

**WEST ESSEX PRIMARY HEADS' ASSOCIATION AREA CONFERENCE  
MANOR OF GROVES HOTEL AND CONFERENCE CENTRE  
FRIDAY 28 JANUARY 2022**

**MEETING SUMMARY: ISSUES AND RECOMMENDATIONS**

p 2 **ATTENDANCE LIST AND APOLOGIES**

p 3 **MOTIVATION MATTERS** Robin Launder

p 5 **EPHA update** Isobel Barron and Pam Langmead

p 5 **DATES AND TIMES OF FUTURE MEETINGS 2022/23**

**WEST meetings with the Local Authority officers 2022/23**  
**Manor Suite, Manor of Groves**  
 Wednesday 9 March 2022  
 Wednesday 22 June 2022  
 Wednesday 9 November 2022  
 Wednesday 1 March 2023  
 Wednesday 14 June 2023

**WEPHA Conferences, Collonade Suite, Manor of Groves**  
 Friday 20 May 2022 – Andrew Hall  
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**Headteachers' Annual Conference 2022**  
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**Headteachers**

|                  |                                |                       |                           |
|------------------|--------------------------------|-----------------------|---------------------------|
| Gina Bailey      | William Martin Schools         | Ian Kendal            | Our Lady of Fatima Trust  |
| Isobel Barron    | Roseacres Primary/Chair        | Llewellen Lawson      | Dr Walker's CE Primary    |
| Dale Bateman     | Coopersale and Theydon         | Tom le Masurier       | Stebbing Primary          |
|                  | Garnon Primary                 | Christine Peden       | Pear Tree Mead Primary    |
| Nikki Batt       | Moreton CE Primary             | Colin Raraty          | Rodings Primary           |
| Annemarie Black  | St Alban's Catholic Primary    | David Rogers          | Bentfield Primary         |
| Justine Brooks   | Thaxted Primary                | Helen Russell         | Chipping Ongar Primary    |
| Casey Cox        | St James CE Primary            | Linda Todd            | Elsenham CE Primary       |
| Matthew Curzon   | St Mary's CE Primary, Stansted | Amy Wareham           | Matching Green CE Primary |
| Jodie Evans      | High Ongar Primary             | Kevin Watts           | Great Dunmow Primary      |
| Renette Faurie   | Hereward Primary               | Nikki Willis          | Fritch Green Academy      |
| Clare Griffiths  | Dunmow St Mary's Primary       |                       |                           |
| Katie Henson     | St Andrew's CE Primary         | <b>School leaders</b> |                           |
| Claire Jackman   | Great Easton CE Primary        | Amanda Beggs          | Leverton Primary          |
| Chris Jarman     | St Mary's CE Primary, SW       | Alina Gabenyte        | Great Easton CE Primary   |
| Shaun Kelliher   | Holy Cross Catholic Primary    |                       |                           |
| Annemarie Kendal | St Luke's Catholic Primary     |                       |                           |

**In Attendance**

|               |                           |
|---------------|---------------------------|
| Pam Langmead  | EPHA Professional Officer |
| Robin Launder | Educational Consultant    |

**Apologies**

|                 |                          |
|-----------------|--------------------------|
| Emma Vincent    | RA Butler Academy        |
| Sarah Cowley    | The Henry Moore Primary  |
| Michael Doughty | Milwards Primary         |
| Ann Grisley     | The White Bridge Primary |
| Rebecca Pine    | Newport Primary          |

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.

**NOTES OF THE SPRING TERM WEPHA CONFERENCE HELD ON FRIDAY 28 JANUARY 2022  
COMMENCING AT 9.15 AM**

**Action**

**1. EPHA WELCOME**

Welcome from Isobel Barron, WEPHA Chair, to West headteachers and senior leaders.

**2. MOTIVATION MATTERS**

Robin Launder was welcomed to the conference.

Robin is a teaching and learning consultant and behaviour management expert. He is the founder of Behaviour Buddy, an organisation that provides evidenced-based CPD, and the designer of Thinking Matters UK, a programme for families with children who are at risk of permanent exclusion. He is a member of the educational think tank Learnus and sits on the executive committee of PRUsAP, the national organisation for PRUs and Alternative Provision. In the little time that's left, Robin writes and speaks on all matters educational. He is currently writing an evidenced-based behaviour management handbook that incorporates a detailed section on increasing student motivation in the classroom. You can contact Robin via his website, [www.behaviourbuddy.co.uk](http://www.behaviourbuddy.co.uk) or directly by email: [robinlaunder@hotmail.com](mailto:robinlaunder@hotmail.com)

Robin's newest CPD session is called Motivation Matters. And indeed motivation does matter. It matters that our students are motivated to learn because, when they are, they make greater progress. They work for longer. The quality of their work is better. They are less distracted and less distracting. They are more robust, more open to feedback, and more flexible and strategic in their approach to learning. They are our independent learners – and, to be frank, they are generally a pleasure to teach.

