

5th August 2019

Dear Colleague,

I wanted to write to you personally to update you on some changes to the leadership at Cognus, at both Board and executive level.

Over the last two-and-a-half years, Cognus has been fortunate to have been well led by Tracey Burley. Tracey has achieved a great deal, the organisation is in a good position as we look forwards and, therefore, Tracey has decided that now is a good time for a change and to leave the organisation.

Sutton Education Services needed nurturing and developing as it made significant progress towards becoming an effective and values-driven organisation. Under Tracey's leadership, we have secured considerable additional funds from central government, implemented new successful programmes to support children and young people, and most importantly we have made significant improvements to all our services and we continue to focus on improving the SEN service even further. There is more to do, and the team will continue at pace to build on the great foundations we have laid, but I am proud of the progress we have made so far.

For Cognus, we need to continue to build an even better future for children and young people, and I have asked Bob Harrison, our Services Director, to cover for Tracey during August. This allows the Board time to consider interim arrangements until such time as a new Managing Director is recruited.

Separately, I would also like to welcome Nick Ireland of Sutton Council to the Board of Cognus as a Non-Executive Director. With Nick on the Board, we look forward to working even more closely with the Council to continue delivering for children and young people in the borough, and we remain committed to the local area improvement programme.

You will also be aware of the joint review –as an organisation committed to ongoing improvement and collaboration, we welcome it as something entirely right and natural after three years' work. If we can do things differently to produce better outcomes then we should, and we look forward to working with Sharon Scott, the Council's newly appointed independent expert. We know she will find the whole Cognus team keen to work with her.



There are no doubt further challenges ahead, but these can be overcome through closer joint working with you all and through never losing sight of the children and young people that we are privileged to serve. I would also like to take this opportunity to personally thank Tracey for the excellent work she has done leading Cognus and wish her every success for the future.

If you have any questions or would like to discuss the above further, please do not hesitate to contact Bob Harrison.

Yours sincerely,

Ian Comfort



Chair, Board of Directors

Cognus

