

What do headteachers get in return for their top-sliced contribution to EPHA?

Once again, in the 2025/26 financial year EPHA has been funded by a top-sliced contribution from schools – therefore, we will not be collecting an annual subscription. The current rate is £400 per school or academy, which was agreed at the area AGMs in June 2024. In return, headteachers will continue to receive the following benefits:

- **A termly meeting for headteachers in each of the four areas of Essex**
A chance for all headteachers to meet with colleagues across their area, network and share good practice, find out about current local and national issues, and feed back their concerns and successes to the LA and other heads. At the meetings headteachers will benefit from networking opportunities and access to resources and information. All that, and a free lunch (and lots of chocolate)!
- **Termly briefings for headteacher clusters and partnerships**
The Professional Officer delivers briefings to groups of headteachers each term, giving up to date information about Ofsted, safeguarding, the DfE, the Local Authority, policies and much more, plus a “do-list” and masses of documents and resources – to save Essex heads time and effort. *These briefings are delivered online or in person, depending on the preference of the group. A termly “overspill” meeting is also held online, for anyone who can’t make their own local briefing, or doesn’t have access to one.*
- EPHA offers vital support to new and acting headteachers across the county through its **Colleague Supporter programme**. *We have expanded this programme to offer support to any headteacher who would benefit from it.*
- **The termly Executive meetings**
EPHA headteachers, who are elected to represent every area, district and Local Delivery Group in Essex, meet termly to discuss national, county and local issues, with the aims of ensuring that the primary voice is heard in Essex and driving forward the school improvement agenda.
- **EPHA Professional Officer**
The employment of a Professional Officer, Pam Langmead, who runs the administration of the association, manages the website, writes and delivers the briefings, sends regular information and advice to heads, organises annual conferences for headteachers and deputies, attends a range of meetings on behalf of EPHA, and supports the Executive and all headteachers across Essex. The Professional Officer represents Essex Primary headteachers on county-boards and committees, including the Essex Safeguarding Children Board, and the Children’s Partnership Board. We know that it is essential for headteachers to collaborate

and cooperate with their local schools, but also feel that it is important for the Essex primary voice to be heard at the strategic level in local and national politics.

- **An annual Headteachers' conference and a Deputy Headteachers' conference.**
Two cut-price, high-quality conferences dedicated to developing and celebrating leadership in Essex, featuring national and local presenters in education. (These conferences are offered at an additional cost for delegates.)
- **A Small Schools' Support Group** aimed at headteachers running schools with fewer than 120 pupils, recognising their particular challenges and concerns. We also run an annual conference specifically for these heads.
- **Expenses and reimbursement** for primary headteachers who represent colleagues on a wide and varied number of committees and working groups, including as Colleague Supporters. In addition, support for wellbeing and capacity in schools.
- **A dedicated website for EPHA**
A website for Essex primary headteachers, with a wealth of information including minutes of key meetings and documents relating to schools and education, model policies, safeguarding resources, information from the Local Authority, Department for Education and good practice in education.
www.essexprimaryheads.co.uk
- **Training courses and resources**
EPHA offers a number of free (or heavily subsidised) training courses and resources to primary headteachers. Courses in the last year have included training on exclusions, and managing complaints.
In addition, EPHA produces a series of "7-minute staff meetings" on safeguarding and data protection issues – all available for free via the website. EPHA also hosts and facilitates regular webcasts with Local Authority partners, Ofsted leads and other education experts.
- **A termly newsletter**
Informing headteachers of news and topical information, resulting from meetings and work carried out by EPHA officers and representatives.
- **Being part of a county wide professional association with links to the National Headteachers Association Network**
Whether or not a school is maintained, an academy (or a free school), all primary-phase headteachers and principals in Essex are automatically members of EPHA.

As the education landscape continues to change and becomes even more demanding, EPHA believes that the need for an over-arching strategic voice and a developed support network in Essex, plus FREE resources for headteachers and their schools, becomes more and more essential. Your contribution ensures that EPHA continues to go from strength to strength in supporting and representing headteachers across Essex.

Please don't hesitate to contact Pam Langmead, EPHA Professional Officer, on 01621 786359 or at pam@langmead.me.uk if you need any further information.