

LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA

THURSDAY 12 MARCH 2020

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) Dawn Dack, Chair</p>	<p>Welcome to the following Headteachers:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Victoria Gooding</td> <td style="width: 50%;">Templars Academy</td> </tr> <tr> <td>Jane Landa-Arrese</td> <td>Moulsham Infants</td> </tr> <tr> <td>Richard McIntosh</td> <td>Barnes Farm Juniors</td> </tr> <tr> <td>Danielle O'Connell</td> <td>Belchamp St Paul Primary, Head of School</td> </tr> <tr> <td>Julie Sarti</td> <td>Executive head at Ridgewell, Belchamp St Paul and Colne Engaine Primaries</td> </tr> <tr> <td>Kirsty Stuart</td> <td>Ridgewell Primary,</td> </tr> <tr> <td>Sam Williams-Dunne</td> <td>Colne Engaine, Head of School</td> </tr> <tr> <td>Melissa Raymond</td> <td>Finchingfield Primary</td> </tr> <tr> <td>Carolyn Hunt</td> <td>St Mary's WF, Acting Head</td> </tr> </table> <p>Farewell to the following Headteachers:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Lisa Battersby</td> <td style="width: 50%;">Lark Rise Primary</td> </tr> <tr> <td>Lorraine Cannon</td> <td>Moulsham Infants</td> </tr> <tr> <td>Guy Niven</td> <td>Baddow Hall Juniors</td> </tr> </table> <p>MEPHA meeting Planning for your financial future</p> <p>Dawn Dack and Pam Langmead Mark Gilbert, Financial Consultant, Wesleyan</p>	Victoria Gooding	Templars Academy	Jane Landa-Arrese	Moulsham Infants	Richard McIntosh	Barnes Farm Juniors	Danielle O'Connell	Belchamp St Paul Primary, Head of School	Julie Sarti	Executive head at Ridgewell, Belchamp St Paul and Colne Engaine Primaries	Kirsty Stuart	Ridgewell Primary,	Sam Williams-Dunne	Colne Engaine, Head of School	Melissa Raymond	Finchingfield Primary	Carolyn Hunt	St Mary's WF, Acting Head	Lisa Battersby	Lark Rise Primary	Lorraine Cannon	Moulsham Infants	Guy Niven	Baddow Hall Juniors
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p 2 -7	<p>AREA AGENDA Clare Kershaw</p> <p>LA updates on current priorities including:</p> <ul style="list-style-type: none"> • Corona Virus • Outcome of SEND inspection and written Statement of Action • SEND workforce restructure • Sustainable Schools Strategy • Essex Pupil Premium Programme • Traded Services • Essex payroll 																								
p 7	<p>Commissioning a future CAMHS contract</p> <p>Beth Brown</p>																								
p 7 -9	<p>Ofsted Education Inspection Framework</p> <p>Alison Fiala</p>																								
p 9 -12	<p>Teaching Schools Computer Hub CPD Offer</p> <p>David Struthers</p>																								
p 12-13	<p>Key dates</p> <p>MID meetings with the Local Authority officers 2019/20/21 -at THE Chelmsford City Football Club</p> <p>Thursday 18 June 2020 Thursday 19 November 2020 Thursday 11 March 2021 Thursday 24 June 2021</p> <p>Headteachers' Annual Conference 2020</p> <p>Friday 20 March 2020 Stock Brook Country Club, Nr Billericay</p> <p>Deputy Headteachers' Annual Conference 2019</p> <p>Friday 2 October 2020 Colchester Football Stadium</p>																								
<p>*Page numbers refer to the full minutes (posted on the EPHA website) of the Spring term Area meetings with LA Officers and Headteachers.</p>																									

LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA DISTRICT AND AREA MEETING

Thursday 12 March 2020

Attendance

Present

Cheryl Allard	Oaklands Infants
Deborah Bailey	John Bunyan Primary
Lisa Battersby	Larkrise Primary
Rebecca Black	St Andrew's Juniors
Ruth Bough	White Notley CE Primary
Ian Bowyer	Boreham Primary
Sally Brisley	Woodcroft Nursery
Amanda Buckland-Garnett	Collingwood Primary
Alex Burden	Great Waltham CE Primary
Dawn Dack	Wentworth Primary/Mid Chair
Alina Clay	Stock CE Primary
Anna Conley	The Howbridge Infants
Lisa Dale	Howbridge Juniors
Jona Davies	St John's CE Primary, Danbury
Sharon Derbyshire	St Pius X Catholic Primary
Anita Easton	Great Bradfords Infant & Nursery
Zanya Farmer	Barnes Farm Infants
Kate Garnett	Tollesbury School
Mel Gaskin	Westlands Primary
Carol Gooding	Danbury Park Primary
Leanne Gray	Downham CE Primary
Carolyn Hunt	St Mary's CE Primary, WF
Vicky Jackson	St Francis Catholic Primary
Ceri Jones	Chipping Hill Primary
Shelley Jones	De Vere Primary
Michelle Keeling	Rayne Primary
Ann Kelliher	Holy Family Catholic Primary
Jane Landa-Arrese	Moulsham Infants

