

# **MINUTES OF THE ESSEX PRIMARY HEADTEACHERS' ASSOCIATION ANNUAL GENERAL MEETING HELD ON THURSDAY 12 OCTOBER 2017 COMMENCING AT 9.30 am**

## **Headteachers present**

Lehla Abbott	Broomgrove Infants
Lois Ashforth	Cold Norton Primary
Sue Bardetti	Holland Haven Primary
Nicky Barrand	Cherry Tree Primary
Isobel Barron	Roseacres Primary
Amanda Buckland-Garnett	Collingwood Primary
John Clements	Hatfield Heath Primary
Lyn Corderoy	Grange Primary
Emma Dawson	Thundersley Primary
Sarah Donnelly	Richard de Clare Primary
Fiona Dorey	Great Bradfords Junior School
Melissa Eades	Sunnymede Infant School
Mary Jo Hall	St Thomas More Catholic Primary
Nigel Hookway	EPHA Executive Director
Nick Hutchings	Hamilton Primary
Helen King	Kents Hill Infant School
Pam Langmead	EPHA Professional Officer
Ian MacDonald	Elmstead Primary
Jacq Martin	Langenhoe Primary
Kate Mills	John Ray Infant School
Mark Millbourne	All Saints Primary, Harwich
Nicola Morgan-Soane	Trinity Road Primary
Hayley O'Dea	Great Wakering Primary
Donna Parker	Ardleigh St Mary's Primary
Paula Pemberton	Hazelmere Junior School
Harriet Phelps-Knights	Janet Duke Primary
Amanda Reid	Perryfields Infant School
James Rogers	Ingrave Johnstone CE Primary
Angela Russell	St Anne Line Catholic Infant School
Karen Tucker	Canvey Junior School
Jonathan Tye	Churchgate Primary
Councillor Tony Ball	ECC Deputy Cabinet Member for Education

## 1. APOLOGIES FOR ABSENCE

Apologies were received from:

Dawn Baker	Lawford Mead Primary
Dale Bateman	Coopersale and Theydon Garnon Primary
Charlotte Booth-Rylett	Kirby Academy
Ian Bowyer	Boreham Primary
Anna Conley	The Howbridge Infant School
Ann Grisley	Limes Farm Junior School
Shelagh Harvey	Ingatestone Infant School
Ian Kendal	Our Lady of Fatima Catholic Multi Academy Trust
Julie Lorkins	St Andrew's CE Primary, North
Becky More	Rivenhall CE Primary
Dominic Mulholland	Mildmay Junior School
Guy Niven	Baddow Hall Junior School
Samantha Norfolk	Alton Park Junior School
Lorna Pigram	St Nicholas CE Primary & Canewdon Primary
Gemma Smith	St Margaret's CE Academy
Neil Taggart	Ingatestone & Fryerning Junior School
Kevin Watts	Great Dunmow Primary
Matt Woolard	Hereward Primary
Cllr Ray Gooding	ECC Cabinet Member for Education

## 2. WELCOME

**Harriet Phelps-Knight, Chair of EPHA**, welcomed everyone to the meeting and introduced herself to colleagues.

## 3. REPORTS ON THE 2016/2017 YEAR

### A. EPHA CHAIR'S REPORT

Harriet Phelps-Knight gave a report about the previous year as Chair of the Essex Primary Heads' Association.

Another successful year for EPHA supporting schools a representing schools' views.

Last Friday we had this year's Deputy conference which saw Sir John Jones as the Key Note Speaker - there were more deputies crying and laughing in one place than I've ever seen - the evaluations were very positive with lots of positive comments as you will see from the evaluations that Pam sent out to the Executive.

Nigel as the Executive Director, has been working on the national agenda and increasing our profile on the National Stage.

Schools Forum has been a challenge this year with the focus on the national funding formula, broadband, SEND, and the removal of the ESG.

Another successful heads' conference has left Pam with a huge challenge to put together this year's conference and improve on last year's success.

With all the changes and uncertainty with the Government we haven't made any more visits recently to Westminster as we felt that the time and effort to get there wasn't worth it for the audience that we received. We have discussed making closer contact with Essex MPs in their own constituencies and making our feelings known on a smaller scale, 1:1, for greater impact.

With Tim Coulson resigning as the RSC we have made contact with the new RSC Sue Baldwin and are trying to secure a date for our first meeting with her.

