

LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
WEDNESDAY 15 JUNE 2022

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>ESSEX FIRE SERVICE – EDUCATION OFFER NEEPA meeting and AGM Election of Officers and Local Delivery Group representatives EPHA updates</p>	<p>Welcome to the following Headteachers: Debbie Byles Teresa Cooper Chris Joy Samantha King Rachel Saunders</p> <p>Farewell to the following headteachers: Jane Bass Moira Breeze Nerys Maidment Joanna Ronayne Leesa Sharpe</p> <p>Louise Curtis</p> <p>Nick Hutchings, Pam Langmead</p> <p>Chair Nick Hutchings (Hamilton Primary) Vice-Chair Richard Potter (Home Farm Primary) Treasurer Bridget Harris (St Thomas More's Catholic Primary) Colchester West Nick Hutchings (Hamilton Primary) Colchester East Paula Derwin (Hazelmere Infants) Colchester South Ceri Daniels (Holy Trinity Primary, Eight Ash Green) Tendring Mid Ian MacDonald (Elmstead Primary) Tendring North Becky Keitch (St George's CE Primary) James Newell (Wix and Wrabness Primary) Tendring South Sue Bardetti (Holland Haven Primary) Harwich & Dovercourt Liz Bartholomew (The Mayflower Primary)</p>	
<p>p 2</p> <p>p 3</p> <p>p 6</p> <p>p 7</p> <p>p 8</p> <p>p 10</p>	<p>AREA AGENDA LA updates on current priorities including:</p> <ul style="list-style-type: none"> • DfE White Paper, Schools Bill Policy documents and 2022/23 Implementation Plan • Education Taskforce: Year of Reading Update • SEMH Strategy Team – Finding the right support and new CAMHS Service • SEND update including: <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>Clare Kershaw</p> <p>Rachel Pritchard</p> <p>Ralph Holloway</p>

NORTH EAST headteacher meetings 2022/23

Wednesday 16 November 2022
 Wednesday 8 March 2023
 Wednesday 21 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

*Page numbers refer to the full minutes (posted on the EPHA 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 15 JUNE 2022
 ATTENDANCE**

Present

Sue Bardetti	Holland Haven Primary
Liz Bartholomew	The Mayflower Primary
Simon Billings	St John's Green Primary
Suzie Bliss	Walton-on-the-Naze Primary
Gavin Bradley	White Hall Academy
Toby Bull	The Bishop William Ward CE Primary
Mark Carter-Tufnell	Mistley Norman/St Osyth Primaries
Hannah Coyle	Fingringhoe Primary
Paula Derwin	Hazelmere Juniors
Abbie Fairbairn	Lawford CE Primary
Diane Fawcett	St Andrew's CE Primary, Weeley
Joseph Fielder	Heathlands CE Primary
Donna Gaffney	Layer-de-la-Haye Primary
Alan Garnett	North Primary & Nursery
Bridget Harris	St Thomas More's Catholic Primary
Claire Holmes	Monkwick Infants & Nursery
Nick Hutchings	N East Chair/ Hamilton Primary
Chris Joy	Engaines Primary
Becky Keitch	St George's CE Primary, Gt Bromley
Nathan Kempster	Ardleigh St Mary's Primary
Laura Khine	Brightlingsea Primary
Marie Kelly	St Teresa's Catholic Primary
Rebecca Loader	Stanway Primary
Susan Locke	Milldene Primary

Andrew MacDonald	Langham Primary
Becky Maguire	St Joseph's Catholic Primary
Kathy Maguire-Egan	Oakwood Infants
Joanna Marshall	Tendring Primary
Janet Meacock	Millfields Primary
Rebecca McCutcheon	Monkwick Juniors
Mark Millbourne	Prettygate Infant and Juniors
Gail Morgan	St Michael's Primary & Nursery
Martin Moriarty	Tiptree St Luke's Primary
Samantha Moseley	All Saints CE Primary, Dovercourt
Julie O'Mara	Chase Lane Primary
Lucy Overton	Great Tey CE Primary
Nicky Patrick	Spring Meadow Primary
Valerie Rose	Ravens Academy
Claire Russell	Braiswick Primary
Clare Sampson	Roach Vale Primary
Rachel Saunders	Kings Ford Infants & Nursery
Nikki Sirett	Alton Park Juniors
Leesa Sharpe	Broomgrove Juniors
Darren Smith	Brinkley Grove Primary
Sarah Stevenson	Langenhoe Primary
Steven Turnbull	Hazelmere Infants and Nursery
Craig Twin	St John's CE Primary
Tania Wright	Mersea Island School

In Attendance

Pam Langmead	EPHA Professional Officer
Emma Flin	St Andrew's, Great Yeldham
Stephanie Newland	St Margaret's, Toppesfield
Jakki Sibley	Earls Colne Primary
Gemma Havord	Home Farm Primary
Louise Parkinson	Doucecroft School
Rachel Pritchard	Lyons Hall Primary
Louise Curtis	Essex Fire Service

Apologies

Bridgette Gough	St Andrew's CE Primary
Richard Potter	Home Farm Primary
Susan Shipp	Friars Grove Primary

LA Officers

Clare Kershaw	Director of Education
Philippa Holliday	Assistant Director, North East
Catherine Hutley	Assistant Director, Mid
Stephen Chynoweth	EY and Education Manager, N East
Alison Fiala	EY and Education Manager, Mid
Jo Barclay	Head of Education Safeguarding
Lianne Canning	ECC SEMH team
Janine Hanson	SEND Quadrant Manager, North East
Jeni Noakes	ECC Attendance Specialist
Sue Thomas	ECC Attendance Specialist

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 15 JUNE 2022

1. WELCOME

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

Welcome to the following Headteachers:

Debbie Byles	Kirby Primary Academy
Teresa Cooper	Hamford Primary
Chris Joy	Engaines Primary
Samantha King	Tiptree Heath Primary (now substantive headteacher)
Rachel Saunders	Kings Ford Infants

Farewell to the following headteachers:

Jane Bass	CEO, Connected Learning
Moira Breeze	St Clare's Catholic Primary, Clacton
Nerys Maidment	Baynards Primary
Joanna Ronayne	Willow Brook Primary
Leesa Sharpe	Broomgrove Juniors

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. NORTH EAST EPHA ANNUAL GENERAL MEETING

a) CHAIR'S REPORT

Nick Hutchings, Chair of North East 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	Nick Hutchings (Hamilton Primary)
Vice-Chair	Richard Potter (Home Farm Primary)
Treasurer	Bridget Harris (St Thomas More's Catholic Primary)
Colchester West	Nick Hutchings (Hamilton Primary)
Colchester East	Paula Derwin (Hazelmere Infants)
Colchester South	Ceri Daniels (Holy Trinity Primary, Eight Ash Green)
Tendring Mid	Ian MacDonald (Elmstead Primary)
Tendring North	Becky Keitch (St George's CE Primary) James Newell (Wix and Wrabness Primary)
Tendring South	Sue Bardetti (Holland Haven Primary)
Harwich & Dovercourt	Liz Bartholomew (The Mayflower Primary)

The officers and Local Delivery Group representatives were thanked for the hard work that they do on behalf of headteachers in the North East 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

NORTH EAST headteacher meetings 2022/23

Wednesday 16 November 2022

Wednesday 8 March 2023

Wednesday 21 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