

LA /ESSEX PRIMARY HEADS' ASSOCIATION SOUTH AREA

THURSDAY 13 JUNE 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) Nicky Barrand, Chair</p> <p>SEPHA meeting and AGM Election of Officers and Local Delivery Group representatives</p>	<p>Welcome to the following Headteachers: Claire Smith Riverside Primary Melissa Heatherson Westerings Primary (Executive head)</p> <p>Farewell to the following Headteachers: Jon Brewer Castledon School Lyn Corderoy Grange Primary Helen King Kents Hill Academy Jenny McCutcheon Fairhouse Primary Nina McKay Kelvedon Hatch Primary Sheila Rainsford St Helen's Catholic Infant School</p> <p>Chair Nicky Barrand (Cherry Tree Primary)</p> <p>Vice-Chair Richard Green (Grove Wood Primary)</p> <p>Treasurer vacancy</p> <p>Wickford Heidi Blakeley (Abacus Primary)</p> <p>Billericay Liz Benjeddi (South Green Juniors)</p> <p>Rochford Hayley O'Dea (Great Wakering Primary)</p> <p>Rayleigh Gary Soars (Edward Francis Primary)</p> <p>Brentwood Shelagh Harvey (Ingatestone Infants)</p> <p>Canvey Island Karen Tucker (Canvey Juniors)</p> <p>Castle Point/Benfleet Emma Dawson (Hadleigh Infants)</p> <p>Basildon East/Pitsea Nicky Barrand (Thundersley Primary)</p> <p>Basildon West Angela Russell (St Anne Line Catholic Infants)</p>
<p>p 2 -8 AREA AGENDA Updates on:</p> <ul style="list-style-type: none"> • SEND Organisational Design • Safeguarding – lessons learnt from recent Ofsted inspections • Excellence in Essex – Review linked to School Improvement System • Education Traded Data Package • Elective Home Education/Flexi-Schooling Guidance • Headteacher well-being and support • Sale of EES 	<p>Clare Kershaw, Director of Education</p>
<p>p 8 - 10 Improving reading project- phonics</p>	<p>Natalie Banthorpe, Bridget Harris</p>
<p>p 11 - 12 Essex Music Service</p>	<p>Charly Richardson</p>
<p>p 12 - 17 Understanding the demands of the exclusion process</p>	<p>James Hutcheon, ELS</p>
<p>p 17 Key dates</p>	<p>SOUTH meetings with the Local Authority officers 2019/20 -at the Holiday Inn, Basildon Thursday 14 November 2019 Thursday 5 March 2020 Thursday 11 June 2020</p> <p>Deputy Headteachers' Annual Conference 2019 Friday 4 October 2019 Colchester Football Stadium</p> <p>Headteachers' Annual Conference 2020 Friday 20 March 2020 Stock Brook Country Club, Nr Billericay</p>
<p>*Page numbers refer to the full minutes (posted on the EPHA 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 13 June 2019

Attendance

Basildon/Billericay/Wickford

Nicky Barrand	
Elizabeth Benjeddi	South Green Juniors
Julie Braithwaite	Lincewood Primary
Sharon Branch	Sunnymede Juniors
Luke Bulpett	Brightside Primary
Hayley Dyer	Crays Hill Primary
Melissa Eades	Sunnymede Infants
Jo Farrow	Greensted Infants & Nursery
Jude Gibbon	Ghyllgrove Primary
Annie Griffin	North Crescent Primary
Stephanie Ireland	South Green Infants
Jenny McCutcheon	Fairhouse Primary
Katherine Parker	St Peter's Catholic Primary
Penny Pepper	Eversley Primary
Harriet Phelps-Knights	Janet Duke Primary
Angela Savill	Bardfield Primary

In Attendance

Pam Langmead	EPHA Professional Officer
Jon Brewer	Castledon Primary
Sarah Sloper	Rettendon Primary
Simon Harbrow	SEAT
Jenny Haken	Millhouse Primary
Sue Crace	Downham Primary
L Patient	Noak Bridge Primary
James Hutcheon	ELS
Hayley Goldstone	ELS

