

LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA

THURSDAY 21 NOVEMBER 2019

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>MEPHA meeting Headteachers on GROW panel</p>	<p>Welcome to the following Headteachers:</p> <table style="width: 100%; border: none;"> <tr><td style="width: 50%;">Rebecca Black</td><td style="width: 50%;">St Andrew's Juniors, Hatfield Peverel</td></tr> <tr><td>Dida Burrell</td><td>White Court School</td></tr> <tr><td>Lisa Dale</td><td>Howbridge Juniors</td></tr> <tr><td>Xanthe Glynn</td><td>Southminster Primary</td></tr> <tr><td>Clare James</td><td>Maylandsea Primary (Head of School)</td></tr> <tr><td>Emma Johnstone Powers</td><td>Hall Academy (Acting)</td></tr> <tr><td>Sarah Meares</td><td>Terling Primary (Acting)</td></tr> <tr><td>Stephanie Newland</td><td>St Margaret's Toppesfield</td></tr> <tr><td>Karen Riddlestone</td><td>Richard de Clare Primary</td></tr> <tr><td>Rowen Prigg</td><td>St Michael's Juniors, Chelmsford</td></tr> <tr><td>Lesley Roche</td><td>Our Lady Immaculate Catholic Primary</td></tr> <tr><td>Sally Sykes</td><td>Finchingfield CE Primary</td></tr> <tr><td>Eileen Thorn</td><td>Maldon Primary (from October)</td></tr> <tr><td>Lea Tyler</td><td>Maldon Primary (Acting until half term)</td></tr> <tr><td>Justin Wrench</td><td>Great Bradfords Juniors</td></tr> <tr><td>Lyndsey Wood</td><td>St Cedd's CE Primary</td></tr> </table> <p>Farewell to the following Headteachers:</p> <table style="width: 100%; border: none;"> <tr><td style="width: 50%;">Linda Taylor</td><td style="width: 50%;">Ridgewell and Belchamp Primaries</td></tr> <tr><td>Sarah Donnelly</td><td>Richard de Clare Primary</td></tr> <tr><td>Lisa Feldman</td><td>Finchingfield Primary</td></tr> <tr><td>Dawn Dack and Pam Langmead</td><td></td></tr> <tr><td>Nathalie Hawkes</td><td></td></tr> </table>	Rebecca Black	St Andrew's Juniors, Hatfield Peverel	Dida Burrell	White Court School	Lisa Dale	Howbridge Juniors	Xanthe Glynn	Southminster Primary	Clare James	Maylandsea Primary (Head of School)	Emma Johnstone Powers	Hall Academy (Acting)	Sarah Meares	Terling Primary (Acting)	Stephanie Newland	St Margaret's Toppesfield	Karen Riddlestone	Richard de Clare Primary	Rowen Prigg	St Michael's Juniors, Chelmsford	Lesley Roche	Our Lady Immaculate Catholic Primary	Sally Sykes	Finchingfield CE Primary	Eileen Thorn	Maldon Primary (from October)	Lea Tyler	Maldon Primary (Acting until half term)	Justin Wrench	Great Bradfords Juniors	Lyndsey Wood	St Cedd's CE Primary	Linda Taylor	Ridgewell and Belchamp Primaries	Sarah Donnelly	Richard de Clare Primary	Lisa Feldman	Finchingfield Primary	Dawn Dack and Pam Langmead		Nathalie Hawkes	
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p 2 -7	<p>AREA AGENDA Updates on:</p> <ul style="list-style-type: none"> •2019 Outcomes •2019/20 Priorities •SEND Redesign and new ways of working •Pupil Population Growth •2020/21 Funding proposals 																																										
p 8 -13	<p>Ofsted Education Inspection Framework</p> <p>Alison Fiala</p>																																										
p 13-14	<p>Educational Psychologist team seconded to EWHMS</p> <p>Kate Barnett</p>																																										
p 15 -16	<p>LINK Programme</p> <p>Clare Burrell and Debalina Gupta</p>																																										
p 16 -17	<p>The Country Trust</p> <p>Sharon Roberts</p>																																										
p 17 -18	<p>National Young Carers in School Award</p> <p>Charlotte Bird</p>																																										
p 18 -21	<p>Leading for staff wellbeing</p> <p>Mark Solomons</p>																																										
p 21 -24	<p>HR Update</p> <p>Nicki Harris</p>																																										
p 24	<p>Key dates</p> <p>MID meetings with the Local Authority officers 2019/20 - at Chelmsford City Football Club</p> <p>Thursday 12 March 2020</p> <p>Thursday 18 June 2020</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 Autumn term Area meetings with LA Officers and Headteachers.</p>																																											

