

**LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA
THURSDAY 16 JUNE 2022**

MEETING SUMMARY: ISSUES AND RECOMMENDATIONS

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

Attendance List

DISTRICT AND EPHA AGENDA (a.m.)
(Notes below)
Dawn Dack, Chair

Welcome to the following Headteachers:

Dianna Gunn	Maldon Primary (Executive Headteacher)
Janet Hoy	Trinity St Mary's Primary
Sarah Fletcher	Rayne Primary (Acting headteacher)
Jennifer Kendall	Larkrise Primary (Acting headteacher)
Anna Nottage	Larkrise Primary (Acting headteacher)
Lois Osborne	Kelvedon St Mary's (Executive headteacher)
Alex Russ	Burnham-on-Crouch Primary (Acting head)

Farewell to the following headteachers:

Lois Ashforth	Cold Norton Primary
Jane Bass	CEO, Connected Learning
Alex Burden	Great Waltham Primary
Martyn Clarke	Parkwood Academy
Sue Crace	Downham Primary
Maxine Bradford	Mildmay Infants and Nursery
Claire Jaques	Acorn Academy
Ceri Jones	Chipping Hill Primary
Liz Maycock	Little Waltham Primary
Julie Sarti	Colne Engaine Primary
Helen Shaw	Elmwood Primary
Eileen Thorn	Maldon Primary
Hayley Todd	Holy Trinity CE Primary, Halstead
Mike Walsh	Kelvedon St Mary's CE Primary Academy
Dan Woodman	Edith Borthwick School

ESSEX FIRE SERVICE – EDUCATION OFFER
MEPHA meeting and AGM
Election of Officers and Local Delivery Group representatives
EPHA updates

Louise Curtis	
Dawn Dack, Pam Langmead	
Chair	Dawn Dack (Wentworth Primary)
Vice-Chair	Amanda Reid (Perryfields Infants)
Treasurer	Dawn Baker (Lawford Mead Primary)
Braintree	Dida Burrell (White Court Primary)
Chelmsford North	Amanda Reid (Perryfields Infants)
Chelmsford West	Dawn Baker (Lawford Mead Primary)
Chelmsford South	Richard McIntosh (Baddow Hall Juniors)
Halstead Federation)	Jinnie Nichols (St Giles' and St Luke's)
Maldon	Dawn Dack (Wentworth Primary)
Dengie	Clare James (Maylandsea Primary)
Witham	Anna Conley (The Howbridge Infants)
South Woodham Ferrers	Amanda Buckland-Garnett (Collingwood Primary)

p 2 **AREA AGENDA** Catherine Hutley

LA updates on current priorities including:

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- DfE White Paper, Schools Bill Policy documents and 2022/23 Implementation Plan

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- Education Taskforce: Year of Reading Update

Rachel Pritchard

p 8

- SEMH Strategy Team – Finding the

<p>p 9</p> <p>p 10</p>	<p>right support and new CAMHS Service</p> <p>SEND update including:</p> <ul style="list-style-type: none"> • SEND and Alternative Provision Green Paper • Inclusion Conference • Inclusion Framework and Ordinarily Available updates • Top-up funding – introduction of a new system for Essex 	<p>Ralph Holloway, Alex Abercrombie</p>
<p>p 13</p>	<p>Key dates</p>	<p>MID headteacher meetings 2022/23 Thursday 10 November 2022 Thursday 9 March 2023 Thursday 22 June 2023</p> <p>Deputy Headteachers' Annual Conference 2022 Friday 7 October 2022 Colchester Football Stadium</p> <p>Headteachers' Annual Conference 2023 Friday 24 March 2023 Chelmsford City Race Course</p>
<p>*Page numbers refer to the full minutes (posted on the EPHA website) of the Summer term Area meetings with LA Officers and Headteachers.</p>		

**LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA
DISTRICT AND AREA MEETING
THURSDAY 16 JUNE 2022
ATTENDANCE**

Present

Deborah Bailey	John Bunyan Primary
Rebecca Black	St Andrew's Juniors
Amanda Buckland-Garnett	Collingwood Primary
Dida Burrell	White Court School
Lisa Christian	John Ray Infants
Alison Cole	St Peter's CE Primary
Anna Conley	The Howbridge Infants
Sue Crace	Downham CE Primary
Dawn Dack	Wentworth Primary/Mid Chair
Anita Easton	Great Bradfords Infant and Nursery
Zanya Farmer	Barnes Farm Infants
Carol Gooding	Danbury Park Primary
Mary Gurr	Hatfield Peverel Infants
Natalie Hawkes	Newlands Spring Primary
Janet Hoy	Trinity St Mary's Primary
Vicky Jackson	St Francis Catholic Primary
Clare James	Maylandsea Primary
Ceri Jones	Chipping Hill Primary
Jenny Kemp	Latchingdon CE Primary
Ann Kelliher	Holy Family Catholic Primary
Liz Maycock	Little Waltham Primary
Claire Mills	Chancellor Park Primary
Richard McIntosh	Baddow Hall Juniors
Ross McTaggart	Barnes Farm Juniors

In Attendance

Pam Langmead	EPHA Professional Officer
Michelle Keeling	Vine Trust
Sarah Rowe	Holy Trinity CE Primary, Halstead
Dan Woodman	Edith Borthwick School
Jacky Wragg	Notley Family of Schools
Rachel Pritchard	Lyons Hall Primary
Louise Curtis	Essex Fire Service

LA Officers

Catherine Hutley	Assistant Director, Mid
Alison Fiala	Head of EY and Education, Mid
Jo Barclay	Head of Education Safeguarding
Ralph Holloway	ECC SEND Transformation Manager
Lianne Canning	SEMH Team
Nicola Morgan-Soane	School Effectiveness Partner
Anthony Sepong	School Effectiveness Partner
Caroline Gibson	School Effectiveness Partner
Catherine Muldoon	ECC

Sarah Manning
Sarah Meares
Dominic Mulholland
Lois Osborne
Natasha Outhwaite
Jennifer Penney
Jacqui Phillips
Rowen Prigg
Karen Riches
Natasha Robson
Lesley Roche
Heather Shelley
Lesley Schlanker
Helen Shaw
Marie Staley
Kirsty Stuart
Mike Walsh
Greg Waters
Lisa Waters
Carolyn White
Linda Wiskin
Lyndsey Wood
Mike Wood
Justin Wrench

Galleywood Infants
Terling CE Primary
Mildmay Juniors
Kelvedon Primary Academy
Trinity Road Primary
Shalford Primary
Woodville Primary
St Michael's CE Juniors
Kings Road Primary
Chipping Hill Primary
Our Lady Immaculate C Primary
Broomfield Primary
Baddow Hall Infants
Elmwood Primary
Moulsham Juniors
Ridgewell CE Primary
Kelvedon Primary Academy
The Bishops Primary
East Hanningfield CE Primary
De Vere Primary
The Cathedral CE Primary
St Cedd's CE Primary
Elm Hall Primary
Great Bradfords Juniors

Apologies

Clare Kershaw
Lois Ashforth
Ian Bowyer
Alex Burden
Andrew Cumpstey
Jona Davies
Jinnie Nichols
Amanda Reid
Julie Sarti
Janis Waters

Director of Education
Cold Norton Primary
Boreham Primary
Great Waltham Primary
St Michael's Juniors
St John's Primary, Danbury
SGASA Federation
Perryfields Infants
Colne Engaine Primary
Great Leighs Primary

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 16 JUNE 2022

1. WELCOME

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

Welcome to the following Headteachers:

