

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
WEDNESDAY 8 JUNE 2016**

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) Nick Hutchings, Chair</p> <p>EEPHA meeting and AGM Election of Officers and Local Delivery Group representatives</p> <p>The Big Classroom Essex Steps</p>	<p>Welcome to the following Headteachers: Claire Healey St Joseph's Catholic Primary School, Dovercourt Becky Keitch St George's CE Primary School, Great Bromley Mark Millbourne All Saints C of E VA Primary, Dovercourt Belinda Fellows St James CE Primary, Colchester Suzy Ryan Fingringhoe CE Primary</p> <p>Farewell to the following Headteachers: Benedick Ashmore Short Hamford Primary Craig Duncan Queen Boudica Primary Matthew Fuller Broomgrove Juniors Heather Hann Holy Trinity CE Primary, Eight Ash green Nigel Hookway Highwoods Primary Nick Hutchings St John's CE Primary Clive Reynolds Hamilton Primary Heather Tetchner Dedham CE Primary Stuart Wainwright Fordham All Saints CE Primary</p> <p>Nick Hutchings Chair Nick Hutchings (St John's CE Primary) Vice-Chair Lehla Abbott (Broomgrove Infants) Treasurer Bridget Harris (St Thomas More's Catholic Primary)</p> <p>Colchester West Nick Hutchings (St John's CE Primary) Colchester East Helen Dudley-Smith (Friars Grove Primary)</p> <p>Colchester South Jacqu Martin (Langenhoe Primary) Tendring Mid Claire Claydon (Brightlingsea Juniors) Tendring North Donna Parker (Ardleigh St Mary's CE Primary) Tendring South Sue Bardetti (Holland Haven Primary) Harwich and Dovercourt Kay Wills (Two Village CE Primary)</p> <p>Chris Nash Joel Shaljean</p>
p 1 -8*	AREA AGENDA View from the Bridge Clare Kershaw
p 8	Recruitment and retention of teachers Graham Lancaster
p 9	NELFT - feedback
p 10-11	Early Years update Liz Norton and Jo Eastoe
p 11	Key dates NORTH EAST meetings with the Local Authority officers 2016/2017 -at Weston Homes Community Stadium Wednesday 9 November 2016 Thursday 4 February 2017 Wednesday 8 June 2017 Annual General Meeting (County EPHA) Thursday 6 October 2016 Chelmsford City Football Club Deputy Headteachers' Annual Conference 2016 Friday 14 October 2016 Weston Homes Community Stadium Headteachers' Annual Conference 2016 Friday 17 March 2017 Stock Brook Country Club, Nr Billericay
*Page numbers refer to the full minutes (posted on the website) of the Summer term Area meetings with LA Officers and Headteachers.	

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
DISTRICT AND AREA MEETING
WEDNESDAY 8 JUNE 2016
ATTENDANCE**

Present

Lehla Abbott	Broomgrove Infants
Sue Bardetti	Holland Haven Primary
Mandy Barlow	Frinton-on-Sea Primary
Natasha Bennett	Rolph CE Primary
Simon Billings	St John's Green Primary
Suzie Bliss	Walton-on-the-Naze Primary
David Borne	Copford CE Primary
Toby Bull	The Bishop William Ward CE Pri
Gail Burns	St Michael's Primary & Nursery
Tracey Cafull	Great Bentley Primary
Mark Carter-Tufnell	St Osyth CE Primary
Claire Claydon	Brightlingsea Juniors
Brian Combes	Stanway Primary
Doretta Cowie	Lexden Primary
Sarah Crookes	Cann Hall Primary
Elizabeth Drake	Kingswode Hoe Primary
Helen Dudley Smith	Friars Grove Primary
Craig Duncan	Queen Boudica Primary
Matthew Fuller	Broomgrove Juniors
Alan Garnett	North Primary & Nursery
Jackie Halliday	Messing School
Jeremy Hallum	Heathlands CE Primary
Heather Hann	Holy Trinity, Eight Ash Green Pri
Sinead Harper	Burrsville Infants/Unity Academy
Barry Hawes	Prettygate Juniors
Claire Holmes	Monkwick Infants & Nursery
Nigel Hookway	Highwoods Primary/Executive Director
Jenny Hunt	Hazelmere Juniors
Julia Hunt	Brightlingsea Infants
Nick Hutchings	N East Chair/ St Johns CE Primary
Julie Ingram	Chappell CE Primary
Jackie Irwin	Engaines Primary
Sally Leung	Montgomery Infants & Nursery
Joanna Marshall	Tendring Primary