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

Thursday 21 November 2019

Attendance

Present

Lois Ashforth	Cold Norton Primary
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
Dida Burrell	White Court Primary
Lorraine Cannon	Moulsham Infants
Helen Castell	Writtle Infants
Dawn Dack	Wentworth Primary/Mid Chair
Anna Conley	The Howbridge Infants
Amanda Daines	The Tyrrells Primary
Lisa Dale	Howbridge Juniors
Jona Davies	St John's CE Primary, Danbury
Geraldine Denham-Hale	St Mary's CE Primary, Burnham
Sharon Derbyshire	St Pius X Catholic Primary
Anita Easton	Great Bradfords Infant & Nursery
Zanya Farmer	Barnes Farm Infants
Wendy Figueira	St Peter's Primary, W Hanningfield
Mel Gaskin	Westlands Primary
Xanthe Glynn	Southminster CE Primary
Carol Gooding	Danbury Park Primary
Jacqui Gosnold	Woodville Primary
Bridgette Gough	St Andrew's CE Primary, Halstead
Leanne Gray	Downham CE Primary
Mary Gurr	Hatfield Peverel Infants
Karen Harrison	John Ray Juniors
Natalie Hawkes	Newlands Spring Primary
Ceri Jones	Chipping Hill Primary
Michelle Keeling	Rayne Primary
Ann Kelliher	Holy Family Catholic Primary
Kelly Koller	The Beaulieu Park Academy

LA Officers

Catherine Hutley	Assistant Director, West
Nicola Woolf	Assistant Director, West
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
Sandie Leader	EYFSA Team Leader
Clare Burrell	ECC Commissioner
Debalina Gupta	Mid Essex CCG
Vanessa Moon	Mid Essex CCG
Yannick Stupples-Whyley	Senior Finance Business Partner

Richard McIntosh	Barnes Farm Juniors
Liz Maycock	Little Waltham CE Primary
Sarah Meares	Terling CE Primary
Claire Mills	Chancellor Park Primary
Kate Mills	John Ray Infants
Becky More	Rivenhall CE Primary
Nicola Morgan-Soane	Trinity Road Primary
Dominic Mulholland	Mildmay Juniors
Guy Niven	Baddow Hall Juniors
Stephanie Newland	St Margaret's Primary, Toppesfield
Maire O'Regan	Margaretting & Roxwell CE Primary
Jacquelyn Pick	Springfield Primary
Rachael Plunkett	Priory Primary, Bicknacre
Rowen Prigg	St Michael's CE Juniors
Amanda Reid	Perryfields Infants
Karen Riches	Kings Road Primary
Lesley Schlanker	Baddow Hall Infants
Helen Shaw	Elmwood Primary
Claire Smyth	Beckers Green Primary
Heather Shelley	Broomfield Primary
Caroline Shingleton	Wethersfield Primary
Hayley Todd	Holy Trinity CE Primary
Marie Staley	Moulsham Juniors
Sarah Vass	Great Totham Primary
Louise Venables	Shalford Primary
Greg Waters	The Bishops CE & Catholic Primary
Janis Waters	Great Leighs Primary
Lisa Waters	East Hanningfield CE Primary
Lyndsey Wood	St Cedd's CE Primary
Michael Wood	Elm Hall Primary

In Attendance

Pam Langmead	Professional Officer
Diane Fawcett	St Andrew's CE Primary, Weeley
Peter O'Kane	Holy Family Primary, Benfleet
Sharon Roberts	The Country Trust
Mark Solomons	Welbee
Nicki Harris	Schools HR, Juniper Education
Pam Langmead	Professional Officer

Apologies

Clare Kershaw	Director of Education
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LA Officers

Zoe Oddy	ECFWS
Katie Polehill	ECFWS
Kate Barnett	EP Service
Charlotte Bird	Essex Young Carers

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 21 November 2019

1. WELCOME

Dawn Dack, the Mid Area Chair, welcomed headteachers to the meeting. She explained her role as Chair of the Mid area and introduced the headteachers who represent districts in Mid on the EPHA Executive.