Dianna Gunn	Maldon Primary (Executive Headteacher)
Janet Hoy	Trinity St Mary's Primary
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Helen Shaw	Elmwood Primary
Eileen Thorn	Maldon Primary
Hayley Todd	Holy Trinity CE Primary, Halstead
Mike Walsh	Kelvedon St Mary's CE Primary Academy
Dan Woodman	Edith Borthwick School

If you are leaving please make use of the EPHA new heads' checklist, and complete it for your successor. This is available on the EPHA website at <https://essexprimaryheads.co.uk/info-and-documents/good-practice/>

2. ESSEX FIRE SERVICE – EDUCATION OFFER TO SCHOOLS

Core programmes - collaborative with Essex Police

- Home safety (Fire prevention/Home safety crime reduction)
- Arson and Hoax Call prevention
- RTC/Pedestrian safety
- Cyber safety
- Hate crime
- Gang awareness
- Knife Crime
- Healthy relationships

Annual campaigns

- Sparks and spooks (including firework and bomb safety, and Halloween anti-social behaviour)
- Summer safety/Water safety

Juvenile Fire Setters

- Targeted interventions for children who are known to play, experiment or set fires
- Fire setting can be reported from in the home, school or community
- 2 JFS advisors provide education and awareness of risk to the young person, either at home or in an appropriate setting
- Assessed for risk reduction and/or signposted to other support services

Contact **Louise Curtis**

Business Development Manager
Essex County Fire and Rescue Service
Kelvedon Park, Rivenhall
Witham
Essex
CM8 3HB
Mobile: 07885 249516
Email: louise.curtis@essex-fire.gov.uk

3. MID EPHA ANNUAL GENERAL MEETING

a) CHAIR'S REPORT

Dawn Dack, Chair of Mid EPHA, gave the following report.

Review of the year

This year I am almost lost for words! Frankly I don't think I can remember what's happened since June 2021. Before writing this review I looked, as I always do, at my previous years report. I was genuinely surprised by what schools had been through. I had a sense of thinking it was all a nightmare - some sort of horror movie that I had watched - not what life had actually been like.

Having listened to colleagues I think September 2021 to February 2022 was possibly the hardest time of all for schools. This was the time where testing and vaccines had been in place for a long time and isolation periods had dropped from 14 days to 10 days to 5 days. We were still confused when day 1 of the count started and we were still working out how to get isolation notes and whether we needed them or not.

We then moved into the 7 day a week problem solving of having staff with COVID, isolating for 10 days as a minimum and no ability to send classes home. At points this year every member of staff in a school has been used to cover lessons. I heard of one school using their caretaker to cover a class at one point to ensure children still received education. We had to add to this the virtually impossible task of providing home learning, matched to current curriculum content for a minimum of 3-4 hours a day. What schools began to notice was that children who were at home were not completing the work, which meant they were behind when they came back to school, meaning the whole process was pointless.

The DfE continued to spew out guidance after guidance for schools to follow. We were still the font of all knowledge for diagnosing coughs over the phone, managing isolation periods and registering LFD results for staff.

Ofsted returned in September and some schools have had a torrid time. The latest news from HMCI is sobering. There seems to be a constant desire to knock the confidence of schools. Comparing the 'Outstanding' inspection result to Michelin Stars at restaurants is quite an interesting dynamic. Schools are continually being asked to take on more and more, with less and less. We are the social care hubs, health hubs, education hubs and staff well-being hubs. The role of the Headteacher does not compare to what it was 5 years ago, let alone 10 years ago.

We are facing a leadership crisis in schools this year. More and more of us are leaving the job within 5 years of taking it on. The casualty rate this year has been high - frankly I can't blame anyone who

has had enough. Add to this the number of Heads who are retiring this year after 10s of years of service, we start to see the significant problem in front of us.

This year has also seen the Government's intention to further shrink the role of the Local Authority and firmly put forward a future that is all academies.

Finances this year have been brutal for some schools. Energy and transport costs are crippling what schools can offer and the fact that schools are being expected to absorb this with no help from the government has meant very tough choices for schools indeed.

