

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
WEDNESDAY 13 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) Nick Hutchings, Chair</p> <p>NEEPHA meeting</p>	<p>Welcome to the following Headteachers:</p> <table border="0"> <tr> <td>Dave Ashley</td> <td>Rolph CE Primary</td> </tr> <tr> <td>Sue Bridgman</td> <td>Montgomery Infants</td> </tr> <tr> <td>Rebecca Halls</td> <td>Unity Primary Academy</td> </tr> <tr> <td>Vicky Higgins</td> <td>Frobisher Primary</td> </tr> <tr> <td>Mark Millbourne</td> <td>Prettygate Infants and Juniors</td> </tr> <tr> <td>Sam Moseley</td> <td>All Saints Primary, Harwich</td> </tr> <tr> <td>Fiona Reid</td> <td>Mistley Norman Primary</td> </tr> <tr> <td>Nikki Sirett</td> <td>Alton Park Juniors</td> </tr> <tr> <td>Lucy Williams</td> <td>Unity Primary Academy</td> </tr> <tr> <td>Tania Wright</td> <td>Mersea Island School</td> </tr> </table> <p>Nick Hutchings and Pam Langmead</p>	Dave Ashley	Rolph CE Primary	Sue Bridgman	Montgomery Infants	Rebecca Halls	Unity Primary Academy	Vicky Higgins	Frobisher Primary	Mark Millbourne	Prettygate Infants and Juniors	Sam Moseley	All Saints Primary, Harwich	Fiona Reid	Mistley Norman Primary	Nikki Sirett	Alton Park Juniors	Lucy Williams	Unity Primary Academy	Tania Wright	Mersea Island School
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<p>p 2 -8 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>Nicola Woolf, Assistant Director, West Essex</p>																				
<p>p 8 - Ofsted Education Inspection 10 Framework</p>	<p>Stephen Chynoweth, Ian MacDonald and Sally Blunden (Elmstead Primary)</p>																				
<p>p 11 Educational Psychologist team seconded to EWHMS</p>	<p>Dr Jane Tyndale-Biscoe</p>																				
<p>p 11 - The Country Trust 12</p>	<p>Sally Hetherington-Aherne</p>																				
<p>p 12 - National Young Carers in School Award 17</p>	<p>David Mirzai</p>																				
<p>Leading for staff wellbeing</p>	<p>Mark Solomons</p>																				
<p>HR Update</p>	<p>Nicki Harris</p>																				
<p>p 17 Key dates</p>	<p>NORTH EAST meetings with the Local Authority officers 2019/20 -at Colchester Football Stadium Wednesday 4 March 2020 Wednesday 10 June 2020</p> <p>Headteachers' Annual Conference 2020 Friday 20 March 2020 Stock Brook Country Club, Nr Billericay</p> <p>Deputy Headteachers' Annual Conference 2019 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 NORTH EAST AREA
DISTRICT AND AREA MEETING
WEDNESDAY 13 NOVEMBER 2019
ATTENDANCE

Present

Dave Ashley	Rolph CE Primary
Sue Bardetti	Holland Haven Primary
Liz Bartholomew	The Mayflower Primary
Andy Bear	Ravens Academy
Natasha Bennett	Two Villages Primary
Suzie Bliss	Walton-on-the-Naze Primary
Gavin Bradley	White Hall Academy
Moira Breeze	St Clare's Catholic Primary
Sue Bridgman	Montgomery Infants & Nursery
Toby Bull	The Bishop William Ward CE Primary
Tracey Caffull	Great Bentley Primary/Frinton
Alex Candler	Lexden Primary
Mark Carter-Tufnell	St Osyth CE Primary
Brian Combes	Stanway Primary
Hilary Cook	Highfields Primary
Tracy Cooke	Great Bentley Primary
Ruth Cornell	Kings Ford Infants & Nursery
Sarah Crookes	Cann Hall Primary
Cherry Curle	Engaines Primary
Ceri Daniels	Holy Trinity, Eight Ash Green
Elizabeth Drake	Kingswode Hoe School
Sarah Dukelow	Alresford Primary
Belynda Fellows	St James CE Primary
Lisa Frith Sly	Camulos Academy
Alan Garnett	North Primary & Nursery
Jackie Halliday	Messing School
Rebecca Halls	Unity Primary Academy
Bridget Harris	St Thomas More's Catholic Primary
Abbie Fairbairn	Lawford CE Primary
Claire Holmes	Monkwick Infants & Nursery
Nick Hutchings	N East Chair/ Hamilton Primary
Julie Ingram	Chappell CE Primary
Jackie Irwin	Stanway Fiveways Primary
Karen Jones	Great Clacton CE Juniors
Chris Joy	Hamford Primary Academy
Becky Keitch	St George's CE Primary, Gt Bromley
Marie Kelly	St Teresa's Catholic Primary
Laura Khine	Boxted St Peter's CE Primary

