

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA**  
**THURSDAY 25 FEBRUARY 2016**

**MEETING SUMMARY: ISSUES AND RECOMMENDATIONS**  
Agendas and minutes for these meetings available at [www.essexprimaryheads.co.uk](http://www.essexprimaryheads.co.uk)

<b>Attendance List</b>	
<b>DISTRICT AND EPHA AGENDA (a.m.)</b> (Notes below) <b>Nick Hutchings, Chair</b>	<b>Welcome to the following Headteachers:</b> Linda Gildea All Saints CE Primary, Dovercourt (Acting Head) Marie Kelly St Teresa's Catholic Primary, Colchester (Executive Head) Laura Khine Boxted St Peter's CE Primary Jackie O'Mara Chase Lane Primary (Executive Head) <b>Farewell to the following Headteacher:</b> John Crane Rolph CE Primary/St Andrew's Weeley
<b>EEPHA meeting/ Welcome to Nigel Hookway, EPHA Executive Director</b>	Nick Hutchings, Harriet Phelps-Knights (EPHA Chair) and Nigel Hookway
<b>Russell Hobby, NAHT President</b>	Russell Hobby
<b>Google Education</b>	Jeminatu Alabi-Isama
p 1 -6*	<b>AREA AGENDA</b> <b>Welcome, introductions and updates:</b> A View from the Bridge: <ul style="list-style-type: none"><li>• Education and Adoption Bill</li><li>• School Led Improvement System</li><li>• Ofsted update</li><li>• Recruitment and retention strategy</li><li>• SEND capital update</li><li>• Capital update</li><li>• Raising the attainment of disadvantaged pupils</li></ul>
p 6-8	<b>Schools Broadband Service</b> Sian Shordan
p 8	<b>Perspective Lite &amp; Education Essex</b> Graham Lancaster, Primary Lead Commissioner
p 8 -13	<b>Ofsted case studies</b> <i>In the other area meetings</i>
p 13	<b>Key dates</b> <b>NORTH EAST meetings with the Local Authority officers 2015/2016 -at Weston Homes Community Stadium</b> Wednesday 8 June 2016 <b>Headteachers' Annual Conference 2016</b> Friday 18 March 2016 Stock Brook Country Club, Nr Billericay <b>Deputy Headteachers' Annual Conference 2016</b> Friday 14 October 2016 Weston Homes Community Stadium
*Page numbers refer to the full minutes (posted on the website) of the spring term Area meetings with LA Officers and Headteachers.	

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA  
DISTRICT AND AREA MEETING  
THURSDAY 25 FEBRUARY 2016  
ATTENDANCE**