EPHA has been here throughout for you all. We continue to sit at the table with the LA and other professional associations fighting for Primary Education. We stand firm on ensuring children get a great education from schools, that Heads get the support they deserve and that you are kept up to date with the critical information that you need.

At this point I would like to thank Pam on behalf of us all. Without her EPHA would not run. The termly briefings are both a joy and a terror! Her ability to make us all laugh and provide comfort when needed are second to none. The conferences each year are days to remember and a time for professional development and fun. So please join me in a massive round of applause for our friend and colleague.

What is to come?

I think this year we will see financial hardship across schools, refugees seeking education, more academisation, many outstanding schools moving grades and a tighter focus on the curriculum. The 'School Led Improvement' agenda will continue to grow and I am sure we will have more paperwork to fill in and more challenges from the community regarding the decisions we have made.

I am immensely proud to Chair this group of Heads. You are brilliant at your jobs. You are all still standing. I stand here, without face covering, in front of you all and I applaud every single one of you for being you, for still running your schools, for making a difference to the lives of your community and staff.

b) ELECTION OF OFFICERS AND LOCAL DELIVERY GROUP REPRESENTATIVES

Chair	Dawn Dack (Wentworth Primary)
Vice-Chair	Amanda Reid (Perryfields Infants)
Treasurer	Dawn Baker (Lawford Mead Primary)
Braintree	Dida Burrell (White Court Primary)
Chelmsford North	Amanda Reid (Perryfields Infants)
Chelmsford West	Dawn Baker (Lawford Mead Primary)
Chelmsford South	Richard McIntosh (Baddow Hall Juniors)
Halstead	Jinnie Nichols (St Giles' and St Luke's Federation)
Maldon	Dawn Dack (Wentworth Primary)
Dengie	Clare James (Maylandsea Primary)
Witham	Anna Conley (The Howbridge Infants)
South Woodham Ferrers	Amanda Buckland-Garnett (Collingwood Primary)

The officers and Local Delivery Group representatives were thanked for the hard work that they do on behalf of headteachers in the Mid Area and for agreeing to continue in their roles or taking on new positions.

4. EPHA UPDATES

a) Expanding the Colleague Support programme and other wellbeing support

The EPHA Colleague Support programme currently offers support to new and acting primary, nursery, infant and junior headteachers in Essex. EPHA recognises the importance of supporting new heads in their early days of headship and wants to ensure that every new head feels able to connect with a Colleague Supporter, without having to draw on their school's budget. The Colleague Supporter is an experienced headteacher in an Essex primary school, who is doing the job now, and therefore fully understands the challenges and responsibilities you are facing, as well as knowing the satisfaction and sense of pride that the role gives every head.

Colleague support is free for participating headteachers. At the same time, EPHA remunerates a Colleague Supporter's own school, so that they are able to commit to a professional role knowing that they are contributing financially to their school, as well as benefiting professionally.

If you are an experienced headteacher, but this is your first post in Essex, you may not need or want the full package of the Colleague Supporter programme. However, every local authority does things a bit differently, and you will probably have questions from time to time about the local systems. Your first port of call is the EPHA Professional Officer who can give you advice about the people and structures in Essex Local Authority. If you would also like to link with another headteacher to act as your buddy in the early days, please let us know, and we will match you with a colleague.

EPHA is planning to expand the colleague support offer, and needs help and support from headteachers and senior leaders in Essex schools. We want to:

- Offer colleague support to any headteacher in Essex, to help their confidence and wellbeing – please contact the Professional Officer if you would like to participate.
- Broker support for occasional and time limited support from headteachers, deputies, senior leaders and SENCOs, to help out another school on an ad-hoc basis. This is not intended to solve a long-term staffing problem, but offers a way of sharing expertise and capacity across schools, and perhaps helping out in a crisis. Small schools may be in particular need of support on occasion, but this offer will be considered for any school, on a case-by-case basis.

