

LA /ESSEX PRIMARY HEADS' ASSOCIATION SOUTH AREA

WEDNESDAY 24 FEBRUARY 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 Welcome to Nigel Hookway, EPHA Executive Director Education Support Network Essex Steps</p>	<p>Welcome to the following Headteachers:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">John Archer</td> <td style="width: 50%;">Westwood Primary</td> </tr> <tr> <td>Jackie Avis</td> <td>Doddinghurst CE Juniors</td> </tr> <tr> <td>Jennifer Brizman</td> <td>North Crescent Primary</td> </tr> <tr> <td>Tracy Dennis</td> <td>Ryedene Primary</td> </tr> <tr> <td>Ryan Duff</td> <td>Glebe Primary and HIU (Interim)</td> </tr> <tr> <td>Glenn Moore</td> <td>Hadleigh Juniors</td> </tr> <tr> <td>Jackie Walker</td> <td>St Joseph's Catholic Primary, Canvey Island</td> </tr> </table> <p>Harriet Phelps-Knights (EPHA Chair) and Nigel Hookway</p> <p>Caroline Geilnik Joel Shaljean</p>	John Archer	Westwood Primary	Jackie Avis	Doddinghurst CE Juniors	Jennifer Brizman	North Crescent Primary	Tracy Dennis	Ryedene Primary	Ryan Duff	Glebe Primary and HIU (Interim)	Glenn Moore	Hadleigh Juniors	Jackie Walker	St Joseph's Catholic Primary, Canvey Island
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p 1 -6*	<p>AREA AGENDA Welcome, introductions and updates: A View from the Bridge:</p> <ul style="list-style-type: none"> • Education and Adoption Bill • School Led Improvement System • Ofsted update • Recruitment and retention strategy • SEND capital update • Capital update • Raising the attainment of disadvantaged pupils 														
p 6-8	<p>Schools Broadband Service Sian Shordan</p>														
p 8	<p>Perspective Lite & Education Essex Nicola Woolf, Primary Lead Commissioner</p>														
p 8-12	<p>Ofsted case study Melissa Heatherson, Hockley Primary</p>														
p 13	<p>Key dates</p> <p>SOUTH meetings with the Local Authority officers 2015/2016 -at Holiday Inn, Basildon Thursday 9 June 2016</p> <p>Headteachers' Annual Conference 2016 Friday 18 March 2016 Stock Brook Country Club, Nr Billericay</p> <p>Deputy Headteachers' Annual Conference 2016 Friday 14 October 2016 Weston Homes Community Stadium</p>														
<p>*Page numbers refer to the full minutes (posted on the website) of the spring term Area meetings with LA Officers and Headteachers.</p>															

**LA /ESSEX PRIMARY HEADS' ASSOCIATION SOUTH AREA
DISTRICT AND AREA MEETING
WEDNESDAY 24 FEBRUARY 2016
ATTENDANCE**

Present

Basildon/Billericay/Wickford

Gareth Allen	Millhouse Juniors
Erica Barnett	Briscoe Primary
Elizabeth Benjeddi	South Green Juniors
Sharon Branch	Sunnymede Juniors
Jennifer Brizman	Northlands Juniors
Luke Bulpett	Kingswood Primary
Nuala Cashell	St Teresa's Catholic Primary
Lyn Corderoy	Grange Primary
Tony Cosans	Montmerie Primary
Hayley Dyer	Crays Hill Primary
Jo Farrow	Greensted Infants & Nursery
Sue Jackson	Lee Chapel Primary
Huma Karim	Noak Bridge Primary
Emma Lane	Leigh Beck Infants
Karen MacKenzie	Hilltop Infants
John Peoples	St Peter's Catholic Primary
Penny Pepper	Eversley Primary
Tania Perry	Kingston 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
Geoff Mangan	Schools Facilitator
Joel Shaljean	Essex Steps
Caroline Geilnik	Education Support Network
Simon Harbow	South Essex Academy Trust