LA Officers

Clare Kershaw	Director of Education
Lisa Fergus	Assistant Director, South
Maz Norman	Head of EY and Education, South
Melanie Chaplin	School Effectiveness Partner
Robin Taverner	School Effectiveness Partner
Hilary Luckman	School Effectiveness Partner
Pav Saunders	School Effectiveness Partner
Vicki Webber	School Effectiveness Partner
Liz Martlew	Lead for Partnership Delivery South
Nicki Lee	ECFWS
Charly Richardson	Essex Music Services
Peter Lovell	Essex Music Services

Rochford/Rayleigh/Castle Point/Canvey Island

Cherry Tree Primary	Westwood Academy
Richard Green	Grove Wood Primary
Robin Goodier	Holt Farm Infants
Travis Martinson	William Read Primary
Ann Matthews	Canvey Island Infants
Peter O'Kane	Holy Family Catholic Primary
Kath Sansom	Wyburns Primary
Claire Smith	Riverside Primary
Gary Soars	Edward Francis Primary
Anne Marie Taylor	St Katherine's CE Primary
Gemma Thurston	Kents Hill Infants
Sarah Warnes	Jotmans Hall Primary

Brentwood

Clare Branton	Willowbrook Primary
Jenni Evans	Warley Primary
Andrea Farrant	Blackmore Primary
Wayne Harris	Long Ridings Primary
Shelagh Harvey	Ingatestone Infants
Sarah Meacher	Holly Tree Primary
Dean Moran	St Thomas of Canterbury Primary
Ingrid Nicholson	Doddinghurst Infants
Bernadette Rossiter	St Joseph the Worker CP

Apologies

Lyn Corderoy	Grange Primary
Kerry Greary	The Phoenix Primary
Lorna Pigram	St Nicholas/Canewdon Primaries
Karen Tucker	Canvey Juniors
Huma Karim	Noak Bridge Primary
Diana Mason	Montgomerie 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 13 June 2019

1. WELCOME

Welcome to the following Headteachers:

Claire Smith Riverside Primary
Melissa Heatherson Westerings Primary (Executive head)

Farewell to the following Headteachers:

Jon Brewer Castledon School
Lyn Corderoy Grange Primary
Helen King Kents Hill Academy
Jenny McCutcheon Fairhouse Primary
Nina McKay Kelvedon Hatch Primary
Sheila Rainsford St Helen's Catholic Infant School

Nicky Barrand, the South Area Chair welcomed headteachers to the meeting. She asked everyone to complete the evaluation form, which is used to help EPHA shape future meetings, to ensure that they are useful and positive for headteachers.

2. SOUTH EPHA ANNUAL GENERAL MEETING

a) CHAIR'S REPORT

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

This time last year I was reminding you about responding to catering team proposals amongst other consultations; changes have come to pass and we were expecting Beryl Spokes with us from the School Meals and School Crossing Patrol Services team. She was going to tell us about the current services and future model and plans proposed. However, she is not here but I can remind you about the recent change to the May Day holiday for 2020; this is now Friday, 8th May, 2020 to allow for 75th VE day celebrations.

We were also concerned about National Insurance and Pension contributions and expecting further changes to the local government pay structure and bands, GDPR had recently 'gone live', the LA were busy restructuring and broadband!

This year we have seen significant changes in local government pay, pension contributions for



teachers, budget cuts, a consultation on a new Ofsted Framework and the 'pushing' of a skills based curriculum. We are all beginning to use the 3 'Is' in discussions with each other and colleagues at school. Further restructuring for the LA and broadband! I'm having a feeling of déjà vu. EPHA has tried its best to represent heads views to the local authority at a staggering number of meetings ranging from Schools Forum to the

Broadband subgroup. Your Executive members give their time, energy and passion to ensure that your views are heard at the highest levels. Please ensure that you continue to share your concerns and thoughts with them so that we can continue to do this. I would like to invite the Executive members to stand up and for you to applaud them for their work this year.