We continue to work closely with the LA but with the ever changing LA landscape we are trying to keep up with their developments by ensuring that a representative of EPHA is always present at all relevant meetings. Recruitment and retention continues to be a challenge and a focus, broadband, finances, small schools and leadership well-being.

We have held a number of free training sessions this year with RAISEonline and the revised ASP training this week, also Coaching for the Soul. All of these training sessions have been free with a huge up take of places. We want to develop further free training sessions so please let us know if there are any areas that you feel would be beneficial to schools.

Pam has been doing more and more headteacher briefings which have been very popular this year and very well received.

Nigel has introduced the new Headteacher get-togethers - we need to consider how we will continue with these events to ensure that they are well attend and useful for new heads

#### Future focus

- Leadership well-being continues to be a real concern in schools

#### Other focus' for EPHA could include

- small schools strategy
- LA restructure and the impact this will have on schools
- Future training needs
- SEND
- School finances
- GDPR

- Broadband
- Cluster working & SLIS
- Cross phase working with ASHE & ESSET
- National picture
- National lobbying

We will come back to discuss future focus in the Executive meeting shortly.

Finally a big thank you to all of the Executive as you bring the dynamics to the organisation and are the conduit for the direction and focus depending on your areas, needs and feedback from colleagues. A huge thank you to Nick as Vice Chair for his support and hard work on behalf of Essex heads and schools

Thank you to Pam and Nigel for their focus, representation of and commitment to Essex schools.

## **B. EPHA EXECUTIVE DIRECTOR'S REPORT**

Nigel Hookway gave the following report, reflecting on his work on behalf of EPHA over the last year.

It has been a very busy year since my previous report to EPHA. In that time, we have seen a 'snap' election (no change of Minister though), implementation of countless new initiatives from the Government, including the National Funding Formula and a Local Authority rapidly shrinking. However, Essex Primary Schools continue to improve in Ofsted ratings, data and popularity with parents! You are doing a great job as Essex Heads.

The challenges for Heads continue to rise, with the following being the most pressing:

- Shrinking budgets – staff redundancies
- Recruitment and Retention still a major issue
- New Headteacher support and welfare
- LA Restructuring into SLIS support – knowing who is now responsible for what?
- Continued frustrations with Social Care and a lack of support from other professions to engage with EHCPs
- Broadband – The poor service received by some Essex Schools is limiting their opportunities to teach a broad and balanced curriculum
- SEND frustrations of exhausting regulations and paperwork
- Mental Health Challenges of damaged and vulnerable children and adults
- Safeguarding challenges which can lead to complaints by parents to Ofsted
- Parental Engagement and consistent support for behaviour, homework and other initiatives
- Curriculum changes with PSHE becoming compulsory across all schools from September 2019
- Early Years challenges including Baseline Assessment, work force reform and 30 hours of free childcare
- High stakes testing continues with the potential to distort and corrupt the

curriculum - ASP introduced and a farewell to Raise on Line!

- Government expectation of constant improvement of data
- Governor recruitment and training to improve their strategic role within the leadership and management of schools
- Behaviour more challenging than ever before – From younger children and parents who do accept authority
- Public sector pay cap continues – morale at lowest
- Re-structuring of Health support with the introduction of Virgin Care & Barnardo's
- GDPR – Another bureaucratic nightmare which continues to gain pace and create panic among schools across Essex when we hear the possible fines that could be levied.
- School Readiness – In a recent NAHT survey four fifths of school leaders believed they had an issue with school readiness. 86% of Heads felt that School Readiness has got worse over the past five years.
- Now a new RSC in the form of Sue Baldwin who replaces Tim Coulson in the East of England

EPHA Executive Director's response to these challenges:

- ✓ Visited as many New Heads as possible so far +20 new Heads including a new initiative this term to have quadrant meetings for New Heads
- ✓ Sit on the SLIS School Improvement Board for Essex
- ✓ Met with Clare Kershaw and challenged her over these issues with varied success
- ✓ Sit on the Schools Forum as observer/Substitute
- ✓ Sit on the Recruitment & Retention Task and Finish Group
- ✓ Sit on each of the quadrant Children's Partnership Boards representing Primary Schools' interests
- ✓ Sit on Schools Broadband sub – group
- ✓ Sit on the Mental Health Working Party supporting changes
- ✓ Sit on Stay Safe in Mid and North quadrants
- ✓ Met with ESETT to understand the challenges of their sector
- ✓ Appeared twice on BBC Radio Essex – Talking up the role of Headteacher in Essex Schools
- ✓ Spoken with Charlotte Rose – New Political Editor of BBC Essex
- ✓ Tweeted at Conferences/EPHA events
- ✓ Represented EPHA on the Virtual School Governing Body supporting our most Vulnerable
- ✓ Travelled to Westminster twice to lobby MPs from Essex over issues including Funding, NFF and SEND
- ✓ Represented EPHA's views at NAHT Essex Branch level (Life Member)
- ✓ Represented EPHA at the annual NAHT Primary Conference
- ✓ Attended an Essex SEND Conference at Chelmsford College
- ✓ Written various documents and reviews for Heads
- ✓ Sit on the steering committee of the MAT2MAT CEO group funded by the RSC
- ✓ Sit on a National Lobbying Group led by Dame Estelle Morris

