

**WEST ESSEX PRIMARY HEADS' ASSOCIATION AREA CONFERENCE
MANOR OF GROVES HOTEL AND CONFERENCE CENTRE
FRIDAY 20 MAY 2016**

MEETING SUMMARY: ISSUES AND RECOMMENDATIONS

p 2	ATTENDANCE LIST AND APOLOGIES	<p>Welcome to the following Headteachers: Karen Cayford St Mary's CE Primary, Saffron Walden Charmaine Ward Water Lane Primary Academy</p> <p>Farewell to the following headteachers Kate George Thaxted Primary Cheryl Macloed Nazeing Primary Deidre Mooney Waltham Holy Cross Primary Gillian Napier Rickling and Farnham Federated Primaries</p>
p 3	“KEEPING HOPE ALIVE: HOW SUCCESSFUL SCHOOL LEADERS STAY CONNECTED TO THEIR VISION, PASSION AND PURPOSE”	Viv Grant, Integrity Coaching
p 3	EPHA UPDATE	Isobel Barron, West Chair, and Pam Langmead, EPHA Professional Officer
p 4	DATES AND TIMES OF FUTURE MEETINGS 2015/16	<p>WEST meetings with the Local Authority officers 2015/2016 and 2016/17 -at the Weston Homes Business Centre, Takeley Thursday 16 June 2016 Wednesday 16 November 2016 Wednesday 1 March 2017 Wednesday 21 June 2017</p> <p>WEPHA Conferences, Manor of Groves Friday 23 September 2016 Friday 3 February 2017 Friday 19 May 2017</p> <p>Deputy Headteachers' Annual Conference Friday 14 October 2016 Weston Homes Community Stadium</p> <p>Headteachers' Annual Conference 2017 Friday 17 March 2017 Stock Brook Country Club, Nr Billericay</p>

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Present

Rosalind Allsop	Clavering Primary	Emma Johnson	RA Butler Academy
Isobel Barron	Roseacres Primary	Cheryl Macleod	Nazeing Primary
	West Chair	Janet Matthews	William Martin Infant & Juniors
Gary Brown	Ashdon Primary	Lucy Mawson	Stebbing Primary
Emma Bloomfield	Purford Green Primary	Deidre Mooney	Waltham Holy Cross Infants
David Burles	Fawbert & Barnard Primary		
Rachel Callaghan	Katherine Semar Juniors	Gillian Napier	Farnham & Rickling Federated Primaries
Karen Cayford	St Mary's CE Primary, SW	Christine Peden	Pear Tree Mead Primary
John Clements	Hatfield Heath Primary	Julie Puxley	Katherine Semar Infants
Vicky Early	Harlowbury Primary	Jonathan Tye	Churchgate CE Primary
Mary Evans	The Henry Moore Primary	Adam Vincent	Buckhurst Hill Primary
Lawrence Garside	Felsted Primary	Karen Wallace	Moreton CE Primary
Elizabeth Gelston	The Downs Primary		
Katie George	Thaxted Primary		
Sue Giles	Henham & Ugley CE Primary		
	Debden CE Primary		
Louise Gurney	Milwards Primary & Nursery		
Katie Henson	Radwinter CE Primary		
Kate Hockley			

In Attendance

Pam Langmead	EPHA Professional Officer
Christine Lee	The Henry Moore Primary
Sarah Cowley	The Henry Moore Primary
Karen Scott	RA Butler Academy
Jo Cooper	RA Butler Academy
Sarah Spaxman	RA Butler Academy
J Brooks	Thaxted Primary
Viv Grant	Integrity Coaching

Apologies

Lesley Lewis	Theydon Bois Primary
Julie Lorkins	West Vice-Chair/ St Andrew's North Weald

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

**NOTES OF THE SUMMER TERM WEPHA CONFERENCE HELD ON FRIDAY
20 MAY 2016 COMMENCING AT 9.15 AM**

Action

1. “KEEPING HOPE ALIVE: HOW SUCCESSFUL SCHOOL LEADERS STAY CONNECTED TO THEIR VISION, PASSION AND PURPOSE”

Viv Grant is a former Headteacher and has been in the teaching profession for over twenty-seven years. A passionate advocate for the promotion of coaching in schools, she is the Director of Integrity Coaching, the UK’s leading provider of coaching support for Headteachers and senior school leaders. Her book “**Staying A Head**” [published 2014] is the seminal work in the field and has received much praise from those in the education sector.