Headteachers were asked to complete an expression of interest form if they felt that they and their school could participate in the Colleague Support programme.

b) The current HeartHealth programme and potential subsidy from EPHA and the Education Taskforce

Pursuit Wellbeing is running a Heart Health programme, following the successful pilot with Essex primary headteachers. The Education Taskforce is offering support to small school headteachers who want to take part in this programme.

Contact Maria Brosnan at <https://pursuitwellbeing.com/contact/> to find out more.

c) In addition, a new programme has been developed and is being run by Andrew Morrish (Headrest) and Maria Brosnan (Pursuit Wellbeing), called **balanced**:

The Authentic Leadership, Health & Wellbeing Programme for Headteachers with Maria Brosnan and Andrew Morrish

The Current Challenge

Never before have schools been more VUCA: volatile, uncertain, complex, and ambiguous workplaces. Getting the balance right as leaders has never been so challenging.

Not addressing the impact of this can impede performance, waste resources, and dangerously impact health.

The **balanced** solution

A leadership development programme combining the following elements:

- Initial needs analysis, induction and training on the use of bio-feedback technology, proven to

- reduce the impact of stress;
- Health & wellbeing and coaching;
- Leadership performance coaching;
- Ongoing opportunities for deliberate practice application and feedback.

By the end of the programme, you will be able to:

- Reduce anxiety, panic, stress, or feelings of overwhelm the moment they occur;
- Improve your ability to lead yourself and others to bring about meaningful change with demonstrable and sustainable impact;
- Embed the four-part Authentic Leader Model in your school and cultivate a purpose-driven culture where everyone thrives;
- Achieve a sense of balance in the workplace, within yourself, with others, and at home.

Maria and Andrew are skilled educational professionals, using evidenced based tools to help make your life as a School Leader healthier, happier and more balanced.

Contact or visit www.balancedleader.co.uk for an information pack.

Maria Brosnan

Founder of Pursuit Wellbeing

Counsellor, Coach, Author

Email: Maria@pursuit-wellbeing.com

Phone: 07790 054 230

Andrew Morrish

Founder of Makana Leadership

Former Headteacher and CEO of MAT

Email: hello@makanaleadership.co.uk

Phone: 07971 171515

- d) The Summer term EPHA newsletter**, including dates for the 2022/23 school year, was circulated to headteachers in advance of the meeting -these can also be found on the EPHA website www.essexprimaryheads.co.uk.

e) EPHA Annual Subscription

Funding for EPHA will be continue to be top-sliced from the Delegated Schools Grant. Area meetings will continue to be “free” to all primary headteachers, as will the website, headteacher briefings and advice and support from the Professional Officer.

<https://essexprimaryheads.co.uk/files/what-headteachers-get-in-return-for-their-epha-contribution-2020-21.pdf>

f) EPHA County Annual General Meeting

The EPHA county AGM will be held on Thursday 29th September at the Lion Inn, Boreham.

g) Conferences

Headteachers were reminded that the Deputy Headteachers’ conference will be held on Friday 7 October 2022, at the Colchester Football Stadium (key note speakers Helen Youngman and Adrian Bethune) and next year’s annual Headteachers’ conference will be held on Friday 24 March 2023 at Chelmsford City Race Course.

The programme and booking form for the Deputy Conference will be emailed to schools at the end of June.

There will be a conference for the Small Schools Support group on Wednesday 19th October at the Lion Inn, Boreham.

6. FUTURE DATES

MID headteacher meetings 2022/23

Thursday 10 November 2022

Thursday 9 March 2023

Thursday 22 June 2023

Deputy Headteachers' Annual Conference 2022

Friday 7 October 2022 Colchester Football Stadium

Headteachers' Annual Conference 2023

Friday 24 March 2023 Chelmsford City Race Course