**Present**

Lehla Abbott	Broomgrove Infants	Susan Locke	Milldene Primary
William Aylett	Montgomery Juniors	Andrew Macdonald	Langham Primary
		Nerys Maidment	Baynards Primary
Mandy Barlow	Frinton-on-Sea Primary	Jacque Martin	Langenhoe Primary
Natasha Bennett	Rolph CE Primary	Ian McDonald	Elmstead Primary
Simon Billings	St John's Green Primary	Carl Messer	St George's New Town Juniors
Charlotte Booth-	Unity Primary Academy	Valerie Metcalf	Harwich Primary/The Mayflower Pri
Rylett		Amanda Mitchelson	Old Heath Primary
David Borne	Copford CE Primary	Claire Newson	Parsons Heath CE Primary
Gavin Bradley	White Hall Academy	Samantha Norfolk	Alton Park Juniors
Dave Bridge	Stanways Fiveways Primary	Lorraine Oldale	Wix and Wrabness Primary
Moira Breeze	St Clare's Catholic Primary	Julie O'Mara	St George's CE Primary, Gt Bromley
Toby Bull	The Bishop William Ward CE Pri	Lucy Overton	Great Tey Primary
Gail Burns	St Michael's Primary & Nursery	Donna Parker	Ardleigh St Mary's CE Primary
Tracey Cafull	Great Bentley Primary	Joanna Pointing-Newitt	Willow Brook Primary & Nursery
Claire Claydon	Brightlingsea Juniors	Richard Potter	Home Farm Primary
Brian Combes	Stanway Primary	Clive Reynolds	Hamilton Primary
Doretta Cowie	Lexden Primary	Pam Rose	Kings Ford Infants & Nursery
Elizabeth Drake	Kingswode Hoe Primary	Nicola Sirett	Mersea Island School
Helen Dudley Smith	Friars Grove Primary	Jane Simmons	All Saints CE Primary, Great Oakley
Craig Duncan	Queen Boudica Primary	Alison Syred-Paul	Great Clacton CE Juniors
		Heather Tetchner	Dedham Primary
Lisa Finch	St Andrew's CE Primary, Weeley	Steven Turnbull	Hazelmere Infants & Nursery
Clare French	Kendall CE Primary	Stuart Wainwright	Fordham All Saints CE Primary
Matthew Fuller	Broomgrove Juniors	Anthony Welch	Holland Park Primary
Alan Garnett	North Primary & Nursery	Patricia Wilkie	Layer-de-la-Haye Primary
Linda Gildea	Spring Meadow Primary	Serena Williams	Roach Vale Primary
Heather Hann	Holy Trinity, Eight Ash Green Pri	Amanda Woolmer	Mistley Norman CE Primary
Jackie Halliday	Messing School		
Jeremy Hallum	Heathlands CE Primary	<b>In Attendance</b>	
Bridget Harris	St Thomas More's Catholic Primary	Pam Langmead	EPHA Professional Officer
Sinead Harper	Burrsville Infants/Unity Academy	Kate Garnett	Tollesbury Primary
Claire Holmes	Monkwick Infants & Nursery	Andy Jones	Schools' Facilitator
Nigel Hookway	Highwoods Primary	Russell Hobby	NAHT President
Jenny Hunt	Hazelmere Juniors	Harriet Phelps-Knights	EPHA Chair
Nick Hutchings	N East Chair/ St Johns CE Primary	Jeminatu Alabi-Isama	Google
Julie Ingram	Chappell CE Primary		
Jackie Irwin	Engaines Primary	<b>Apologies</b>	
Lorraine Laudrum	Braiswick Pimary	Sue Bardetti	Holland Haven Primary
Sally Leung	Montgomery Infants & Nursery	Barry Hawes	Prettygate Juniors
<b>LA Officers</b>			
Clare Kershaw	Head of Commissioning		
Graham Lancaster	Lead Strategic Commissioner (NE)		
Kerrie McGrory	SEC		
Iain Birtwell	SEC		
Sian Shordon	Schools Broadband		

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

## NORTH EAST EPHA DISTRICT MEETING MINUTES 25 February 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:**

Linda Gildea	All Saints CE Primary, Dovercourt (Acting Head)
Marie Kelly	St Teresa's Catholic Primary, Colchester (Executive Head)
Laura Khine	Boxted St Peter's CE Primary
Jackie O'Mara	Chase Lane Primary (Executive Head)

**Farewell to the following Headteacher who is leaving headship:**

John Crane                      Rolph CE Primary/St Andrew's Weeley – leaving to become the CEO of the Diocese of Chelmsford Sower and Vine Multi Academy Trust

**2. NORTH EAST EPHA UPDATE**

Nick Hutchings, NE EPHA Chair, summarised the morning so far. He welcomed Harriet Phelps-Knights, Chair of EPHA, to the meeting.

Harriet introduced Nigel Hookway, who has been appointed as the new Executive Director for the association. Nigel is currently heading a school in Colchester, his second headship appointment, but retires from that post at the end of the school year. He has started to represent primary headteachers and has attended a number of meetings, but is looking forward to representing EPHA at a national level as well as at a local level.

Nigel talked about his family, including his wife Annie, who is a headteacher in Suffolk, and also an Ofsted Inspector.

He shared what he regarded as the key challenges this year for schools:

- Recruitment and retention of headteachers and teachers
- The implications of the Education and Adoption Bill
- Behaviour management challenges
- Financial pressures on schools
- SEN issues including the demands of converting to EHC Plans
- Assessment challenges this summer
- Ofsted – what is going on?
- Headteacher well being

Nigel is currently representing EPHA on the:

- Recruitment and retention strategy group;
- Virtual Schools Governing Body
- Eastern region meetings with the Regional Schools Commissioner
- Visits to each area headteacher meeting

His intention is to support EPHA's work by attending national, regional and local meetings and to collaborate with ASHE and ESSET, lobbying on behalf of primary headteachers and influencing policy at national, as well as local, level.