Viv has contributed to various books and periodicals on the subjects of well-being, coaching and school leadership; most recently a chapter on “**Supporting Head teachers**” for a newly published book “**Mental Health and Well Being in Teaching and Learning Environments**”. Her contributions have also been featured in The Guardian, London Live, Radio Four, Woman’s Hour and the World at One.

Viv’s session drew on the lessons she has learnt as an Executive coach for senior school leaders. She shared insights into the personal qualities that school leaders need to adopt, to help them develop deep reservoirs of hope, and bounce back from the seemingly never-ending challenges of school leadership.

Viv’s talks are renowned for renewing school leader’s self-belief and courage, and for leaving them feeling inspired to carry on creating better futures for our children.

The headteachers at the conference shared a number of questions within a coaching framework (active listening) – these included:

1. What were your reasons for coming into teaching?
2. What do you love about being a headteacher?
3. What aspects of your identity and integrity feel most supported and engaged by the work that you do?
4. Which aspects of your identity and integrity feel most challenged by the work that you do?
5. What can you do to keep a deep connection between your vision and values and reasons why you first came into teaching?

Viv Grant can be contacted at
<http://www.integritycoaching.co.uk/>
0208 767 7664
enquiries@integritycoaching.co.uk

2. EPHA UPDATE

Isobel Barron, the West EPHA Chair, welcomed headteachers to the conference and in particular those Headteachers who have taken up new appointments in the West this term, including:

Welcome to the following Headteachers:

Karen Cayford	St Mary's CE Primary, Saffron Walden
Charmaine Ward	Water Lane Primary Academy

Farewell to the following headteachers

Kate George	Thaxted Primary
Cheryl Macloed	Nazeing Primary
Deidre Mooney	Waltham Holy Cross Pirmary
Gillian Napier	Rickling and Farnham Federated Primaries

Pam Langmead, Professional Officer, mentioned recent discussions with the Local Authority officers, aimed at support for Essex schools – bridging the gap over the next 5 years. While the threat of forced mass academisation has receded, the Local Authority is still likely to lose most, if not all, of the Education Services Grant (ESG) which pays for its school improvement activities and support for schools. LA officers and the three Headteacher Associations have been discussing how schools across the county might be supported in the future, including which “essential services” (some of which we take for granted until we really need them) should be retained and how these might be delivered and funded. To help inform these discussions, the LA has produced a list of existing services, funded as core services by the ESG or as traded services bought by schools. Pam noted that the views of all Essex headteachers are welcomed in order to make an informed decision about future support over the next few years.

She also noted that future funding based speculatively on possible models based on a National Funding Formula, suggest that small schools are likely to face an even more acute funding situation in the future.

John Clements noted that, in these changing and uncertain times, the need for a professional headteachers’ association which represents all primary-phase headteachers, whatever their type of school, has never been greater, partly to support heads and to act as a voice at both a local and national level.

Pam reminded heads of the recently produced Support Directory, which can be found on the EPHA website at <http://new.essexprimaryheads.co.uk/info-and-documents/welcome-pack>

3. DATES AND TIMES OF FUTURE MEETINGS 2015/16 and 2016/17**WEST meetings with the Local Authority officers 2015/2016 and 2016/17 -at the Weston Homes Business Centre, Takeley**

Thursday 16 June 2016
 Wednesday 16 November 2016
 Wednesday 1 March 2017
 Wednesday 21 June 2017

WEPHA Conferences, Manor of Groves

Friday 23 September 2016
 Friday 3 February 2017
 Friday 19 May 2017

Deputy Headteachers’ Annual Conference

Friday 14 October 2016 Weston Homes Community Stadium

Headteachers' Annual Conference 2017

Friday 17 March 2017 Stock Brook Country Club, Nr Billericay

The meeting ended at 12.30 pm