She asked everyone to complete the evaluation form circulated at the meeting, which is used to help EPHA shape future meetings, to ensure that they are useful and positive for headteachers.

Welcome to the following Headteachers:

Rebecca Black	St Andrew's Juniors, Hatfield Peverel
Dida Burrell	White Court School
Lisa Dale	Howbridge Juniors
Xanthe Glynn	Southminster Primary
Clare James	Maylandsea Primary (Head of School)
Emma Johnstone	Powers Hall Academy (Acting)
Sarah Meares	Terling Primary (Acting)
Stephanie Newland	St Margaret's Toppesfield
Karen Riddlestone	Richard de Clare Primary
Rowen Prigg	St Michael's Juniors, Chelmsford
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Eileen Thorn	Maldon Primary (from October)
Lea Tyler	Maldon Primary (Acting until half term)
Justin Wrench	Great Bradfords Juniors
Lyndsey Wood	St Cedd's CE Primary

Farewell to the following Headteachers:

Linda Taylor	Ridgewell and Belchamp Primaries
Sarah Donnelly	Richard de Clare Primary
Lisa Feldman	Finchingfield Primary

2. MID EPHA MEETING

- a) **The Autumn 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) **EPHA Annual General Meeting**

The EPHA Annual General Meeting took place on 10 October 2019 and the following headteachers were elected as officers for the coming year:

- Harriet Phelps-Knights Chair
- Nick Hutchings Vice-Chair
- Nicky Barrand Executive Treasurer

They are supported by 31 headteachers across the county, representing their colleagues in different districts.

The full Executive membership list, minutes of the AGM, and the Constitution and Financial Regulations are available on the EPHA website.

c) **EPHA Priorities for 2019/20**

At the AGM the headteachers who attended discussed the priorities for the Association for the

coming year. It was agreed these should include:

- Headteacher well-being, including the continuation of the Colleague Supporter programme, currently supporting around 16 new and acting headteachers, with 35 heads on its directory all committed to sharing their experience and understanding with new colleagues. We are also particularly concerned about school leaders working in the most challenging and vulnerable schools and aim to offer support wherever we can.
- Continuing the delivery of EPHA training, termly briefings, conferences, resources and website updates – most of these are free (or heavily subsidised), recognising the pressure on all school budgets.
- Working effectively with the other two headteacher associations, ASHE and ESSET, to benefit all of the children and young people in Essex and to present a strong and united front as a large group of schools and academies.
- Lobbying on behalf of schools to ensure that the message about insufficient school funding does not get lost in the current political rhetoric.
- Working with colleagues to develop early intervention, including in pre-schools, with a particular focus on the effective early identification of young children with special educational and learning needs.
- Realising and recognising the prevalence of complex medical conditions in school and working with health professionals to support staff and pupils.
- Continuing our involvement in strategic planning in partnership with the Local Authority - including reacting to schools' ongoing challenges, for example with appropriate training and support.

d) 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 are two dates available, Monday 10th February and 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

e) School funding consultation

The EPHA Professional Officer explained the approach that the primary headteacher representatives on the Schools Forum had taken when determining a consultation model for the Essex schools finance formula for the next financial year. The Local Authority had stressed that the DfE expected authorities to move toward the National Funding Formula, but Schools Forum members felt strongly that the right formula should be selected, regardless of any political pressure. 9 models were considered by the Finance Review Group (a sub-committee of the Schools Forum). Model 1 was the current formula, but with a higher MFG (minimum funding guarantee), as required by Government next year. Model 9 was the National Funding Formula.

Essex has, for some years, had a greater differential between primary and secondary schools (currently 1:1.31 – the NFF differential is 1:1.27) and a larger lump sum for each schools (currently £150,000, NFF lump sum next year will be £114,000). This lump sum was calculated some 8 years ago as being the minimum basic requirement for any school to operate.