- ✓ Sitting on a collaborative enquiry group in the North East looking at School Readiness
- ✓ Written a summary of Behaviour Report for the Government by Tom Bennett
- ✓ Sit on the management group of WEISF challenging colleagues over the poor implementation of GDPR
- ✓ Met with Harriet, Pam and Nick on a termly basis to review our strategy and support for Heads
- ✓ Worked closely with Simon Thompson, Executive Director, ASHE in forming a consistent view with the Local Authority
- ✓ Supported the training/coaching for Heads by Viv Grant last summer

I look forward to lobbying the Local Authority, Government, Ofsted, DfE and of course the new RSC on your behalf!

### **C. EPHA PROFESSIONAL OFFICER'S REPORT**

Pam Langmead gave the following report, reflecting on her work on behalf of EPHA over the last year.

This has been a busy year for the Association, with good attendance at the primary headteacher meetings, and two successful conferences for Headteachers and Deputy Heads.

A key extension of my role in the past year was the introduction of termly briefings to headteacher groups. This is a free information service, which I hope that heads find useful. I am now delivering these briefings each term, with follow up information, to 17 clusters across the county.

Another innovation, designed to support headteachers and their schools, was the creation of "Seven minute staff meetings", mainly around safeguarding topics. These are intended to be used to keep staff informed and up to date about key safeguarding topics, and each "staff meeting" includes a PowerPoint presentation and an accompanying information handout.

The current list of topics includes: Physical abuse; Emotional Abuse, Sexual Abuse, Neglect; Prevent; CSE; FGM; the role of the Designated Safeguarding Lead; Managing a Disclosure; Whistleblowing; Effective Support for Children and Families in Essex; and the Keeping Children Safe in Education follow up quiz. I will keep adding to these so that you can offer a programme of training that can be tucked into a staff meeting, in just seven minutes!

One of my roles is to try to make sense of legislation that schools have to adhere to. We are all struggling with the introduction of the General Data Protection Regulations next year, and as an interim step I have produced a Data Protection checklist, a guide to ensure that schools are meeting the requirements of the Data Protection Act 1998. This checklist is backed up by a dedicated page on the EPHA website and three Seven-minute staff meetings around data protection.

EPHA now offers regular free training for headteachers – last year we organised RAISEonline training, attended by around 330 heads and staff. Later in the year we

provided “Coaching for the Soul” sessions led by Viv Grant. The ASP training sessions, earlier this week, offered free training for over 335 heads. In the spring term we plan to run sessions around “An introduction to Professional Supervision”.

I continue to attend numerous meetings on behalf of EPHA, as detailed in my termly report to the Executive. In addition to the attendance at meetings (and writing follow up reports), my work for EPHA has included:

- Information, emails and communications with all headteachers;
- Responding to queries and actions from the Executive, ECC, other association officers, interested companies;
- The production and maintenance of a Primary Support Directory;
- Maintaining the website;
- Individual support for headteachers when issues arise;
- Contact with new headteachers;
- Organisation and management of the WEPHA conferences, area meetings and other meetings such as those recently around SEND;
- Managing the bookings and organising the annual headteacher and deputy conferences, and the free training sessions;
- Managing the EPHA finances: paying claims and invoices, producing reports, paying in cheques, organising audit etc
- Other tasks as required.

As ever, it is a great privilege to work for and support primary headteachers in Essex and I look forward to another busy year in 2017/18.

#### 4. CONSTITUTION

It was noted that the Constitution for the Essex Primary Headteachers’ Association was available on the website in advance of the AGM, and was reviewed by headteachers at the meeting. There were no proposed changes to the Constitution.

