

## LA /ESSEX PRIMARY HEADS' ASSOCIATION SOUTH AREA

WEDNESDAY 13 JUNE 2018

### 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>	
<p><b>DISTRICT AND EPHA AGENDA (a.m.)</b> <b>(Notes below)</b> Nicky Barrand, Chair</p> <p><b>SEPHA meeting and AGM</b> <b>Election of Officers and Local Delivery</b> <b>Group representatives</b></p> <p><b>“Logically Illogical – Information and Insight into Autism”</b></p>	<p><b>Welcome to the following Headteachers:</b> Terry Flitman                      Wickford Infants (Acting summer term)</p> <p><b>Farewell to the following Headteacher:</b> Jacqui Gosnold                      William Read Primary</p> <p><b>Chair</b>                                      Nicky Barrand (Cherry Tree Primary)</p> <p><b>Vice-Chair</b> Andy Douglas (Riverside Primary)</p> <p><b>Treasurer</b></p> <p><b>Wickford</b>                                      Liz Benjeddi (South Green Juniors)</p> <p><b>Billericay</b>                                      Hayley O’Dea (Great Wakering Primary)</p> <p><b>Rochford</b>                                      Lorna Pigram (St Nicholas CE Primary)</p> <p><b>Rayleigh</b>                                      Shelagh Harvey (Ingatestone Infants)</p> <p><b>Brentwood</b>                                      Karen Tucker (Canvey Juniors)</p> <p><b>Canvey Island</b>                                      Emma Dawson (Hadleigh Infants)</p> <p><b>Castle Point/Benfleet</b>                                      Nicky Barrand (Thundersley Primary)</p> <p><b>Basildon East/Pitsea</b>                                      Angela Russell (St Anne Line Catholic Infants)</p> <p><b>Basildon West</b></p> <p>Ros Blackburn</p>
p 2*	<p><b>Proposed sale of EES</b>                      Harriet Phelps-Knights and Pam Langmead</p>
p 2-11	<p><b>AREA AGENDA</b> <b>Updates on:</b></p> <ul style="list-style-type: none"> <li>• Assistant Director role                      Lisa Fergus, Assistant Director, South</li> <li>• Restructure of CME and attendance service</li> <li>• School meals advisory service                      Geraldine Smith, School Meals</li> <li>• SEND Strategy update                      Ruth Sturdy</li> <li>• Schools Broadband service                      Sean Russo</li> </ul>
p 11 -13	<p><b>Managing admissions to GROW provision</b>                      Steve Phillips</p>
p 13 -14	<p><b>Essex Steps</b>                                      Joel Shaljean</p>
p 16	<p><b>Evolve Intervention</b>                                      Helen Prince and Phil Turner</p>
p 16 - 17	<p><b>Key dates</b></p> <p><b>SOUTH meetings with the Local Authority officers 2018/19 -at the Holiday Inn Basildon</b> Thursday 8 November 2018 Thursday 7 March 2019 Thursday 13 June 2019</p> <p><b>Deputy Headteachers’ Annual Conference 2018</b> Friday 5 October 2018      Weston Homes Community Stadium</p> <p><b>Headteachers’ Annual Conference 2019</b> Friday 22 March 2019      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  
WEDNESDAY 13 JUNE 2018  
ATTENDANCE**

**Present**

**Basildon/Billericay/Wickford**

Nicky Barrand	Cherry Tree Primary
Elizabeth Benjeddi	South Green Juniors
Sharon Branch	Sunnymede Juniors
Luke Bulpett	Brightside Primary
Dan Chapman	Hilltop Infants
Nicola Coggin	Briscoe Primary
Lyn Corderoy	Grange Primary
Hayley Dyer	Crays Hill Primary
Jo Farrow	Greensted Infants & Nursery
Courtney Freese	The Willows Primary
Paul Hillson	Hilltop Juniors
Stephanie Ireland	South Green Infants
Huma Karim	Noak Bridge Primary
Nina Kemp	Whitmore Primary
Jenny McCutcheon	Fairhouse Primary
Lucy Mitchell	North Crescent Primary
Katherine Parker	St Peter's Catholic Primary
Penny Pepper	Eversley Primary
Harriet Phelps-Knights	Janet Duke Primary
Angela Russell	St Anne Line Catholic Infants
Angela Savill	Bardfield Primary