LA Officers

Clare Kershaw	Director of Education
Catherine Hutley	Assistant Director, Mid
Alison Fiala	Head of Education and Early Years
Cathie Bonich	School Effectiveness Partner, Mid
Carol Farrer	School Effectiveness Partner, Mid
Melanie Clapton	School Effectiveness Partner, Mid
Jon Griffiths	ECC
Simone Webb	ECC
Liz Newman	ECC

Richard McIntosh	Barnes Farm Juniors
Liz Maycock	Little Waltham CE Primary
Sarah Meares	Terling CE Primary
Kate Mills	John Ray Infants
Dominic Mulholland	Mildmay Juniors
Maire O'Regan	Margaretting & Roxwell CE Primary
Jacqui Phillips	Woodville Primary
Jacquelyn Pick	Springfield Primary
Rachael Plunkett	Priory Primary, Bicknacre
John Poulson	Silver End Primary
Rowen Prigg	St Michael's CE Juniors
Amanda Reid	Perryfields Infants
Karen Riches	Kings Road Primary
Emma Saward	Notley Green Primary
Claire Smyth	Beckers Green Primary
Hayley Todd	Holy Trinity CE Primary
Marie Staley	Moulsham Juniors
Sarah Vass	Great Totham Primary
Lisa Waters	East Hanningfield CE Primary
Debs Watson	Tanglewood Nursery
Mike Williams	Trinity St Mary's Primary
Linda Wiskin	The Cathedral School
Lyndsey Wood	St Cedd's CE Primary
Michael Wood	Elm Hall Primary

In Attendance

Pam Langmead	Professional Officer
Simon Holliday	Castledon Primary
Peter O'Kane	Holy Family Primary, Benfleet
Mark Gilbert	Wesleyan

Apologies

Lois Ashforth	Cold Norton Primary
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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 AREA MEETING MINUTES 12 March 2020

1. WELCOME

Dawn Dack, the Mid Area Chair, welcomed headteachers to the meeting.

Welcome to the following Headteachers:

Victoria Gooding	Templars Academy
Jane Landa-Arrese	Moulsham Infants
Richard McIntosh	Barnes Farm Juniors
Danielle O'Connell	Belchamp St Paul Primary, Head of School
Julie Sarti	Executive head at Ridgewell, Belchamp St Paul and Colne Engaine Primaries
Kirsty Stuart	Ridgewell Primary,
Sam Williams-Dunne	Colne Engaine, Head of School
Melissa Raymond	Finchingfield Primary
Carolyn Hunt	St Mary's CE Primary, Woodham Ferrers, Acting Head

Farewell to the following Headteachers:

Lisa Battersby	Lark Rise Primary
Lorraine Cannon	Moulsham Infants
Guy Niven	Baddow Hall Juniors

2. MID EPHA MEETING

- a) **The Spring term EPHA newsletter** was circulated to headteachers at the meeting - this can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.

b) **Equality Act training**

Following the success of the training on pupil exclusions, led by barrister Tanya Callman, EPHA has organised training on the Equality Act. There is one remaining date available on Monday 16th March. The cost will be £60 per attendee, and EPHA is subsidising this training. To book a place please contact the EPHA Professional Officer at pam@langmead.me.uk

c) **Essex Schools Broadband**

A reminder that Schools Broadband Service will cease on 31st March 2019. This is when the existing contract with DUCL will end and new suppliers will need to take over your broadband service. Nick Hutchings reminded headteachers that there is an annual requirement for schools to undertake a penetration test, which was previously funded under the DUCL contract.

d) **POWER**

The POWER project is a targeted early intervention project working across Southend, Essex and Thurrock (SET). POWER practitioners offer direct support to children and young people aged 8-13 and their parent/carers to help them develop ways of coping with challenging situations at home, school and in their local communities. POWER also seeks to support schools to develop effective methods to enable children and young people to be successful in school. Typically, the children and young people POWER seeks to help will be struggling to engage at school, may be truanting internally and will have had contact with or be known to the police, perhaps as a victim or a witness. However, they will not yet have been criminalised (i.e. they will not have been charged for an offence).

Children and young people who are already being supported by Social Care, EWMHS or the Youth Offending Service are not eligible for support from the POWER project.

Contact

Jethro.bogdanov@essex.gov.uk

Frederick.vanheerden@essex.gov.uk

03330 138926

3. PLANNING FOR YOUR FINANCIAL FUTURE

Mark Gilbert, Financial Consultant, Wesleyan

Mark Gilbert reminded everyone of the importance of having financial planning conversations in advance of retirement. He explained that Wesleyan specialise in giving advice to specific groups, including teachers. They can offer help by supporting staff health & wellbeing/CPD events (where financial education is now considered a key aspect), to advising teachers' on their retirement options. He noted the link to the focus on wellbeing in the new Ofsted framework.