LA Officers

Clare Kershaw	Head of Commissioning
Lisa Fergus	Lead Strategic Commissioner S
Pav Saunders	SEC (South)
Maz Norman	SEC (South)
Nicola Woolf	Lead Strategic Commissioner W
Michelle Feniche	SEC (South)
Sian Shordan	Schools Broadband Team

Rochford/Rayleigh/Castle Point/Canvey Island

John Archer	Westwood Primary
Dominic Carver	South Benfleet Primary
Brenda Dalley	Hadleigh Infant & Nursery
Emma Dawson	Thundersley Primary
Andy Douglas	Riverside Primary
Richard Green	Grove Wood Primary
Helen King	Kents Hill Infants
Robin Goodier	Holt Farm Infants
Jacqui Gosnold	William Read Primary
Melissa Heatherson	Hockley Primary
Peter Malcolm	Rayleigh Primary
Ann Matthews	Canvey Island Infants
Glenn Moore	Hadleigh Juniors
Lou Nelson	Down Hall Primary
Hannah Nash	Kents Hill Juniors
Paul Parascandolo	Our Lady of Ransom Cath Primary
Lorna Pigram	St Nicholas/Canewdon Primaries
Kath Sansom	Wyburns Primary
Gary Soars	Edward Francis Primary
Catherine Stalham	Winter Gardens Primary
Anne-Marie Taylor	St Katherine's CE Primary
Karen Tucker	Canvey Juniors

Brentwood

Jackie Avis	Doddinghurst Juniors
Nera Butcher	Hogarth Primary
Clare Branton	Willowbrook Primary
Sue Dawson	Kelvedon Hatch Primary
Ryan Duff	Larchwood Primary/Glebe Primary
Jenni Evans	Warley Primary
Wayne Harris	Long Ridings Primary
Shelagh Harvey	Ingatstone Infants
Bozena Laraway	St Helen's Catholic Juniors
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
Helen Craig	Downham CE Primary

Apologies

Tim Eastwell	Lincewood Primary
Kerry Jones	The Phoenix Primary
Melissa Eades	Sunnymede Infants

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 MEETING MINUTES 24 February 2016

1. WELCOME AND INTRODUCTIONS

The following headteachers were welcomed to the district and area meeting.

Welcome to the following Headteachers, new in post in South schools:

John Archer	Westwood Primary
Jackie Avis	Doddinghurst CE Juniors
Jennifer Brizman	North Crescent Primary
Tracy Dennis	Ryedene Primary
Ryan Duff	Glebe Primary and HIU (Interim)
Glenn Moore	Hadleigh Juniors
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2. EPHA UPDATE

Harriet Phelps-Knights, Chair of EPHA, 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.

3. EDUCATION SUPPORT PARTNERSHIP

Presented by Caroline Geilnik

Caroline explained that the Education Support Partnership is unique in that it is a not-for-profit organisation which started as the Teachers' Benevolent Fund in 1877. All profits generated through the sale of their programmes help fund the charitable work. The organisation has worked with more than 300,000 in more than 4,000 schools, local authorities, universities and charities across the UK.

Research indicates that there is a recruitment, retention and well-being problem in education – in 2015 a YouGov poll suggested that a third (34% to be precise) of the education workforce are expected to leave by 2020.

With a rising school population 190,176 extra teachers will be needed in England by 2020 unless more current teachers can be persuaded to stay. Whilst some will be retiring, many others are set to leave for negative reasons at a time when pupil numbers are increasing and recruiters are struggling to find trainees. To give a feel for the scale of this challenge, unless more staff can be supported to stay, the UK will need to recruit 200 teachers every single day just to keep staffing levels the same.

In 2013-14, 55% of teachers in England had one period off for sickness absence.

The benefits of looking after your staff are obvious:

- Improved pupil outcomes
- Increase in management capacity
- Reduced absence and associated costs
- Increased productivity
- Improved staff performance
- Improved staff retention
- Improved morale across the organisation
- Helps meet your legal duty of care as an employer

The services offered by the Education Support Partnership include:

Individual counselling and support

This includes 24/7 support and counselling through the Employee Assistance Programme, face to face counselling and legal and financial support.