**Apologies**

Jackie Avis	Doddinghurst Juniors
Kerry Greary	The Phoenix Primary

**In Attendance**

Pam Langmead	EPHA Professional Officer
Sue Crace	Downham CE Primary
Jacque Barber	Rettendon Primary
Andy Lucas	Parkwood Academy
Patricia Burgess	St John Fisher, Loughton
Simon Harbrow	SEAT
Emma Prince	Evolve Intervention
Joel Shaljean	Essex Steps

**LA Officers**

Clare Kershaw	Director of Education
Lisa Fergus	Assistant Director, South
Kerry Howard	Head of SEND, South
Steve Philips	CSS

**Rochford/Rayleigh/Castle Point/Canvey Island**

Elizabeth Atay	Westerings Primary
Emma Dawson	Thundersley Primary
Andy Douglas	Riverside Primary
Richard Green	Grove Wood Primary
Robin Goodier	Holt Farm Infants
Jacqui Gosnold	William Read Primary
Melissa Heatherson	Hockley Primary
Helen King	Kents Hill Infants
Emma Lane	Leigh Beck Infants
Hayley O'Dea	Great Wakering Primary
Louise Putt	Bentley St Pauls CE Primary
Lou Nelson	Down Hall Primary
Gary Soars	Edward Francis Primary
Catherine Stalham	Winter Gardens Primary
Anne Marie Taylor	St Katherine's CE Primary
Karen Tucker	Canvey Juniors

**Brentwood**

Clare Branton	Willowbrook Primary
Jenni Evans	Warley Primary
Andrea Farrant	Blackmore Primary
Wayne Harris	Long Ridings Primary
Shelagh Harvey	Ingatestone Infants
Caroline L'Estrange	St Thomas of Canterbury
Nina Mackay	Kelvedon Hatch Primary
Matt O'Grady	West Horndon Primary
Bernadette Rossiter	St Joseph the Worker CP
Neil Taggart	Ingatestone and Fryerning Jun

Geraldine Smith	Schools Meals Support
Megan Fluker	Schools Meals Support
Gemma Burton	SEMH Panel
Abi Cansdale	SEMH Panel

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.

## SOUTH EPHA AREA MEETING MINUTES 13 June 2018

### 1. WELCOME

Nicky Barrand, the South Area Chair welcomed headteachers to the meeting.

#### **Welcome to the following Headteachers:**

Terry Flitman                      Wickford Infants (Acting summer term before amalgamation to Wickford Primary)

#### **Farewell to the following Headteachers:**

Jacqui Gosnold                      William Read Primary

### 2. SOUTH EPHA ANNUAL GENERAL MEETING

#### a) CHAIR'S REPORT

Nicky Barrand, Chair of South EPHA, gave the following report.

Before I review the year, some reminders:

- If anyone is prepared to be a mentor to a new HT/acting HT please let Pam know.
- Nicky O'Shaugnessy – Social Care asked that anyone having difficulty contacting health visitors lets her know as this is a requirement of the contract between the LA and Virgin Care.
- Also let Nicky know about any 'open' Social Care cases which you believe have or are being closed and you haven't had any formal notification of this.
- We are expecting further changes in 2019 to local government pay structure and bands.
- Please respond to school meals advisory service proposals.

#### **Review of the year**

This year has flown by! I can't believe I am already summarising our year. Another year and another Education Secretary! At least this one was ready to accept that schools have 'cost pressures' and that the National Insurance and Pension Contributions are a big factor. He also acknowledged that the accountability system is flawed and needs to be looked at. He also mentioned the need to support schools more and a possible sabbatical.