This session gave up-to-date research and theory about what constitutes motivation, and more importantly how we raise it in the classroom. The headteachers were given a model of motivation that can guide classroom practice and practical strategies that they could share with their own teachers.

Robin mentioned that he is running a 5 week free course for Early Career Teachers on behaviour management. The sessions are held on a Sunday afternoon at 5.30 pm and are recorded and then available for the week ahead. The course is on a rolling programme and so can be repeated or missed sessions accessed at a later date.

Here is the link to my online behaviour management course (five weeks, teachers can start whenever they like, each session is recorded and available for one week):  
<https://behaviourbuddy.co.uk/betterbehaviour/> Your ECTs can enroll themselves for free. They need this code when enrolling: **ECTFORFREE**

The session opened with a formula for motivation:

$$M = \text{expectancy} + \text{value} - \text{cost}$$

Robin noted that external rewards are useful in the short term, but if you reward regularly for things that people like to do, you undermine the motivational appeal.

**Cost**

Learning takes place on a continuum:

|             |  |       |
|-------------|--|-------|
| Comfortable | Stretch                                      | Panic |
|             | Here, learning takes effort<br>and attention |       |

**EXPECTANCY**

The belief that you can complete the task/acquire the knowledge/learn the skill.

1. Great teaching = great teacher (leader)

**Rosenshine’s principles of instruction**

Daily review; present new material using small steps; ask questions; provide models; guide practice; check for understanding; obtain a high success rate (85%); provide scaffolds for difficult tasks; independent practice; weekly and monthly review.

2. Teach neuroscience and promote metacognition

“The main activity of the brain is to change itself.” Professor Marvin Minsky#

“Neurons that fire together, wire together.” Professor Donald Hebb

3. Teach motivation and promote metamotivation

4. Praise strategically (and proportionately): effort, progress, process

**VALUE**

The benefit for us as an individual.. or to our group.

5. Great teaching = passion

- Be passionate about the topic
- Be passionate about the process of learning

6. High early success rate and increasingly difficult

7. Build belonging: inclusivity; shared purpose; affinity

8. Steer and drive the bandwagon

## **COST**

How much attention and effort we need to put in, and the amount of social risk involved.

9. Great teaching = brain friendly

Peps McCrea – **what** should be hard; **how** should be easy.

10 Reduce distractions and increase focus.

11. Harness the power of defaults (routines)

12 Frame failure as a stage in the learning process.

Robin's slides on teaching neuroscience are available at

<https://1drv.ms/p/s!AsQCtR5wnWotiaJ9bNwdDoNHnr134w?e=xTfqmQ>

*(He suggests that heads don't share these with staff if they are considering getting him in to present the session!)*

## **Contact details**

[robinlauder@hotmail.com](mailto:robinlauder@hotmail.com)

[www.behaviourbuddy.co.uk](http://www.behaviourbuddy.co.uk)

## **3. EPHA UPDATE**

### **a) Dates for the diary**

The EPHA Professional Officer noted a number of future dates, including:

#### **Teachers' Pension changes – webcast**

From 1<sup>st</sup> April 2022 there are a number of changes to the teachers' pension scheme, depending on when your contributions started. The team at Wesleyan are running two online sessions, hosted by EPHA, to explain the changes, on Monday 14<sup>th</sup> March at 6.00 pm or Wednesday 16<sup>th</sup> March at 1.30 pm.

Zoom links will be forwarded to headteachers soon.

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- b) The Professional Officer noted that she had received a letter from the Chair of the Harlow Education Consortium, asking about EPHA's position in regards to SEND top-up funding and the shortfall that most schools, and in particular those with high numbers of children with EHCPs, experience. The Professional Officer acknowledged the pressures experienced by many schools and noted that this issue will be discussed at the EPHA Executive meeting on 20<sup>th</sup> January.

The meeting ended at 12.30 pm