It was **AGREED** that the Constitution would be **ADOPTED** for the coming year. The document would be updated by the EPHA Professional Officer and would be circulated with the minutes of the meeting and posted on the EPHA website.

EPHA PO

#### 5. TREASURER’S REPORT

a) Pam Langmead, Professional Officer and treasurer, circulated reports relating to the EPHA accounts:

- a Current Account income and expenditure statement from 1 August 2016 – 31 July 2017;
- a statement of the conference account from 1 August 2016 – 31 July 2017.

Both statements have been checked and agreed as a fair and accurate record of the accounts, by Ann Cutting, School Business Manager at Burnham-on-Crouch Primary School.

The **Current Account Income and Expenditure** statement for the period 01 08 16 to 31 07 17.

	Expenditure	Income	Balance
<b>OPENING BALANCE</b>			<b>£138,341.42</b>
Miscellaneous	£7099.67		
DSG		£145,280.00	
Subscriptions		£82,294.76	
Supply	£14,256.00		
Travel & mileage	£1,781.65		
Executive Director	£29,032.88		
Professional Officer	£47,052.38		
Meetings	£57,231.31		
<b>Totals</b>	<b>£156,453.89</b>	<b>£227,587.27</b>	

**Closing balance for account 00795978** **£209,474.80**

#### Notes

*The DSG top-slice equates to 454 schools each paying £320.*

*The Professional Officer expenditure for 2016/17 is broken down into*

- professional fees* *£40,155.00*
- mileage* *£2,914.65*
- expenses paid on behalf of EPHA* *£3,982.73*  
*£47,052.38*

The **Conference account Income and Expenditure** statement for the period 01 08 16 to 31 07 17.

	Expenditure	Income	Balance
<b>OPENING BALANCE</b>			<b>£46,561.21</b>
Headteacher conference	£14,892.33	£21,935.00	
Deputy conference	£24,096.74	£30,100.00	
WEPHA conferences	£7,250.80	£5,580.00	
<b>Totals</b>	<b>£46,239.87</b>	<b>£57,615.00</b>	
<b>Closing balance for conference account</b>			<b>£57,936.34</b>

#### **Total of Current account and conference account statements end of July 2017:**

Bank balance account 00795978	£209,474.80
Conference account	£57,936.34
<b>Total assets</b>	<b>£267,411.14</b>

The Treasurer reminded headteachers that the balances of the Area accounts were moved to the County current account during the year and payments for area meetings and all expenses are now made centrally.



The Treasurer explained that, while the Association's assets are currently very healthy, the EPHA expenditure has risen considerably during the 2016/17 financial year, as EPHA is now paying all of the expenses for the termly headteacher meetings and the Executive meetings, as well as running an increasing number of events and conferences for headteachers. As predicted last year, the cost for meetings has risen to just under £60,000. In addition, both paid roles for EPHA, the Executive Director and Professional Officer, have expanded during the year. The Treasurer confirmed that, in line with the recommendation from the Schools Business Manager who has audited the accounts, she is investigating whether or not EPHA needs to formalise its legal status, and possibly register for VAT.

The Treasurer proposed that the DSG top-slice in the 2018/19 financial year should, once again, be £320 per school. She explained that, if this is agreed, there will be no requirement for the Schools Forum to revisit this decision. Taking into account the increased in future costs for the Association and the uncertainty of future funding, it was unanimously **AGREED** that the top-sliced contribution from the DSG should be £320 in the 2018/19 financial year.

#### **b) Financial Regulations**

It was noted that the Financial Regulations for the Essex Primary Headteachers' Association were available on the website in advance of the AGM, and were reviewed by headteachers at the meeting. There were no proposed changes to the Financial Regulations.

It was **AGREED** that the Financial Regulations would be **ADOPTED** for the coming year, or until any substantial changes needed to be made following legal investigations. The document would be updated by the EPHA Professional Officer and would be circulated with the minutes of the meeting and posted on the EPHA website.

**EPHA PO**

### **6. ELECTION OF OFFICERS**

#### **a) Election of Chair**

It was noted that one nomination had been received prior to the meeting for the position of Chair for the Essex Primary Headteachers' Association, from Harriet Phelps-Knights (Janet Duke Primary).

There were no further nominations received at the meeting and **Harriet Phelps-Knights was duly elected as Chair**. She was thanked for the work she has done on behalf of Essex Headteachers during the year and for agreeing to continue as Chair of the Association.