LA Officers

Clare Kershaw	Director for Education and Life Long Learning
Graham Lancaster	Lead Strategic Commissioner (NE)
Kerry McGrory	SE Commissioner (North East)
Alison Fiala	Lead Strategic Commissioner (Mid)
Louise Evers	SE Commissioner (North East)
Iain Birtwell	SE Commissioner (North East)
Andy Jones	Schools' Facilitator
Liz Norton	ECC Early Years
Joe Eastoe	ECC Early Years

Marie Luck-Davies	Bradfield Primary
Susan Locke	Milldene Primary
Ian McDonald	Elmstead Primary
Gordon Malcolm	Tiptree St Luke's CE Primary
Jacqu Martin	Langenhoe Primary
Janet Meacock	Millfields Primary/Alresford Primary
Carl Messer	St George's New Town Juniors
Valerie Metcalf	Harwich Primary/ The Mayflower Primary
Mark Millbourne	All Saints CE Primary, Dovercourt
Jayne Mitchell	Gosbecks Primary
Amanda Mitchelson	Old Heath Primary
Lorraine Oldale	Wix and Wrabness Primary
Julie O'Mara	Chase Lane Primary
Claire Newson	Parsons Heath CE Primary
Tracey Oram	Tiptree Heath Primary
Donna Parker	Ardleigh St Mary's CE Primary
Joanna Pointing-Newitt	Willow Brook Primary & Nursery
Hayley Rollings	Fingringhoe CE Primary
Pam Rose	Kings Ford Infants & Nursery
Jane Simmons	All Saints CE Primary, Great Oakley
Nicola Sirett	Mersea Island School
Darren Smith	Brinkley Grove Primary
Alison Syred-Paul	Great Clacton CE Juniors
Heather Tetchner	Dedham Primary
Rita Tingle	Prettygate Infants
Steven Turnbull	Hazelmere Infants & Nursery
Louise Venables	Cherry Tree Primary
Anthony Welch	Holland Park Primary
Donna Wenden	Lawford CE Primary
Serena Williams	Roach Vale Primary
Kay Wills	Two Village CE Primary
Patricia Wilkie	Layer-de-la-Haye Primary

In Attendance

Pam Langmead	EPHA Professional Officer
Alison Close	St Peter's Primary, Coggeshall
Chris Nash	The Big Classroom
Joel Shaljean	Essex Steps
James Aylott	Dedham CE Primary

Apologies

Charlotte Booth-Rylett	Unity Academy
Debbie Griggs	Myland Primary
Clive Reynolds	Hamilton Primary

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

NORTH EAST EPHA AREA MEETING MINUTES 8 June 2016

1. **Nick Hutchings, the North East Area Chair welcomed headteachers to the meeting and in particular, the following headteachers who are new in post:**

Claire Healey	St Joseph's Catholic Primary School, Dovercourt
Becky Keitch	St George's CE Primary School, Great Bromley
Mark Millbourne	All Saints C of E VA Primary, Dovercourt
Belinda Fellows	St James CE Primary, Colchester
Suzy Ryan	Fingringhoe CE Primary

Farewell to the following Headteachers:

Benedick Ashmore	Short Hamford Primary – moving to the Midlands
Craig Duncan	Queen Boudica Primary - leaving headship
Matthew Fuller	Broomgrove Juniors –moving to Suffolk
Heather Hann	Holy Trinity CE Primary, Eight Ash Green - moving
Nigel Hookway	Highwoods Primary – retiring to become EPHA Executive Director
Nick Hutchings	St John's CE Primary – moving to
Clive Reynolds	Hamilton Primary –retiring
Heather Tetchner	Dedham CE Primary –retiring
Stuart Wainwright	Fordham All Saints CE Primary - leaving headship

Nick also said farewell and thank you, to Graham Lancaster, who is finishing his role as North East Area Commissioner at the end of term, and from September taking on a strategic role in the Local Authority.

2. **THE BIG CLASSROOM**

Presented by Chris Nash

The Big Classroom provides a service to link schools across the UK so that the pupils can see how their peers around the UK live day to day. The service launched nationwide in 2015 with over a thousand schools joining in the first 2 weeks. It is proving very popular for schools where all their pupils are very culturally similar or where **British values and multi-culturalism** and implementing the **Prevent** strategy are key issues. It is proving to be a great success, particularly for the head teachers, as it provides them with unequivocal evidence as to how they have tackled these issues.