Nigel can be contacted at [nigelhookway@hotmail.com](mailto:nigelhookway@hotmail.com)

**The Spring term EPHA newsletter**, including dates for the 2015/16 school year, was circulated to headteachers at the meeting - this can also be found on the Newsletter page of the EPHA website [www.essexprimaryheads.co.uk](http://www.essexprimaryheads.co.uk).

### 3. **RUSSELL HOBBY –PRESIDENT OF THE NATIONAL ASSOCIATION OF HEADTEACHERS (NAHT)**

Russell Hobby, the NAHT President, was warmly welcomed to the meeting. He outlined the current key issues that are exercising headteachers and the NAHT at the present time. He stated that, as well as the huge problems around assessment, the current priorities for the Association are:

- Recruitment and retention;
- Funding of schools;
- Inspection
- Academy agenda
- The Education and Adoption Bill;
- Mental health and wellbeing – increasing challenges for education.

Russell made no apology for focusing on the lack of guidance and clarity around assessment this year, and the lack of clarity from the DfE that is causing huge problems and worries for school. He stated that there is ongoing concern that the problem will not easily resolve and next year will also be a shambles. He stated that the immediate challenge is particularly around the writing exemplification materials. The NAHT talked to the DfE in May 2015 and offered a review of the system that would have been reported in January. Sadly, that review was cancelled because of adverse media headlines, suggesting a Government climb down – Russell argued that too many poor decisions are made because of newspaper headlines.

He stated that, in his opinion, the current exemplification materials for writing assessment are far more challenging than had been suggested, and that children at the end of the Year 6 are now expected to attain a level of around 5C; he argued that this is unreasonable, and that schools should not be expecting this attainment.

Then, he said, the DfE announced an extremely early assessment submission date, coupled with the need to complete a huge tickbox to evidence assessment. The NAHT has achieved some concessions, in particular delaying the date of submission for the writing assessment until 30<sup>th</sup> June – this helps schools a little.

NAHT is suggesting that part of the assessment challenge is the move to a “secure fit” rather than a “best fit” model, putting higher expectations on children. Nick Gibb has promised clarification of the exemplification materials, hopefully next week, and Russell’s view was that this will need to “clarify the exemplification materials out of existence”.

His advice to the NE Heads was to wait a week and continue to teach to the standard that teachers expect of their pupils. In response to a question, he noted that the NAHT is not recommending that the assessment should be boycotted as, in their view, this would be likely to lead to assessment being scrapped altogether.

Russell noted that the third thing that Nick Gibb has promised is that the DfE will not trigger an intervention into a school based on the 2016 data; he argued that this is absolutely critical, if the DfE sticks to this promise. Nick Gibb has written to Ofsted to indicate this. The NAHT will support schools that are challenged on this year’s data.

He mentioned the Early Years’ baseline and stated that the NAHT is not averse to the concept as a principle, but the introduction has been a hash, with 6 different baselines. Many schools (including in Essex) are using the Early Excellence model, but this fails to provide a logical measurable progression to later assessment.

The NAHT is also exasperated that the DfE wants to introduce a times-table test; not that they are against the teaching of times tables, but feel that this implies that schools are not already teaching them.

He described the expectations of SPAG in Year 2 and Year 6 as “lunacy”!

In addition, the Year 7 resit hasn't been thought through properly and will create great problems for secondary schools and the pupils.

Russell mentioned the NAHT pledge, which so far 5000 headteachers have signed up to. In summary, the pledge and explanation from the NAHT states:

- The date of teacher assessment submission has been put back to June
- The DfE will issue a 'clarification' document to reduce the workload impact of the new materials
- No school should face intervention as a result of 2016 data alone.

These are significant moves, particularly the last point, but doubt remains. The current materials are pretty near unusable, so the 'clarification' needs to go a long way. The DfE has promised to share this document with us first – the need for this is urgent.

In the meantime, **we recommend to our members that you should wait for the clarification document before trying to implement the current exemplification materials.** A different interpretation will create a more favourable approach.

The statement about intervention goes some way to reassuring us about the unexpected introduction of a level five standard, but it needs a lot of trust. I recognise the language may be too tentative for some. NAHT is, therefore, prepared to add weight to this with the following commitment to members.