I was intrigued by the comment from Stephen Metcalfe earlier this year (MP for South Basildon and East Thurrock) when asked about the poverty in parts of Basildon, that he was happy to help with anything as long as it didn't involve asking for money.

I'm not sure how he expects many of our families and schools to function without it but we are very adept at making things out of nothing.

This could also perhaps apply to places for children; my school has received 186 mid-year admission requests this year so far and admitted approaching 60 of them over the year; you will have gathered we have some mobility issues. I know other colleagues with similar issues.

What else has gone on? The not insignificant amount of work and fear brought about by the GDPR spectre; unfortunately a large amount of that fear created by IGS. For many of us, Pam brought common-sense and calm. GDPR seems to have consumed so much time for many schools this year that I believe pupils have probably suffered, not to mention school staff. On 25<sup>th</sup> May my school was the recipient of a breach; on contacting the school involved (secondary) we were asked what is GDPR, what is a DPO and no they didn't have one and there was no-one in the school at 3.55 p.m. who could deal with the matter. They obviously didn't have access to anything as good as Pam's briefing notes.

The Local Authority has been busy restructuring and consolidating and everyone's titles now have about 4 separate parts as they all have so much to do. It is an opportune moment to mention the support that Clare Kershaw has given EPHA over the year. She has been brilliant at trying to cut through the rubbish and make things better for schools and her teams have been affected by budget cuts too.

Broadband is another issue that has consumed your EPHA Executive this year. We have been working alongside Clare to make sure we get the best product we can for all schools.

March saw the retirement of Nigel Hookway as the Executive Director and the EPHA leadership have done a brilliant job of covering the meetings ensuring that Heads have a voice.

I am sure the consultations that we have been asked to respond to this year by the DfE are now into double figures. I do hope that they listen to the responses that heads and school staff have made. Please take the time to support these consultations. Sue Baldwin, RSC, urged HTs to respond.

In addition, the many DfE documents and reports issued so far this year have provided a little light reading for that odd moment when I've been at a loose end. I particularly liked the 81 page April 2018 report on School Leadership in England 2010 to 2016: characteristics and trends. The NAHT summary was 1 side of A4! In primary schools, 19% of HTs new to the post in 2013 who were younger than 50 and on a permanent contract left their roles within 3 years!

I must take this opportunity to thank Pam for her tireless work on all our behalves. The workload involved in just the Deputy Head and Headteacher Conferences each year is staggering and the quality of these 2 events matches something on a national scale. She spends hours in sometimes pointless meetings, minute taking, providing baked goods and generally throwing in common sense on some of the more bizarre suggestions. The 'Seven Minute' meetings and checklists and headteacher briefing notes that you produce are a lifeline for most heads. EPHA would not survive without you. I am sure I speak on everyone's behalf here that you are brilliant. So thank you!

### **What is to come?**

Well, having met with Sue Baldwin, the new Regional Schools Commissioner, I think we have a chance of some real change. She listened to Heads and took a very pragmatic approach to trying to help solve issues.

I am sure we will hear more on the following:

- Grammars
- Academies
- Baseline
- National Funding Formula
- Recruitment and Retention
- Mental Health of children and staff

all of which were mentioned last year.

### **My thoughts**

You are amazing! Take a moment to reflect on your year.

Think of everything you have achieved, think of the difference you have made, the child you have made smile, the member of staff that you have helped, the parent you have listened to.

On their behalf, thank you for all that you do; for the hundreds of decisions you make every day for the benefit of the children, families and staff in your schools. For often putting their needs above your own, for keeping them as the focus of your day, for planning and supporting them and for changing those plans when someone needs a little bit more, for caring and sharing that little bit more!