BigClassroom.co.uk is a social network solely for schools so it is completely safe and secure. Each school has its own account to which it can upload pictures, videos and blogs about the exciting and interesting projects they undertake. Big Classroom will then link them with 5 "friend schools" (more are added over time or on request) which have been chosen strategically to be contrasting in terms of culture, faith, ethnicity or location. At regular intervals classes sit down and look at their breaking news (these are updates from their friend schools) to see what is happening in schools around the UK. The pupils can then discuss what they see and send messages questioning the things that interest them. Over time they'll get to know the other pupils and have a much greater understanding of other cultures and communities. This is the service in a nutshell, please feel free to look at our website for more details.

The membership cost of The Big Classroom is £300 a year (for unlimited access in a school) and Chris offered schools a two month free trial (starting from September).

Contact chris@bigclassroom.co.uk or on 01772 379770

3. **NORTH EAST EPHA ANNUAL GENERAL MEETING**

a) CHAIR'S REPORT

Nick Hutchings, Chair of North East EPHA, reported that the summer term meeting last year concluded with his thoughts about the year ahead.

This is Nick's report:

Review of the year

Last year I finished with the following thoughts.

What is to come?

I think that the following themes will dominate the next year for us:

- *Academies*
- *Cluster/Peer Working*
- *The next baseline*
- *End of Year Assessments for Year 6 – more rigour!!*
- *Grammar, Punctuation and Spelling for Year 2 and 6*
- *Coasting Schools (Whatever they may be)*
- *Better pay and conditions for teachers*
- *Shrinking budgets*
- *The restructure of EPHA*

Well we have seen some of this and in some cases so much more! What have we had to deal with this year?

- The Common Inspection Framework from Ofsted
- Section 8 inspections (Once they had enough survivors from their culling to run them)
- New Key Stage 1 SATs
- New Key Stage 2 SATs
- The full implementation of the national curriculum
- Reception Baselines or not!
- The Interim Frameworks for Assessment
- A clarification document or two!
- PREVENT, CSE, FGM all rolled into Safeguarding training
- NI Contribution uplifts
- The national living wage
- An excellent Deputy Heads' Conference
- A u-turn or two
- Coasting school definition
- The resurgence of the Regional Schools Commissioners
- The White Paper

- Academies again
- An amazing Headteachers' conference
- The leaking of test materials
- The abolishment of baseline as it made no sense
- A recruitment challenge the likes of which we have never seen
- The loss of Chris Kiernan and the appointment of Clare
- A restructured EPHA with a Professional Officer and Executive Director
- A visit from Russell Hobby
- A possible national funding formula
- The clarification of an exclamation in Year 2!
- And finally a move towards Peer to Peer working

My thoughts

What more can I say other than you're all amazing. Your resilience, stamina, questionable sense of humour and general care of your staff and pupils is unmatched in any other profession. I cannot think of any other job in this country that covers the level of responsibility that you have coupled with the enormous emotional demands and ground level working that you undertake.

You are all social workers, mums, dads, confidants, policeman, spies, politicians, mentors, leaders, visionaries, teachers and learners – to mention but a few. No wonder you are all knackered all of the time!

We have a huge responsibility this year. We have work together as one to challenge the government, to challenge the status quo, to ask how what we do benefits children. Too many times this year we have allowed the establishment to 'do to us', rather than take control.

We must look at the current political and educational climate, understand that there are some things we cannot change, accept it, and look at how we can turn it to our advantage.

What is to come?

This year will see the growth of academies, whether we like it or not. Every meeting we have been to seems to have this on the agenda. We won't change it, but we can direct it. We need to cooperate, we need to have honest conversations and we need to use the power of EPHA to represent us at a national and local level.

As for any other changes – your guess is as good as mine this year! But they might include:

- The loss of the LA
- Further cuts in budgets
- More consultation on a national funding formula
- SEN placements!

Thank you all for your support this year. The NE group is a pleasure to chair – you are willing to

challenge, support and ensure you get the best for children in your school.

Next year is bound to be a rollercoaster ride. All I can say is that EPHA will be there to enjoy the ride with you!

Have an amazing summer break when it comes.

Nick also thanked the EPHA Professional Officer for her work and support during the year. He reminded heads that Pam has a wealth of experience and knowledge and can usually assist and point people in the right direction if they have a problem or need information.

b) TREASURER'S REPORT

The EPHA Professional Officer circulated a finance report from the North East EPHA Treasurer. She noted that nearly all North East schools paid the 2016/17 subscription to EPHA.