**We will support members to make the appropriate challenge to any interventions which can be shown to be on the basis of 2016 data alone.** This applies to both floor and ceiling standards.

The government has said it will discuss the standards and performance levels with us before setting them. These provisions should take some of the pressure off the unexpected standards. And we therefore advise members not to overcompensate on these. **Teach as you normally would to the standard you were promised.**

There are gaps. There is nothing yet on the concerns you have raised for dyslexic children but the STA has promised to discuss this with us as soon as possible.

This addresses some of the most pressing problems with the teacher assessment of writing. It does not address our wider concerns with the management, design or content of assessment. It does not prevent a repeat of these events in future. Assessment is chaotic and incoherent, and threatens to derail the real progress already made at primary. For this reason, **we will continue our assessment campaign.**

It was **AGREED** that the Professional Officer would send an email to Essex schools urging NAHT members to sign up to the NAHT pledge. Russell noted that the NAHT has discussed the Pledge with other Unions and agreed that this could be shared with the NUT and ASCL to ensure that more school leaders and teachers sign up.

Professional  
Officer

A headteacher asked whether the LA was basing assessment and moderation on the previous 4B level (as the NAHT suggests) or the higher expectation as set out in the exemplification materials. Graham Lancaster said that he would check this with Jacky Castle, who leads on assessment for the LA.

Nick Hutchings asked if NAHT were in discussion with Ofsted and STA to agree what data will be considered in inspections. Russell mentioned the letter from Nick Gibb to HCMI, but agreed that the NAHT will also ask Sean Harford (HMI) to write a statement of clarification.

In response to a question, Russell said that in his opinion the Government cannot manage many more schools (about 2-300 a year) falling below floor and so having to be forced into academisation as there are insufficient sponsors to support failing schools. He reminded headteachers that the floor remains at 65% and the SPAG results don't count towards the floor standards.

The coasting schools standard for attainment is 85% but the progress standard remains the same (3 years aggregated/combined) and Russell doesn't believe that many schools will be impacted by the coasting schools legislation.

There is currently less concern around inspection, but mainly because there have been far fewer inspections this school year – about 300 compared with a norm of 1500. Schools that are “good” are experiencing that inspectors hold this assumption when they start a Section 8 inspection.

He mentioned a current focus on LGBT and Equality, as well as Prevent and safeguarding.

He stated that Ofsted is at a crossroad, with the DfE and Ofsted at loggerheads. (One person possibly in line for HMCI is Tim Coulson!)

Other areas that Russell touched on included:

The NAHT peer review model;

The implications for schools in relation to funding – anticipating a 8% drop in real terms and schools having to pay for more. The national funding formula is (tentatively) welcomed but there will be losers as well as winners.

The future of academisation – mixed messages at the moment. There is no doubt that the DfE is reducing funding to LAs but the key message from all, including the NAHT, is the importance of schools working collaboratively. He reminded headteachers of the characteristics of an effective group as:

- Not grown too quickly;
- Reasonably small;
- Having effective accountability
- Having a shared vision of school improvement.

The NAHT welcomed the recent white paper on the focus of leadership development and will have a role in reworking the NPQH.

His view on the current recruitment crisis is that the DfE simply doesn't have the tools or strategies to manage or solve the problem; he reminded the group that teachers' starting salaries have fallen significantly in comparison with other graduate starting salaries.

Russell was thanked for attending the meeting and for sharing the current views and opinions of the NAHT.

#### **4. GOOGLE APPS FOR EDUCATION**

The afternoon presentation was on Google Apps for Education and Google Classroom, as well as a demo of Google Expeditions. A number of schools brought their computing lead for the afternoon. The presentation was led by Jeminatu Alabi-Isama with support from colleagues and teachers using the Google products in their schools.

For more information and support contact  
Tom Able-Green, Apple Education Account Manager  
Google Apps for Education Specialist

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**5. ANY OTHER BUSINESS**

**NORTH EAST meetings with the Local Authority officers 2015/2016 -at Weston Homes Community Stadium**  
Wednesday 8 June 2016

**Headteachers' Annual Conference 2016**  
Friday 18 March 2016      Stock Brook Country Club, Nr Billericay

**Deputy Headteachers' Annual Conference 2016**  
Friday 14 October 2016      Weston Homes Community Stadium