There was some resistance from secondary school Forum representatives around reducing the differential, although that view has not been entirely replicated in some of the consultation responses from secondaries so far. The Local Authority is recommending Model 3 as an affordable compromise formula and, after lengthy discussion, this model was supported by the majority of Schools Forum representatives, including the primary headteachers.

The consultation closed on 19 November and there were 93 responses. There will be a meeting of the Schools Forum on 27th November and a final decision will be taken on the formula for Essex schools next year.

f) 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. There won't be an option to extend the existing contract.

The Broadband service team is keen that the schools are aware that, in order for providers to effect any upgrades and changes to the network, they should have made a decision and signed with a new provider by the end of November. This will give new providers a chance to put into place new services and upgrades.

Information has been circulated and the Schools Broadband Pages have been kept up to date with information and FAQ's to support schools. On Monday 2nd November an email was circulated to all affected schools requesting an update on progress and requesting the following:

- Who is the new supplier?
- Who would you like the SB team to liaise with at your school or MAT to make the transition
- Would you like the team's support with transitioning to a new provider?

Please return your responses to [schoolsbbroadband@essex.gov.uk](mailto:schoolsbroadband@essex.gov.uk)

The Broadband team has been made aware that BT have a lead in time for infrastructure changes of up to 100 days which could impact those making a decision post-Christmas. On 18th November we will be taking stock of those schools who have responded to our request for information and making direct contact (telephone) with those who have not as part of our support for schools.

g) Multi-schools Council

The following information was circulated at the meeting about the multi-schools council, forwarded by Kierran Pearce.

What is the multi-school's council?

The multi-school's council is a pupil forum for children from all backgrounds and with all abilities. In simple terms they are a school council meeting but on a bigger scale. They discuss how to break down perceptions towards children with special educational needs and mental health difficulties. The direction of the council is decided upon by the children and we have an agenda which is based on current issues that face children within education.

How does it work?

We hold 3 meetings across the Academic year across 6 strands in Essex. The 6 strands are **Tendring, Colchester, Braintree, Chelmsford, South Essex and West Essex**. Currently we have 154 schools signed up across these 6 strands. For each meeting we invite schools to bring between 5 – 10 young people who could represent their schools (if schools want to bring less than 5 we can be flexible with that too!).

When are the meetings?

We have just completed our first set of meetings across the 6 strands, but the next meetings are on the following dates;

Chelmsford strand – Wednesday 22nd January, Columbus school & College, 10am – 11:30am

Braintree strand – Thursday 23rd January, Notley Green primary, 10am – 11:30am

Tendring strand – Wednesday 29th January, Holland Haven primary, 10am – 11:30am

Colchester strand – Thursday 30th January, St James's primary, 10am – 11:30am

West Essex strand – Wednesday 5th February, Venue TBC, 10am – 11:30am

South Essex strand – Thursday 6th February, Castledon school & College, 10am – 11:30am

How do I get involved?

You can email mschoolscouncil@gmail.com to join our contact list. I ask for a key contact in each school, this may not be you as I often work with SENCO's but some headteachers do choose to be the main contact too.

And finally, what if we can't make the meetings can we still be involved?

Yes! I have a full-time role this year so in addition to our meetings I also offer; Autism awareness class-based sessions, SEND assemblies, Autism awareness training for staff and mental health training for staff. We do also have a mental health resilience programme for children, however that is fully booked until September, we do have a waiting list for September 2020. To enquire/book any sessions please contact mschoolscouncil@gmail.com . **All of this is free!**

3. INVOLVEMENT OF HEADTEACHERS ON THE GROW ADMISSIONS PANEL

Nathalie Hawkes, headteacher at Newlands Spring Primary, explained that the school hosts GROW provision, supporting children with social, emotional and mental health issues. Lyons Hall Primary has a similar provision.

When a school makes an application to the provision this is considered by a panel, which includes LA officers and external headteachers as well as the GROW leads. She asked for volunteers to become involved with the panel, stressing that this could be a one-off commitment. A number of headteachers noted that they had been part of the panel and had found the experience very valuable.

For more information please contact Steve Whitfield at stephen.whitfield@essex.gov.uk

If you would like more information about GROW please use this link.

<http://www.growessex.uk/>

4. FUTURE DATES

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

Thursday 12 March 2020

Thursday 18 June 2020

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