	Income	Expenditure	Balance
Opening balance			£14,007.92
Schools subscriptions (101)	£12,120.00		
Success in schools training		£540.00	
Subscription payment to EPHA		£6,030.00	
Treasurer administration		£200.00	
Closing balance			£19,357.92

Bridget Harris, the Treasurer, and her Finance Manager, were thanked for her management of the East EPHA accounts for the last year and were congratulated for ensuring that (nearly) all schools in the Area paid the subscription. Pam noted that Bridget, Headteacher at St Thomas More Catholic Primary, has agreed to continue as treasurer for the coming year. However, this will now be a nominal position, as the funds from all of the Area accounts will be moved to the County EPHA bank account and managed by the EPHA Professional Officer/treasurer.

c) EPHA Annual Subscription

As agreed at the summer term meetings last year, funding for EPHA will no longer be through subscription, but will be top-sliced from the Delegated Schools Grant. Area meetings will continue to be "free" to all primary headteachers, as will the website and advice and support from the Professional Officer and Executive Director.

d) ELECTION OF OFFICERS AND LOCAL DELIVERY GROUP REPRESENTATIVES

Chair	Nick Hutchings (St John's CE Primary)
Vice-Chair	Lehla Abbott (Broomgrove Infants)
Treasurer	Bridget Harris (St Thomas More's C Primary)
Colchester West	Nick Hutchings (St John's CE Primary)
Colchester East	Helen Dudley-Smith (Friars Grove Primary)
Colchester South	Jacqu Martin (Langenhoe Primary)
Tendring Mid	Claire Claydon (Brightlingsea Juniors)
Tendring North	Donna Parker (Ardleigh St Mary's CE Primary)
Tendring South	Sue Bardetti (Holland Haven Primary)
Harwich and Dovercourt	Kay Wills (Two Village CE Primary)

A huge thank you to those who represent their colleagues on the EPHA Executive.

- e) The Summer term EPHA newsletter**, including dates for the 2016/17 school year, was circulated to headteachers at the meeting -these can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.

Headteachers were reminded that the Deputy Headteachers' conference will be held on Friday 14 October 2016 at the Weston Homes Community Stadium (key note speakers Estelle Morris and Viv Grant) and next year's annual Headteachers' conference will be held on Friday 17 March 2017 at Stock Brook Country Club.

4. **ESSEX STEPS**

A presentation by Joel Shaljean

Joel is a Deputy Headteacher, based at Market Field special school in the North of Essex, who works for two days each week delivering Essex Steps, the LAs preferred behaviour management and physical intervention strategy.

Essex Steps comprises of two stages:

Step On – focusing understanding behaviour, de-escalation and everyday physical intervention strategies.

Step Up – restraint training. Schools are asked to undertake a risk assessment to decide whether or not they need to use restraint and so need further training.

The training is delivered as core courses in a number of venues across the county, as specific in-school training (twilights or INSET) or as cluster training for schools.

The cost of training is currently £800 for 24 people plus £33 per head for additional delegates.

For further information about training contact

Joel Shaljean at joel.shaljean@essex.org.uk or on 07872 865656

Joel delivered a shortened version of the training programme, explaining that the course structure focuses on:

- Before a crisis – de-escalation
- During a crisis – management of risk or harm
- After a crisis – reflect, repair and restore

He reflected on the increasing number of “red” children in our schools – those who we struggle to include using conventional behaviour management policies.

Joel reminded headteachers that:

- Pupils with SEN with statements are around eight times more likely to be permanently excluded than those pupils with no SEN.
- Children eligible for free school meals are around four times more likely to be permanently excluded.
- 78% of exclusions are boys. Permanent exclusion rates for boys are approximately four times higher than that for girls.
- Over half of all exclusions are in Years 9 and 10, but an increasing number of younger children are being permanently excluded, including pupils in Reception.

Joel talked about conscious and sub-conscious behaviours and appropriate responses.

He mentioned the current DfE guidance, Behaviour and Discipline in Schools, which focuses particularly on controlling behaviour. He talked about the different approaches to the behaviour management and whether they escalate or de-escalate poor and out of control behaviour.

The programme focuses on therapeutic understanding and intervention and Joel shared a number of strategies including Roots and Fruits, which considers the behaviours of individual pupils. He shared risk assessment forms, which can be used to evidence whether the use of physical restraint is necessary and unavoidable.

Joel also shared a number of physical restraints to use to restrain and move pupils.

5. ANY OTHER BUSINESS

NORTH EAST meetings with the Local Authority officers 2016/2017 -at Weston Homes Community Stadium

Wednesday 9 November 2016

Thursday 4 February 2017

Wednesday 8 June 2017

Annual General Meeting (County EPHA)

Thursday 6 October 2016 Chelmsford City Football Club

Deputy Headteachers' Annual Conference 2016

Friday 14 October 2016 Weston Homes Community Stadium

Headteachers' Annual Conference 2017

Friday 17 March 2017 Stock Brook Country Club, Nr Billericay