LA Officers

Nicola Woolf	Assistant Director, West
Stephen Chynoweth	EY and Education Manager, N East
Alison Fiala	EY and Education Manager, Mid
Ros Somerville	Head of SEND North East
Yannick Stupples-Whyley	Senior Finance Business Partner
Kerry McGrory	SE Partner (North East)
Antony Kern	SE Partner (North East)
Jo Barclay	Schools Safeguarding Manager
David Mirzai	ECC Young Carers
Dr Jane Tyndale-Biscoe	EP team
Jeni Noakes	Attendance Specialist Team

Alison Grigg	Broomgrove Infants
David Larner	Dedham CE Primary
Lorraine Laudrum	Braiswick Primary
Susan Locke	Milldene Primary
Andrew Macdonald	Langham Primary
Ian MacDonald	Elmstead Primary
Becky Maguire	St Joseph's Catholic Primary
Kathy Maguire-Egan	Oakwood Infants
Carl Messer	St George's New Town Juniors
Mark Millbourne	Prettygate Infants & Juniors
David Milligan	Gosbecks Primary
Amanda Mitchelson	Old Heath Primary
Gail Morgan	St Michael's Primary & Nursery
Matthew Moseley	Holland Park Primary
Samantha Moseley	All Saints CE Primary, Dovercourt
James Newell	Wix and Wrabness Primary
Claire Newson	Parsons Heath CE Primary
Julie O'Mara	Chase Lane Primary
Donna Parker	Ardleigh St Mary's Primary
Paula Pemberton	Hazelmere Juniors
Richard Potter	Home Farm Primary
Joanna Ronayne	Willow Brook Primary
Claire Russell	Cann Hall Primary
Clare Sampson	Roach Vale Primary
Leesa Sharpe	Broomgrove Juniors
Susan Shipp	Friars Grove Primary
Jakki Sibley	Fordham All Saints Primary
Nikki Sirett	Alton Park Juniors
Darren Smith	Brinkley Grove Primary
Sarah Stevenson	Langenhoe Primary
Steven Turnbull	Hazelmere Infants & Nursery
Michelle Wright	Montgomery Juniors
Tania Wright	Mersea Island School

In Attendance

Pam Langmead	EPHA Professional Officer
Sally Blunden	Elmstead Primary
Emma Flin	St Andrew's, Great Yeldham
Sally Sykes	Finchingfield Primary
Emma Seward	Notley Green Primary
Fiona May	Brightlingsea Primary
Karen Riddlestone	Richard de Clare Primary
Nicki Harris	Juniper Education
Mark Solomons	Welbee
Sally Hetherington Aherne	The Country Trust

Apologies

Clare Kershaw	Director of Education
Philippa Holliday	Assistant Director, North East
Clare French	Kendall Primary
Debbie Griggs	Myland Primary
Lisa Corby	Iceni Academy
James Gough	Cherry Tree Primary
Suzy Ryan	Fingringhoe Primary

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

NORTH EAST EPHA AREA MEETING MINUTES 13 November 2019

1. WELCOME

Nick Hutchings, the North East Area Chair welcomed headteachers to the meeting. He 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:

Dave Ashley	Rolph CE Primary
Sue Bridgman	Montgomery Infants
Rebecca Halls	Unity Primary Academy
Vicky Higgins	Frobisher Primary
Mark Millbourne	Prettygate Infants and Juniors
Sam Moseley	All Saints Primary, Harwich
Fiona Reid	Mistley Norman Primary
Nikki Sirett	Alton Park Juniors
Lucy Williams	Unity Primary Academy
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2. NORTH EAST 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 closes at 11.59 pm on 19th November and all headteachers were encouraged to respond to the consultation. 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) Virtual Schools Governing Body – primary headteacher representation

Nick Hutchings noted that he has been asked to find a primary headteacher representative to sit on the Virtual Schools Board. There are three meetings each year. If anyone is interested they should speak to the EPHA Professional Officer.

g) 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.

h) 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. FUTURE DATES

NORTH EAST meetings with the Local Authority officers 2019/20 -at Colchester Football Stadium

Wednesday 4 March 2020

Wednesday 10 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