009-2010 No. of	2008-2009 No. of
Westminster	15	12
Wigan	2	3
Wiltshire	38	39
Windsor & Maidenhead	13	5
Wirral	11	5
Wokingham	7	9
Wolverhampton	2	0
Worcestershire	30	23
York City	4	1
Total	3262	

3.2 Appendix 2a Chairs

Chairs who have presided over tribunals in the year 2009-2010

J Akers	A Askham	J Buckle	J Burrow
J Hall	A James	B Lang	C Morris
J Hare	M Kane	M Lewis	D Wall
S Pearl	M Sherwin	A Lockley	
J Williamson	B Herwald	H Vassie	
S Bowden	S Oliver	R White	
M Davies	M Grenville	W Evans	
A Clarke	C Beatson	J Reddish	
J McIntosh	A Davies	C Sadd	
M Richards	S Knapp	J Allright	
J Astbury	C Mather	L Bennett	
D Burleigh	S Rees	K Bond	
S Capper	H Rimington	M Dorsey	
P Gore	M Tudur	H Forrest	
S Hunter	L Goldthorpe	H Parry	
S Slater	J Lom	M Simon	
A Spratling	L Strowger	A Bowen	

3.3 Appendix 2b Lay members

Lay members who sat on tribunals in the year 2009-2010

A Adams	P Grace	H Reid
R Baker	G Graveson	P Richardson
D Barber	D Hadleigh	K Rider
J Barraclough	D Haigh	S Ridgway
R Beeden	L Handford	R Rieser
S Boyle	J Hickson	L Rousseau
M Bray	S Higgins	J Scruton
D Braybrook	M Hine	J Sheppard
D Brown	A Holding	S Siencyn
J Burdess	D Horsford	J Sinson
B Cameron	A Hunt	S Smith
R Cardinal	A Hussain	G Snowdon
P Cates	P Kennedy	J Sparkes
R Chadwick	A Kerr	M Stinton
K Chapman	C Lazarus	A Stockburn
D Cheetham	S Lorenz	A Tinklepaugh
I Choudhury	D Lucas	K Tottman
A Clarke	J Maddick	P Varley
A Collins	R Marks	J Wade
H Cook	C Marshall	D Walder
D Cook	M Martin	N Watling
G Copnall	J Martin	M Williams
J Dalzell	C May	J Wilson
M Davies	V McCartney	A Wilson
M Diamond	B McCormick OBE	H Zagzoule
M Donovan	H Miller	
K Doves	G Mott	
J Dunford	H Murdoch	
C Emerson	J Parrott	
S Ernstoff	D Parry	
H Evans	M Partington	
R Fawcett	S Phillips	
A Fordham	K Pierce	
J Funnell	I Pollard	
C Gilder	R Radley	
J Goodwin	L Redford	