

LA /ESSEX PRIMARY HEADS' ASSOCIATION SOUTH AREA
THURSDAY 9 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) Brenda Dalley, Chair</p> <p>SEPHA meeting and AGM Election of Officers and Local Delivery Group representatives</p> <p>The Big Classroom Aspiring to Excellence; Liberating Excellence</p>	<p>Farewell to the following Headteachers: Sue Dawson Ryan Duff Sasha Furze Louise Hoskyns John Peoples Karen Phillips Mario Rodgers James Rogers Ann Stewart</p> <p>Chair Vice-Chair Treasurer Wickford Billericay Rochford Rayleigh Brentwood Canvey Island Castle Point/Benfleet Basildon East/Pitsea Basildon West</p> <p>Chris Nash Dr David George</p>
<p>p 1 -8* AREA AGENDA View from the Bridge</p>	<p>Alison Fiala</p>
<p>p 8 Recruitment and retention of teachers</p>	<p>Nigel Hookway</p>
<p>p 9 NELFT - feedback</p>	
<p>p 10-11 Early Years update</p>	<p>Liz Norton and Jo Eastoe</p>
<p>p 11 Key dates</p>	<p>SOUTH meetings with the Local Authority officers 2016/2017 -at Holiday Inn, Basildon Thursday 10 November 2016 Wednesday 22 February 2016 Wednesday 14 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</p>
<p>*Page numbers refer to the full minutes (posted on the website) of the Summer term Area meetings with LA Officers and Headteachers.</p>	

**LA /ESSEX PRIMARY HEADS' ASSOCIATION SOUTH AREA
DISTRICT AND AREA MEETING
THURSDAY 9 JUNE 2016
ATTENDANCE**

Present

Basildon/Billericay/Wickford

Nicky Barrand	Cherry Tree Primary
Elizabeth Benjeddi	South Green Juniors
Jennifer Brizman	North Crescent Primary
Luke Bulpett	Kingswood Primary
Hayley Dyer	Crays Hill Primary
Melissa Eades	Sunnymede Infants
Jo Farrow	Greensted Infants & Nursery
Melanie Gaskin	Greensted Juniors
Kerry Jones	The Phoenix Primary
Huma Karim	Noak Bridge Primary
Jenny McCutcheon	Fairhouse Infants
John Peoples	St Peter's Catholic Primary
Penny Pepper	Eversley Primary
Harriet Phelps-Knights	Janet Duke Primary
Debbie Rogan	Wickford CE Infants
Angela Savill	Bardfield Primary
Alison Waite	Hilltop Juniors
Emma Wigmore	St Margaret's, Bowers Gifford

In Attendance

Pam Langmead	EPHA Professional Officer
Nigel Hookway	EPHA Executive Director
Lesley Howes	Schools Facilitator
Simon Harbow	South Essex Academy Trust
Chris Nash	The Big Classroom
Dr David George	Independent Thinking Ltd
Lynda Coetzee	Oakfield Infants

LA Officers

Alison Fiala	Head of Primary Improvement
Lisa Fergus	Lead Strategic Commissioner S
Pav Saunders	SEC (South)
Maz Norman	SEC (South)
Liz Norton	ECC Early Years
Jo Eastoe	ECC Early Years

Rochford/Rayleigh/Castle Point/Canvey Island

John Archer	Westwood Primary
Brenda Dalley	Hadleigh Infant & Nursery
Andy Douglas	Riverside Primary
Richard Green	Grove Wood Primary
Helen King	Kents Hill Infants
Robin Goodier	Holt Farm Infants
Melissa Heatherson	Hockley Primary
Ann Matthews	Canvey Island Infants
Glenn Moore	Hadleigh Juniors
Lou Nelson	Down Hall Primary
Peter O'Kane	
Kath Sansom	Wyburns Primary
Catherine Stalham	Winter Gardens Primary
Marion Still	Barling Magna Primary
Anne-Marie Taylor	St Katherine's CE Primary
Karen Tucker	Canvey Juniors

Brentwood

Karen Andrews-Close	Blackmore Primary
Jackie Avis	Doddinghurst Juniors
Nera Butcher	Hogarth Primary
Clare Branton	Willowbrook Primary
Sue Dawson	Kelvedon Hatch Primary
Jenni Evans	Warley Primary
Wayne Harris	Long Ridings Primary
Shelagh Harvey	Ingatstone Infants
Ingrid Nicholson	Doddinghurst Infants
Dean Moran	St Thomas of Canterbury CE Juniors
Matt O'Grady	West Horndon Primary
Louise Putt	Bentley St Pauls CE Primary
Neil Taggart	Ingatstone & Fryerning Juniors
Sue Crace	Downham CE Primary

Apologies

Clare Kershaw	Director of Education & Lifelong Learning
Catherine Baker	Whitmore Primary

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

SOUTH EPHA AREA MEETING MINUTES 9 June 2016

1. Brenda Dalley, the North East Area Chair welcomed headteachers to the meeting.

Farewell to the following Headteachers:

Sue Dawson	Kelvedon Hatch Primary –retiring
Ryan Duff	Glebe Primary –end of Interim headship
Sasha Furze	Maple Grove Primary-moving to Runwell Primary
Louise Hoskyns	Runwell Primary – leaving Essex
John Peoples	St Peter’s Catholic Primary - retiring
Karen Phillips	Ingrave Johnstone Primary – end of Interim headship
Mario Rodgers	Holt Farm Juniors –leaving
James Rogers	Vange Primary –moving to Ingrave Johnstone Primary
Ann Stewart	Ashingdon Primary –retiring

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. SOUTH EPHA ANNUAL GENERAL MEETING

a) CHAIR’S REPORT

Brenda Dalley, Chair of South EPHA, reported that the summer term meeting last year concluded with thoughts about the year ahead.