I would also like to take this opportunity to thank Pam for her tireless work on all our behalves. The workload in organising just the Deputy Head and Headteacher Conferences each year is staggering and the quality of these events matches something on a national scale. I am in awe of her for the hours she spends in, sometimes pointless meetings, minute taking, providing baked goods and generally throwing common sense on some of the more bizarre suggestions. As Nick (NE Chair) has coined, she is the 'Google' of Essex and your termly Headteacher briefings are a lifeline for most heads. EPHA would be lost without you. Thank you!

As to the coming year ...

Challenged budgets - definitely

Staffing difficulties – (recruitment, retention, quality) - definitely

A new Education Secretary - possibly

Broadband – finding a new supplier – highly likely

Brexit – at least we haven't been blamed for that ... yet, unless you know better.

Finally,

I'd like to thank you all for the job you do. I know that we all chose to do it but with the goal posts constantly being moved it can all sometimes get too much. We are each here for one another. Our strength is in numbers.

We need a lot more people to hear our voices and to realise that we are not prepared to keep on 'making do and mend' and in fact that there comes a point when you can't patch a hole, paper over the cracks, cone off that damaged area of building or playground anymore. We care deeply for our children, families and staff but we also need to ensure that we seek better conditions for leadership in school. I love this job!

The pleasure in seeing a great lesson, the light bulb moments with children, true awe, the development of an NQT into a middle leader, senior leader but my time is often consumed with funding, finances, building problems, flooding toilets and the livestock problems of my school which this year has included the fox who has the best attendance of all and refuses to be caught or trapped. A lone voice is hard to hear, our combined voices are much louder and stronger!

Watch out for your colleagues, be open when times are tough and ask for support. Take time for you, don't feel guilty.

The summer holidays are nearly here; that one where, to the uninitiated, we do no work. Enjoy it! Enjoy time with your family and friends. Enjoy some 'me time'.

Thank you.

Harriet Phelps-Knights thanked Nicky for her report and for her contribution and commitment as Chair of South EPHA.

b) ELECTION OF OFFICERS AND LOCAL DELIVERY GROUP REPRESENTATIVES

Chair	Nicky Barrand (Cherry Tree Primary)
Vice-Chair	Richard Green (Grove Wood Primary)
Treasurer	vacancy
Wickford	Heidi Blakeley (Abacus Primary)

Billericay	Liz Benjeddi (South Green Juniors)
Rochford	Hayley O'Dea (Great Wakering Primary)
Rayleigh	Gary Soars (Edward Francis Primary)
Brentwood	Shelagh Harvey (Ingatestone Infants)
Canvey Island	Karen Tucker (Canvey Juniors)
Castle Point/Benfleet	Emma Dawson (Hadleigh Infants)
Basildon East/Pitsea	Nicky Barrand (Thundersley 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.

- c) **The Summer term EPHA newsletter**, including dates for the 2019/20 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.
- 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 4 October 2019 at the Weston Homes Community Stadium (key note speakers Chris Quigley and Adam Kay) and next year’s annual Headteachers’ conference will be held on Friday 20 March 2020 at Stock Brook Country Club.
The programme and booking form for the Deputy Conference will be posted to schools at the end of June.
- f) **Seven-minute staff meetings**
The Professional Officer reminded headteachers about the EPHA Seven-minute staff meetings published on the association website. The latest ones that have been produced are:
- The new Ofsted inspection framework; and
 - County Lines.
- <https://essexprimaryheads.co.uk/info-and-documents/seven-minute-staff-meetings/>

3. **FUTURE DATES**
- SOUTH meetings with the Local Authority officers 2019/20 -at the Holiday Inn, Basildon**
Thursday 14 November 2019
Thursday 5 March 2020
Thursday 11 June 2020
- Deputy Headteachers’ Annual Conference 2019**
Friday 4 October 2019 Colchester Football Stadium
- Headteachers’ Annual Conference 2020**
Friday 20 March 2020 Stock Brook Country Club, Nr Billericay