

LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA

TUESDAY 10 NOVEMBER 2015

MEETING SUMMARY: ISSUES AND RECOMMENDATIONS

Agendas and minutes for these meetings available at www.essexprimaryheads.co.uk

Attendance List	
<p>DISTRICT AND EPHA AGENDA (a.m.) (Notes below) Cheryl Allard, Mid Chair</p> <p>MEPHA meeting Tackling Extremism in Schools</p>	<p>Welcome to the following Headteachers:</p> <p>Tracy Ahern Peter Anderson Head Jane Bass Head Ruth Baugh Phil Brown Helen Castell Andy Chambers Head Maddie Cowley Debbie Crabb Karen de Pietro Pebmarsh Lisa Feldman Joe Figg Head Dianna Gunn Julie Harper</p> <p>Vicky Jackson</p> <p>Ceri Jones Rebecca More Kelly Stock Simon Waltham</p> <p>Farewell to the following Headteachers:</p> <p>Tracy Dennis Tracey Thornton Jacqueline Wragg</p> <p>Cheryl Allard Andrew Hall, Success in Schools Ltd</p>
p 1 -7*	<p>AREA AGENDA Welcome, introductions and updates: A View from the Bridge</p>
p 7	Alison Fiala, Primary Lead Commissioner
p 8	Debbie Botham
p 8- 13	Jo Barclay, Natasha Colley, Sophia Wareham
p 14	<p>MID meetings with the Local Authority officers 2015/2016 -at Chelmsford City Football Club Thursday 3 March 2016 Thursday 16 June 2016</p> <p>Headteachers' Annual Conference 2016 Friday 18 March 2016 Stock Brook Country Club, Nr Billericay</p> <p>Deputy Headteachers' Annual Conference 2016 Friday 14 October 2016 Weston Homes Community Stadium</p>
*Page numbers refer to the full minutes (posted on the website) of the Autumn term Area meetings with LA Officers and Headteachers.	

LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA
TUESDAY 10 NOVEMBER 2015
ATTENDANCE

Present

Tracy Ahern	Mildmay Juniors	Louise Hoskyns	Runwell Primary
Cheryl Allard	Oaklands Infants	Helen Hutchings	Highwood Primary
Margaret Amery	Latchingdon CE Primary	Chris James	Hatfield St Peverel St Andrew's Jun
Hazel Arnill	Ford End CE Primary	Ceri Jones	Chipping Hill Primary
Lois Ashforth	Cold Norton Primary	Shelley Jones	De Vere Primary
Dawn Baker	Lawford Mead Primary	Ann Kelliher	Holy Family Primary, Witham
Jacquie Barber	Rettondon Primary	Sarah Manning	Galleywood Infants
Lisa Battersby	Larkrise Primary	Liz Maycock	Little Waltham CE Primary
Ruth Baugh	White Notley CE Primary	Linda McSweeney	St Pius X Catholic Primary
Phillip Brown	All Saints CE Primary, Maldon	Ross McTaggart	Barnes Farm Juniors
Maxine Bradford	Mildmay Infants & Nursery	Kate Mills	Barnes Farm Infants
Linda Buchanan	Belchamps St Pauls CE Primary	Becky More	Rivenhall CE Primary
Amanda Buckland-Garnett	Collingwood Primary	Nicola Morgan-Soane	Trinity Road Primary
Alex Burden	Great Waltham CE Primary	Jan Myers	Wentworth Primary
Helen Castell	Writtle Infants	Mary Nicholls	Stanley Drapkin Primary
Andy Chambers	Westlands Primary	Guy Niven	Baddow Hall Juniors
Marianne Cartwright	Gosfield Primary	Robert Pike	St Nicholas CE Primary Tillingham
Andy Chambers	Westlands Primary	Amanda Reid	Perryfields Infants
Alison Cole	St Peter's CE Primary, Coggeshall	Nick Rudman	Maylandsea Primary
Maddie Cowley	John Ray Juniors	Maria Rumsey	St Michaels' Juniors, Galleywood
Debbie Crabb	Bocking Church Street Primary	Lesley Schlanker	Baddow Hall Infants
Jona Davies	St John's CE Primary, Danbury	Heather Shelley	Broomfield Primary
Diane Deans	White Court Primary	Mandy Short	St Michael's CE Primary, Braintree
Geraldine Denham-Hale	St Mary's CE Primary, Burnham	Kelly Stock	Burnham-on-Crouch Primary
Sarah Donnelly	Richard de Clare Primary	Sharon Tyler	Springfield Primary
Joe Figg	Purleigh Primary/Meadgate Primary	Melanie Vine	Earls Colne Primary & Nursery
Wendy Figueira	St Peter's CE Primary	Sean Wade	Howbridge CE Juniors
Jane Gates	Great Bradfords Infants & Nursery	Pauline Ward	St Cedds CE Primary
Andy Gillett	Margaretting CE Primary	Janis Waters	Great Leighs Primary
Christina Gooday	Trinity St Mary's SE Primary, SWF	Sandra Way	John Ray Infants
Karen Harden	Southminster Primary	Rosalind Welch	Boreham Primary
Jane Hasler	Perryfields Juniors	Linda Wiskin	The Cathedral CE Primary
Matt Hodges	Westlands Primary	Jacquie Wragg	Terling CE Primary