Mark noted the recruitment and retention figures for teachers:

- ▶ Recruitment of initial teacher trainees has been below target for each year from 2012*
- ▶ For the first time since 2011, more teachers left the profession (to November 2017) than joined

22% of Newly Qualified Teachers to the sector in 2015 were not recorded as working in the State Sector 2 years later

33% 5 year Out Of Service rate for 2012 entrants

40% 10 year rate for 2008 entrants

THE TRUE COST OF SCHOOL STAFF

- ▶ Staff pay is the single most expensive item in the school budget. It typically represents over 70% of expenditure.
- ▶ Add into the mix employers' contributions to occupational pensions, and this makes staff your school's biggest and most valuable resource.

THE REAL VALUE OF FINANCIAL ADVICE

- ▶ How financial advice & services can help schools support this resource

We've looked at some interesting (and scary) facts and statistics ... what can we take away from these?

? There aren't enough teachers joining the profession?

? Too many new teachers are leaving the profession?

? We're losing experienced teachers – many are staying in the sector but not teaching.

Unfortunately there isn't a magic wand, but there are ways that financial advice and information can help...

1> Demonstrating the full benefits of entitlement to the Teachers' Pension Scheme promotes this key employee benefit – how much would it cost to replace this benefit (i.e. 16.48% employer contribution, Death in Service, possible ill-health, guaranteed pension income etc). A key consideration when considering moving profession? This is particularly important for young/newly qualified teachers who may not fully appreciate the benefits.

2> If a teacher is considering moving to a part time role – they will have questions about the implications to their pension benefits.

By highlighting that there may be options for flexible/part time retirement – teachers may be encouraged to consider this option

UK life expectancy

The number of people aged 65+ in the UK is expected to rise by over 40% in the next 17 years to over 18 Million

Nearly 1 in 5 people currently in the UK will live to see their 100th birthday

By 2040, almost 1 in 4 people will be aged 65 or over

A baby girl born in 2011 has a 1 in 3 chance of living to 100, and a baby boy 1 in 4

Source: *Later life in the UK. Fact Sheet. AGE UK. April 2018*

The first step is to map out what retirement means to you personally – and you'll see at the centre of

this process is you.

There are some simple questions you can ask to help define your objectives for retirement.

Answering these questions may not be as simple, however they are important in defining what your financial plan will need to look like.

Who do you want to spend time with in retirement? - Immediate and extended family? Friends, old or new? Who do you need to involve in your decision making? (e.g. if you want to spend more time or move closer to family, have you discussed this with them? What would happen if their circumstances changed, e.g. if they had to move? It's best to cover these points now, rather than when they might occur.)

What do you want to do with your time when you retire? What does your ideal lifestyle look like?

It could also be that working in some capacity is still important to you, personally or financially. If early retirement is a consideration, what does that balance of time look like, and for how long?

Where do you want to live and spend your time? The situation many people are in when approaching retirement is often a result of their working life and family situation to date. Retirement presents a great opportunity to start with a blank sheet of paper.

You may already have considered the location you want to be in and type of property. For example, are you close to family? Are you thinking about downsizing? As you will be spending more time at home, you may also want to consider access to your social life, living and transport costs, safety and access to care.

Second homes come into this category - do you already have or are you thinking of buying one? Is it still right for you – particularly if it is rented or you have been using as a holiday home.

When is the right time to retire? Would you like to retire today if you could, or want to continue working in some capacity?

Answering this question can be influenced your Teachers Pension Scheme, but you will have options about retiring early or working beyond that date. We cover the issue of timing a little later in the presentation.

Why are these things important to you? (It's important to understand your motivation when looking at your answers to the last few questions – prioritises essentials v. nice to haves)

How will you fund your lifestyle? This is the bit most often associated with financial planning, and involves looking at your assets and different sources of income. It needs to cover not just the early stages of retirement, but also the later stages in life.

So the who, what, where, when, why are really important – we then end on the how, the financial plan. (All elements required to have a robust plan).

You may not be able to answer all of these questions today, or even want to in your first year or two of retirement. That's fine, but you should have these questions in mind before accessing your pension benefits.

Some financial decisions can only be made once. Be careful you don't limit what you want to do in future (for example, opting out of the pension scheme).

Wesleyan can organize a work place presentation in a school at a time and day to suit them.

Presentations are free, and are designed to provide important information to members of the Teachers' Pension Scheme and guidance on how to plan for a financially secure future, whatever their time of life. Financial Consultants can also arrange an in-school surgery day giving the opportunity for staff to have individual meetings.

Mark Gilbert

Financial Consultant

Mobile: 07776 453963

Email: mark.gilbert@wesleyan.co.uk

4. FUTURE DATES

MID meetings with the Local Authority officers 2019/20 -at Chelmsford City Football Club

Thursday 18 June 2020

Thursday 19 November 2020

Thursday 11 March 2021

Thursday 24 June 2021

Headteachers' Annual Conference 2020

Friday 20 March 2020 Stock Brook Country Club, Nr Billericay

Deputy Headteachers' Annual Conference 2020

Friday 2 October 2020 Colchester Football Stadium