EPHA continues to work on your behalf, representing your views at meetings and driving for better conditions for everyone associated with schools. Your reps do this because they want Headship to be an attractive job, they want teachers to stay in the profession, they want children to make progress. Taking a collective approach will make us strong.

Summer is nearly here. I hope you all have a safe and enjoyable break and take the time to rest and enjoy time with family and friends.

Thank you.

## **b) ELECTION OF OFFICERS AND LOCAL DELIVERY GROUP REPRESENTATIVES**

<b>Chair</b>	Nicky Barrand (Cherry Tree Primary)
<b>Vice-Chair</b>	Andy Douglas (Riverside Primary)
<b>Treasurer</b>	Lyn Corderoy (Grange Primary)
<b>Wickford</b>	<b>vacancy</b>
<b>Billericay</b>	Liz Benjeddi (South Green Juniors)
<b>Rochford</b>	Hayley O’Dea (Great Wakering Primary)
<b>Rayleigh</b>	Lorna Pigram (St Nicholas CE Primary)
<b>Brentwood</b>	Shelagh Harvey (Ingatestone Infants)
<b>Canvey Island</b>	Karen Tucker (Canvey Juniors)
<b>Castle Point/Benfleet</b>	Emma Dawson (Hadleigh Infants)
<b>Basildon East/Pitsea</b>	Nicky Barrand (Thundersley Primary)
<b>Basildon West</b>	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. Lyn Corderoy and Melissa Eades are stepping down from the Executive and they were thanked for their contribution and commitment over many years.

- c) **The Summer term EPHA newsletter**, including dates for the 2018/19 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](http://www.essexprimaryheads.co.uk).

## **d) EPHA Annual Subscription**

Funding for EPHA will 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.

## **e) Conferences**

Headteachers were reminded that the Deputy Headteachers’ conference will be held on Friday 5 October 2018 at the Weston Homes Community Stadium (key note speakers Andrew Hall and Sir John Jones) and next year’s annual Headteachers’ conference will be held on Friday 22 March 2019 at Stock Brook Country Club (key note speaker, Sir Robert Winston)

The programme and booking form for the Deputy Conference will be posted to schools at the end of June.

**f) Checklist for new headteachers**

As part of EPHA's support for new headteachers, the Professional Officer has developed a checklist for new headteachers. We recommend that this checklist is completed by the outgoing headteacher and/or the Chair of Governors to give a newly appointed headteacher essential information about their school, as well as local and county-wide support– information they need from day one in their new post. The checklist is not exhaustive and should be amended and adapted to suit each school.

We suggest that the checklist is also shared with acting and interim headteachers.

**3. LOGICALLY ILLOGICAL – INFORMATION AND INSIGHT INTO AUTISM**

Ros Blackburn is an adult with autism. At three months old she appeared withdrawn, isolated and very much in a world of her own. At 18 months she was diagnosed very severely autistic but with average intellectual ability. Now at 49, Ros lectures nationally and internationally, giving insight into her own experiences and the care and education practices she has observed.

In this workshop, Ros explores with humour and passion the “mistakes” from which she has had to learn and some of her coping strategies. From these she is able to offer helpful strategies – including what not to do – when understanding and managing autism in mainstream schools. It is Ros' wish that all those who attend her talks find them helpful and informative but, above all, that the experience is entertaining and full of fun.

If you want to book Ros to work with clusters, staff, parents, her phone number is 01245 351868. Her professional fee is extremely reasonable.

**4. FUTURE DATES**

**SOUTH meetings with the Local Authority officers 2018/19 -at the Holiday Inn Basildon**

Thursday 8 November 2018

Thursday 7 March 2019

Thursday 13 June 2019

**Deputy Headteachers' Annual Conference 2018**

Friday 5 October 2018 Weston Homes Community Stadium

**Headteachers' Annual Conference 2019**

Friday 22 March 2019 Stock Brook Country Club, Nr Billericay