LA Officers

Clare Kershaw	Head of Commissioning
Alison Fiala	Lead Strategic Commissioner West
Sally Moorcock	ECC Communications
Vanessa Hockley	ECC Schools Local Offer
Natasha Colley	EP Service
Sophia Wareham	EP Service
Jo Barclay	ECC Safeguarding
Debbie Botham	ECC Governor Services
Pav Saunders	SE Commissioner
Maz Norman	SE Commissioner
Ami Balbi	

In Attendance

Pam Langmead	EPHA Professional Officer
Judith Harvey	Schools Facilitator
Sue Dawson	Kelvedon Hatch Primary
Sally Taggart	Shenfield St Mary's CE Primary
Kim Milsom	Cherry Tree Primary
Nerys Maidment	Baynards Primary

Apologies

Note: If your attendance or apologies have not been noted please contact the EPHA Professional Officer at pam@langmead.me.uk for amendment.

MID EPHA DISTRICT MEETING MINUTES 10 November 2015

1. Cheryl Allard, the Mid Chair welcomed headteachers to the meeting and in particular, the following headteachers who are new in post:

Tracy Ahern	Mildmay Juniors
Peter Anderson	Kings Road Primary (Acting Head)
Jane Bass	Templars Primary (Executive Head)
Ruth Baugh	White Notley CE Primary
Phil Brown	All Saints CE Primary, Maldon
Helen Castell	Writtle Infants
Andy Chambers	Westlands Primary (Acting Head)
Maddie Cowley	John Ray Juniors (Acting Head)
Debbie Crabb	Bocking Church Street Primary
Karen de Pietro	St John the Baptist CE Primary, Pebmarsh
Lisa Feldman	Finchingfield CE Primary
Joe Figg	Maltese Road Primary (Executive Head)
Dianna Gunn	Rayne Primary and Nursery
Julie Harper	St Peter's CE Primary, Sible Hedingham
Vicky Jackson	St Francis Catholic Primary, Braintree
Ceri Jones	Chipping Hill Primary
Rebecca More	Rivenhall CE Primary
Kelly Stock	Burnham-on-Crouch Primary
Simon Waltham	Heybridge Primary

Farewell to the following Headteachers:

Tracy Dennis	Parkwood Academy
Tracey Thornton	Maldon Primary
Jacqueline Wragg	Terling Primary

2. MEPHA UPDATE

a) Recruitment and retention survey

The recruitment and retention of staff is always a priority for schools, but local and national reports suggest that recruitment of school leaders and teachers is becoming more and more challenging. EPHA is conducting a survey to help and inform a strategy for Essex and headteachers were asked for their input at the meeting.

It was noted that the EPHA Professional Officer will collate the responses from all four area meetings and will create a report. This information will be shared at the LA/ Headteacher Associations' meeting on Monday 23 November and the report circulated to all EPHA members.

b) EPHA Annual General Meeting

The AGM took place on 13 October 2015 and was attended by 34 headteachers. Harriet Phelps-Knights was re-elected as EPHA Chair and Nick Hutchings as EPHA Vice-Chair.

It was confirmed that, following approval at the Schools Forum on 14 October, EPHA will be subsidised in the next financial year (2016/17) by top-slicing £320 per school from the primary DSG. This was agreed by primary-phase headteachers at the meetings in June. There will no longer be a need to collect subscriptions from each school and so it was agreed that after this financial year there will no longer be area treasurers or area bank accounts. The EPHA constitution and financial regulations were altered to reflect this change.

The additional funding will enable EPHA to expand the EPHA Manager's role – now titled Professional Officer – and to appoint an Executive Director to represent primary heads in Essex. There have been a number of applications for the role and interviews will take place on 19

**Professional
Officer**

November 2015.

The minutes of the AGM can be found on the EPHA website www.essexprimaryheads.co.uk

c) Headteacher wellbeing and support

It was noted that this was a key concern for the Association, which was discussed at length at the AGM. It has been agreed that the EPHA Professional Officer will compile a directory of the range and type of support available to headteachers in Essex. Heads were asked to send their suggestions to Pam for inclusion in the directory.

d) The Autumn term EPHA newsletter, including dates for the 2015/16 school year, was circulated to headteachers at the meeting - this can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.

e) Conferences

Headteachers were reminded that the annual Headteachers' conference will be held on Friday 18 March 2016 at Stock Brook Country Club and that the next Deputy Headteachers' conference will be held on Friday 14 October 2016 at the Weston Homes Community Stadium.