#### **b) Election of Vice-Chair**

It was noted that one nomination had been received prior to the meeting for the position of Vice-Chair for the Essex Primary Headteachers' Association, from Nick Hutchings,

(Hamilton Primary, Colchester).

There were no further nominations received and **Nick Hutchings was duly elected as Vice-Chair.**

He was thanked for the work he has done on behalf of Essex Headteachers during the year and for agreeing to continue as Vice-Chair of the Association.

**c) Election of Executive Treasurer**

It was proposed that the Association should continue to elect a headteacher to act as Executive Treasurer, to oversee the work of the county treasurer/Professional Officer, including approving her professional claims. **Lyn Corderoy (Grange Primary)** nominated herself for this role and was duly elected.

It was noted that Pam Langmead, Professional Officer, will continue to undertake the day to day work and financial administration as County Treasurer.

**d) Area and Local Delivery Group Representatives**

Following the Area AGMs that took place during the summer term, it was confirmed that the following headteachers will represent the South, Central (Mid), North-East and West Areas and Local Delivery Groups (or locality equivalents) on the Executive Committee:

**SOUTH Area**

<b>Chair</b>	<b>Nicky Barrand</b>	<b>Cherry Tree Primary</b>
<b>Vice-Chair</b>	<b>Andy Douglas</b>	<b>Riverside Primary</b>
Wickford	Lyn Corderoy	Grange Primary
Billericay	Melissa Eades	Sunnymede Infants
Rochford	Hayley O'Dea	Great Wakering Primary
Rayleigh	Lorna Pigram	St Nicholas CE Primary
Canvey Island	Karen Tucker	Canvey Junior School
Basildon East/Pitsea	Nicky Barrand	Cherry Tree Primary
Basildon West	Angela Russell	St Anne Line Catholic Infants
Castle Point/Benfleet	Emma Dawson	Thundersley Primary
Brentwood	Shelagh Harvey	Ingatstone Infants
Treasurer	Lyn Corderoy	Grange Primary

**MID Area**

<b>Chair</b>	<b>Fiona Dorey</b>	<b>Great Bradfords Junior School</b>
<b>Vice-Chair</b>	<b>Nicola Morgan-Soane</b>	<b>Trinity Road Primary</b>
Braintree	Kate Mills	John Ray Infant School
Chelmsford North	Amanda Reid	Perryfields Infant School
Chelmsford West	Dawn Baker	Lawford Mead Juniors
Chelmsford South	Nicola Morgan-Soane	Trinity Road Primary
Maldon	Dawn Dack	Wentworth Primary
Dengie	Lois Ashforth	Cold Norton Primary
Witham	Anna Conley	The Howbridge Infants
South Woodham Ferrers	Amanda Buckland-Garnett	Collingwood Primary

Halstead  
Treasurer

Sarah Donnelly  
Dawn Baker

Richard de Clare Primary  
Lawford Mead Juniors

#### **NORTH EAST Area**

**Chair**

**Nick Hutchings**

**Hamilton Primary**

**Vice-Chair**

**Lehla Abbott**

**St George's Infant and Nursery**

Tendring Mid

Ian MacDonald

Elmstead Primary

Tendring South

Sue Bardetti

Holland Haven Primary

Tendring North

Donna Parker

Ardleigh St Mary's Primary

Harwich & Dovercourt Mark Millbourne

All Saints Primary, Harwich

Colchester East

Paula Pemberton

Hazelmere Juniors

Colchester West

Nick Hutchings

Hamilton Primary

Colchester South

Jacq Martin

Langenhoe Primary

Treasurer

Bridget Harris

St Thomas More's Catholic Primary

#### **WEST Area**

**Chair**

**Isobel Barron**

**Roseacres Primary**

**Vice-Chair**

**Julie Lorkins**

**St Andrew's CE Primary, North Weald**

Epping Forest South

Mat Woolard

Hereward Primary

Epping Forest Rural

vacancy

Harlow

Jonathan Tye

Churchgate CE Primary

Uttlesford North

Mary Jo Hall

St Thomas More Catholic Primary

Uttlesford South

John Clements

Hatfield Heath Primary

Treasurer

Mary Jo Hall

St Thomas More Catholic Primary

It was confirmed that the Executive Membership list will be updated to reflect these changes, and will be made available on the EPHA website. All of the Executive members were thanked for their contribution and commitment to EPHA and for representing their local colleagues.