Creating a Positive Workplace

The purpose of the Positive Workforce Programme is to help organisations to work collaboratively with staff to create a positive working environment by securing the wellbeing and effectiveness of their workforce. The programme begins with a confidential online Positive Workplace survey, followed by flexible support from a consultant over a two-year period.

Coaching and support for leaders

Headspace is already running in Essex and offers a confidential, personal and professional development programme specifically designed for groups of headteachers. Headspace runs over a period of between six and twelve months and is customised to meet the needs of the headteachers in the group. The programme consists of a whole day introductory session followed by five half-day sessions facilitated by a consultant.

The next Headspace programme running in Essex will be held at the County Hotel, 29 Rainsford Road, Chelmsford, CM1 2PZ

- 21 April 2016 09.00-15.00 hours
- 1 July 2016 09.00-13.30 hours
- 22 September 2016 09.00-13.30 hours
- 25 November 2016 09.00-13.30 hours
- 17 January 2017 09.00-13.30 hours
- 9 March 2017 09.00-13.30 hours

YourSpace is a similar programme for deputy heads and school leaders. It is a simple and effective support and development programme based on a four session model of 3 hours per session.

Learning and development

The comprehensive range of Smart Training and Development Workshops will help organisations achieve high levels of staff engagement; they focus on SMART communication, work, change, resilience leadership, relationships, survival, transition and/or coaching and can be tailored to the needs of the school.

Health and wellness

An occupational health service is available, as well as health assessments, health checks and so on.

Charitable services – funded by the paid-for programmes, include

- Grants
- Campaigning work
- Recruitment and retention
- #Not quitting teaching
- An Education Manifesto
- Telephone support 08000 562 561

For further information about the Education Support Network go to <https://educationsupportpartnership.org.uk/>

For further information about Headspace of any of the Education Support Services, contact caroline Gielnik, the Regional Development Consultant for Essex by email: caroline.gielnik@edsupport.org.uk or mobile 07814 515 980

4.

ESSEX STEPS

A presentation by Joel Shaljean

Joel is a Deputy Headteacher, based at Market Field special school in the North of Essex, who works for two days each week delivering Essex Steps, the LAs preferred behaviour management and physical intervention strategy.

Essex Steps comprises of two stages:

Step On – focusing understanding behaviour, de-escalation and everyday physical intervention strategies.

Step Up – restraint training. Schools are asked to undertake a risk assessment to decide whether or not they need to use restraint and so need further training.

The training is delivered as core courses in a number of venues across the county, as specific in-school training (twilights or INSET) or as cluster training for schools.

The cost of training is currently £800 for 24 people plus £33 per head for additional delegates. For further information about training contact Joel Shaljean at joel.shaljean@essex.org.uk or on 07872 865656

Joel delivered a shortened version of the training programme, explaining that the course structure focuses on:

- Before a crisis – de-escalation
- During a crisis – management of risk or harm
- After a crisis – reflect, repair and restore

He reflected on the increasing number of “red” children in our schools – those who we struggle to include using conventional behaviour management policies.

Joel reminded headteachers that:

- Pupils with SEN with statements are around eight times more likely to be permanently excluded than those pupils with no SEN.
- Children eligible for free school meals are around four times more likely to be permanently excluded.
- 78% of exclusions are boys. Permanent exclusion rates for boys are approximately four times higher than that for girls.
- Over half of all exclusions are in Years 9 and 10, but an increasing number of younger children are being permanently excluded, including pupils in Reception.

Joel talked about conscious and sub-conscious behaviours and appropriate responses. He mentioned the current DfE guidance, Behaviour and Discipline in Schools, which focuses particularly on controlling behaviour. He talked about the different approaches to the behaviour management and whether they escalate or de-escalate poor and out of control behaviour.

The programme focuses on therapeutic understanding and intervention and Joel shared a number of strategies including Roots and Fruits, which considers the behaviours of individual pupils. He shared risk assessment forms, which can be used to evidence whether the use of physical restraint is necessary and unavoidable.

Joel also shared a number of physical restraints to use to restrain and move pupils.

5. ANY OTHER BUSINESS

SOUTH meetings with the Local Authority officers 2015/2016 -at Holiday Inn Basildon
Thursday 9 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