The programme and booking form for the Headteachers' conference will be sent to schools in the internal post in January.

3. TACKLING EXTREMISM IN SCHOOLS

Andrew Hall, Success in Schools Ltd

Andrew Hall is a safeguarding consultant and Interim Headteacher. Previous headships included being head of a primary and secondary school in East London for pupils with social, emotional and behavioural difficulties, and later as a headteacher of the educational unit of a Child and Adolescent Psychiatric Hospital.

"The real dividing line is not between Christianity and Islam, Sunni and Shia, East and West – it is between people who believe in coexistence and those who don't."

Tom Fletcher, British Ambassador to Lebanon, August 2015

Andrew reminded headteachers that the Counter Terrorism and Security Act 2015 was published in March and this focuses on preventing terrorism – a big journey, as he put it, from preventing extremism. The duties of the act come into force on 1st July. The key document is the Prevent Duty Guidance for England and Wales.

Other key safeguarding documents include Working Together to Safeguard Children 2015, and Keeping Children Safe in Education 2015.

PREVENT was set up in 2011 and focused very much on local communities. The CONTEST strategy includes:

- **Pursue** The identification of suspects
- **Protect** Securing borders and buildings
- **Prepare** Emergency planning
- **Prevent** Radicalisation

The Counter Terrorism and Security Act 2015 places statutory duties on local authorities, schools and colleges, universities, police and prisons. Within education this includes state schools, independent schools, Early Years Providers and Children's Homes, but not, somewhat ironically, supplementary schools or home schools.

The statutory duties on schools include:

- **Assessing local risk for students** – this involves understanding the local context and environment – risks could include domestic violence, sexting etc. Schools need to listen to children, parents, governors, the local community.
- **Partnership working with local authorities**
- **Identifying “at risk” students** – this can be complex as not all “at risk” students are seen as vulnerable. The biggest challenge is keeping all children and young people safe on line.
- **Keeping students safe on line**
- And in relevant settings, **managing prayer/faith facilities.**

Implementing Prevent

- Training for staff
- Link to safeguarding policies
- Building resilience and critical thinking skills
- Combating extremist materials

Prevent Duty involves

- Risk based approach
- Partnership working
- Training for staff
- Information sharing
- **British Values** –democracy, mutual respect, rule of law, individual liberty, tolerance of different faiths and beliefs

Extremism

“Vocal or active opposition to fundamental British values... including calls for the death of members of our armed forces, whether in this country or overseas.”
Prevent Strategy

Radicalisation

“A process by whereby someone has their vulnerabilities or susceptibilities exploited towards terrorism or crime- most often by a third party with their own agenda.”
Prevent Strategy

Andrew gave information about extremism of all kinds including

- Islamist
- Far Right
- Animal Rights
- Nationalist
- Northern Ireland

He explained the Islamist narrative which is:

Ideological

And states that:

- The West is contrary to Islam
- The West is decadent and impure
- The West is attacking Muslims

He showed videos and explained about the drive and purpose of ISIS. Foreign fighters are generally used as suicide bombers (out of 6-700 young men who have travelled to Syria, around 400 have died) and girls are used to build a future state. The publicity and recruitment is romanticised and very, very sophisticated. Online recruitment uses social media (particularly Twitter), “Call of Duty” (including a Call of Jihad app), videos and online forums. Young people (and adults too) are naïve –

they fail to understand the bias, they are too trusting and, increasingly, shocking and extreme content is normalised.

Andrew argued that we need to blow the dust” off Community Cohesion, which is still a statutory duty, but has become less of a focus as it is no longer inspected by Ofsted. Three documents that continue to be relevant are:

- Guidance on the duty to promote community cohesion
- Working Together to Be Safe
- Teaching approaches that help to build resilience to extremism among young people.

All of these are available on the EPHA website. www.essexprimaryheads.co.uk

Key ingredients for countering radicalisation and extremism:

- Teacher confidence
- Willingness to learn and understand
- Acknowledging controversial issues
- Boosting critical thinking skills
- Helping to see multiple perspectives
- Linking school to the wider community

If anyone has concerns they should report via the normal safeguarding routes, or directly to the police on 101 or 999.

The Anti-Terrorist Hotline number is 0800 789321

Andrew provides a free weekly safeguarding briefing, available from www.safeguardingbriefing.co.uk

He has provided the slides (as a PDF), a starter action plan and a draft Extremist Policy, available at www.safeguardingschools.co.uk/essex

4.

ANY OTHER BUSINESS

MID meetings with the Local Authority officers 2015/2016 -at Chelmsford City Football Club

Thursday 3 March 2016

Thursday 16 June 2016

Headteachers’ Annual Conference 2016

Friday 18 March 2016 Stock Brook Country Club, Nr Billericay

Deputy Headteachers’ Annual Conference 2016

Friday 14 October 2016 Weston Homes Community Stadium