## **7. COUNCILLOR TONY BALL**

Councillor Tony Ball, Deputy Cabinet Member for Education in Essex County Council, was welcomed to the meeting. It was noted that he was deputising for Councillor Gooding, who sent his apologies for the meeting.

Cllr Ball explained that he is recently new to the County Council, having previously been a District Councillor in Basildon and leader of Basildon Council for five years. He stressed that he had been particularly concerned about the standards of schools in Basildon during his time in office and the resulting outcomes for pupils. His work there culminated in the formation of the Basildon Excellence Panel and he is proud of the progress that has been made since 2013.

He has family links with education, his mother was Deputy Headteacher at Janet Duke Primary and his daughter has just starting teaching.

He congratulated the headteachers on the current excellent state of Essex primary schools, 90% of whom are judged to be “good” or better by Ofsted. He reminded heads of the current priorities for Essex County Council in relation to education, which include:

ECC is highly ambitious for schools and wants more to be judged “outstanding” and all schools to be “good”.

The SEND capital programme, in partnership with schools is key priority, and linked to the need to address the rise in permanent exclusions of pupils at both primary and secondary age, which is unsustainable. He noted the outcome of the recent Social Care inspection, which graded the council good and outstanding for leadership. Cllr Ball noted some key issues for the county, including young people’s involvement in gangs.

In advance of the meeting he had been asked to give an update on financing the Schools Broadband Service – with the loss of the £740k contribution from the ESG, EPHA has asked if Essex County Council can find some funding from the non-education budget to help mitigate this loss and to ensure that this essential service continues for all schools. Cllr Ball noted that, despite the need for the County Council to close a £30 million funding gap, the council recognises the urgency of this situation and is likely to contribute £200,000 to the Schools Broadband service in the next financial year, to help mitigate the increased cost to schools.

Cllr Ball noted that recruitment and retention of teachers and headteachers is a key priority for the Council, and he noted a number of strategies that are being employed, that have been decided by the Recruitment and Retention strategy group. These include an attempt to encourage District Councils to develop key worker housing, the continuation of the Return to Teaching, and Heads in Waiting programmed, the development of 2-4 Support groups in the county (which develop networks and support for recently qualified teachers) and support for the Coast2Coast supply and recruitment agency in the North east of Essex.

Cllr Ball noted that in the past ECC has helped subsidise the Head Support programme, but that the take up was not good.

The Professional Officer questioned Councillor Ball about the Cabinet’s stance on the number of ITT (Initial Teacher Training) places in the county and the lack of university courses offering teacher training. It was noted that in the next 10 years Essex will be required to find school places for an additional 3000 pupils each year, and 1000 more teachers will be needed at both primary and secondary level.

One headteacher noted that at secondary level there are bursaries available for key subjects, but there are no bursaries available for trainee primary teachers. She argued that trainees often can’t afford to spend a year training, and this has a big impact on primary entrants.

The housing situation is a problem for young teachers, and Cllr Ball agreed that this needs to be a priority for District Councils, particularly in coastal areas in the county.

Headteachers argued that retention of teachers is also a key issue and the challenge of keeping teachers in the profession must be considered and addressed seriously at national level. There continues to be a perception that teachers work from 9.00 am – 3.00 pm – there needs to be a realistic review of teachers’ pay and conditions, to avoid the increasing numbers of trained teachers leaving the profession. One headteacher noted that bursaries or incentives to start a teaching career are not always the answer, and perhaps retention payments for medium/long term service would offer more of an incentive for teachers to stay in the profession.

The Executive discussed the soundings from Central Government about relaxing the pay cap, but agreed that if any pay increase had to be found from existing budgets this would be disastrous for schools, already struggling under funding pressures. One such pressure was the 2% main-scale pay uplift announced this year, which had not been budgeted for my schools. One headteacher noted that secondaries have much greater scope to pay higher salaries to NQTs, as well as offering pay for the summer holidays before they begin. New teachers will often choose secondary over primary, as the pay conditions are better.

Cllr Ball asked about the use of supply agencies. One headteacher noted that her school had a policy of over-staffing or using Teaching Assistants rather than employing expensive and often poor-quality supply staff.

The Executive members asked Cllr Ball and other councillors to champion primary recruitment in the County, and he agreed to do this. Councillor Ball was thanked for attending the Annual General Meeting.

The meeting ended at 10.35 am

Pam Langmead  
EPHA Professional Officer

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Harriet Phelps-Knights  
Chair of EPHA