This is her report:

Review of the year

Last year we 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, 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 tired 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 South group is a pleasure to chair – please continue to challenge practice and make your views and opinions heard.

b) TREASURER’S REPORT

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

	Income	Expenditure	Balance
Opening balance (December)			£25,694.76
Additional Schools subs	£4,020.00		
Subscription payment to EPHA		£7,380.00	
Closing balance			£22,334.76

Lyn Corderoy, the Treasurer, and her Finance Manager, were thanked for their 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 Lyn 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	Brenda Dalley (Hadleigh Infants)
Vice-Chair	Nicky Barrand (Cherry Tree Primary)
Treasurer	Lyn Corderoy (Grange Primary)
Wickford	Lyn Corderoy (Grange Primary)
Billericay	Melissa Eades (Sunnymede Infants)
Rochford	Hayley O’Dea (Great Wakering Primary)
Rayleigh	Lorna Pigram (St Nicholas CE Primary)
Brentwood	Shelagh Harvey (Ingatestone Infants)
Canvey Island	Karen Tucker (Canvey Juniors)
Castle Point/Benfleet	Brenda Dalley (Hadleigh Infants)
Basildon East/Pitsea	Nicky Barrand (Cherry Tree Primary)
Basildon West	Angela Russell (St Anne Line Catholic Infants)

The officers and Local Delivery Group representatives were thanked for the hard work that they do on behalf of headteachers in the South Area and for agreeing to continue in their roles or taking on new positions.

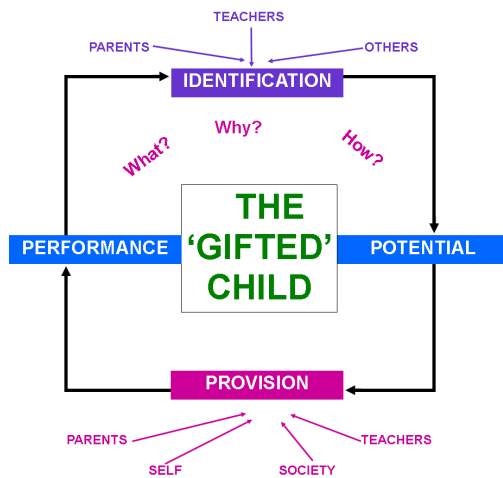
e) The Summer term EPHA newsletter, including dates for the 2016/17 school year, was circulated to headteachers at the meeting -these can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.

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.

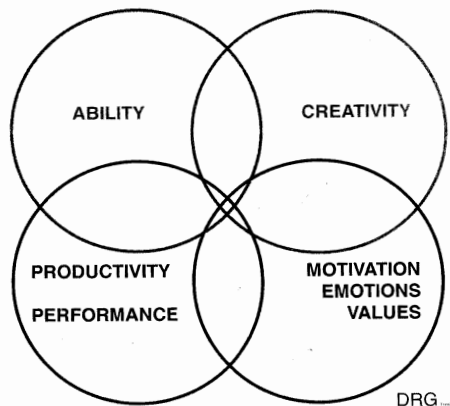
4. ASPIRING TO EXCELLENCE; LIBERATING EXCELLENCE
A presentation by Dr David George, Independent Thinking Ltd

As a world-renowned speaker, academic and the writer of many books on the subject, David has long been at the forefront of helping schools do the ‘G&T thing’ right - and do it well. He is Founder President of the National Association for Able Children in Education, a consultant to the British Council and UNESCO and an executive committee member of The World Council of Gifted and Talented Children.

“Education is the great engine of personal development .It is through education that the daughter of a peasant can become a doctor, that the son of a mineworker can become the head of the mine, that a child of farmworkers can become the President of a Nation.” (President Nelson Mandela)



MAXIMUM POTENTIAL



PROMOTING A CULTURE OF ACHIEVEMENT

*To go further than I thought.

*To run faster than I hoped.

*To reach higher than I dreamed.

*To become the person I need to be.

TALENTS UNLIMITED

Factual Intelligence

Analytical Intelligence

Linguistic Intelligence

Spatial Intelligence

Musical Intelligence

Practical Intelligence

Intuitive Intelligence

Interpersonal Intelligence

CONCEPTUALISING

CO-ORDINATING

CONSOLIDATING

KEY FEATURES IN PROGRAMMES FOR MOST ABLE

	TOTAL MARK VALUE
1 The teacher.	274
2 The curriculum: purposefully distinctive.	240
3 Student selection procedures.	220
4 A statement of philosophy and objectives.	208
5 Staff orientation.	200
6 A plan of evaluation.	139
7 Administrative responsibility.	125
8 Guidance services.	95
9 Ability grouping and/or acceleration.	92
10 Special equipment and facilities.	73
11 Use of community resources.	50
12 Early admission.	41
13 Community interpretation.	40
14 Supplementary expenditures.	35
15 A program of research.	25

EPILOGUE

Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, 'Who am I to be brilliant, gorgeous, talented, fabulous?'

Actually, who are you not to be? You are a child of God. Your playing small doesn't serve the world. There's nothing enlightened about shrinking so that other people won't feel secure about you. We are all meant to shine, as children do. We were born to manifest the glory of God that is within us. It's not just in some of us; it's in everyone.

And as we let our own light shine, we unconsciously give other people permission to do the same. As we're liberated from our own fear, our presence automatically liberates others."

NELSON MANDELA

The presentation is available from the Professional Officer – email Pam at pam@langmead.me.uk

5. ANY OTHER BUSINESS

SOUTH meetings with the Local Authority officers 2016/2017-at Holiday Inn Basildon

Thursday 10 November 2016

Wednesday 22 February 2017

Wednesday 14 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