

LA /ESSEX PRIMARY HEADS' ASSOCIATION WEST AREA
WEDNESDAY 15 JUNE 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) Isobel Barron, Chair</p> <p>WEPHA meeting and AGM Election of Officers and Local Delivery Group representatives</p>	<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 Deirdre Mooney Waltham Holy Cross Primary Gillian Napier Rickling and Farnham Federated Primaries</p> <p>Elections of Officers and Local Delivery Group reps Chair Isobel Barron (Roseacres Primary) Vice-Chair Julie Lorkins (St Andrew's, N Weald) Treasurer Mary Jo Hall (St Thomas More Catholic Primary)</p> <p>Harlow Jonathan Tye (Churchgate CE Primary) Uttlesford North Rachel Callaghan (Katherine Semar Juniors) Uttlesford South John Clements (Hatfield Heath Primary) Epping Forest South Janice Tunney (Limes Farm Infants) Epping Forest Rural Lesley Lewis (Theydon Bois Primary)</p>	
p 1 -8*	<p>AREA AGENDA Welcome and View from the Bridge</p>	Clare Kershaw
p 8	Recruitment and retention of teachers	Nigel Hookway
p 9	NELFT - feedback	
p 10-11	Early Years update	Stav Yiannou and Jo Eastoe
p 11	Key dates	<p>WEST meetings with the Local Authority officers 2016/2017 -at Weston Homes Business Centre, Takeley Wednesday 16 November 2016 Wednesday 1 March 2016 Wednesday 21 June 2017</p> <p>Annual General Meeting (County EPHA) Thursday 6 October 2016 Chelmsford City Football Club</p> <p>Deputy Headteachers' Annual Conference 2016 Friday 14 October 2016 Weston Homes Community Stadium</p> <p>Headteachers' Annual Conference 2016 Friday 17 March 2017 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 WEST AREA
DISTRICT AND AREA MEETING
WEDNESDAY 15 JUNE 2016
ATTENDANCE**

Attendance

Rosalind Allsop
Isobel Barron
Karen Cayford
Rachel Callaghan
John Clements
Gill Doyle
Mary Evans
Vicky Early
Laura Fox

Clavering Primary
Roseacres Primary
St Mary's CE Primary, Saffron Walden
Katherine Semar Juniors
Hatfield Heath Primary
Takeley Primary
The Henry Moore Primary
Harlowbury Primary
The Alderton Junior School

Lawrence Garside
Elizabeth Gelston
Clare Griffiths
Louise Gurney
Alison Kerrell
Sharon Lester

Felsted Primary
The Downs Primary & Nursery
Dunmow St Mary's Primary
Debden CE Primary
Great Bardfield Primary
Newport Primary

In Attendance

Nigel Hookway
Mary Dickinson
Lisa Ashes
Jane Harvey
Sandra Graham
Debbie Clifton

EPHA Executive Director
Primary Schools Facilitator
Independent Thinking Limited
Staples Road Primary
Harlowbury School
Tany's Dell Primary

LA Officers

Clare Kershaw
Nicola Woolf
Cathie Bonich
Stave Yiannou
Joe Eastoe

Head of Commissioning
Lead Strategic Commissioner West
SEC (West)
ECC EYFS
ECC EYFS

Cheryl Macleod
Janet Matthews

Maree Matthews

Lucy Mawson
Bernadette Miele
Deirdre Mooney
Gillian Napier/ Alan Gardiner

Sophie Pardalis
Christine Peden
Julie Puxley
Colin Raraty
David Rogers
Marios Solomonides
Sonia Strickland
Adam Vincent
Karen Wallace
Veronica Wallace
Kevin Watts
Joanne Willcox

Apologies

Pam Langmead
Katie George
David Burles
Julie Lorkins
Gary Brown

Nazeing Primary
William Martin CE Infants and Juniors
Coopersale & Theydon Garnon CE Primary
Stebbing Primary
Tany's Dell Primary
Waltham Holy Cross Primary
Rickling and Farnham Primaries

Limes Farm Juniors
Pear Tree Mead Primary
Katherine Semar Infants
Rodings Primary
Bentfield Primary
Freshwaters Primary Academy
Little Hallingbury CE Primary
Buckhurst Hill Primary
Moreton CE Primary
Staples Road Primary
Great Dunmow Primary
Hillhouse CE Primary

Professional Officer
Thaxted Primary
Fawbert & Barnard Primary
St Andrew's CE Primary, N Weald
Ashdon Primary

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

WEST EPHA AREA MEETING MINUTES 15 June 2016

1. Welcome to the following Headteachers:

Karen Cayford St Mary's CE Primary, Saffron Walden
Charmaine Ward Water Lane Primary Academy
Alan Gardnier Acting head Rickling and Farnham Federated Primaries

Farewell to the following headteachers

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

*WEPHA said farewell to Deirdre Mooney, Headteacher of Waltham Holy Cross Primary, but she has now agreed to stay on as head at her school on a part-time basis in the autumn term until a new appointment is made.

Isobel also noted that this was Mary Dickinson's last meeting as the primary Schools' Facilitator for West. This role is ending as a result of LA funding cuts and Mary was thanked for her contribution to West Essex and the support that she has given schools and the Essex Primary Headteachers' Association over the years.

2. WEST EPHA ANNUAL GENERAL MEETING

a) CHAIR'S REPORT

Isobel Barron, Chair of West EPHA, reported that the summer term meeting last year concluded with thoughts about the year ahead.

This is her report:

Review of the year

Last year we finished with the following thoughts.

What is to come?

I think that the following themes will dominate the next year for us:

- *Academies*
- *Cluster/Peer Working*
- *The next baseline*
- *End of Year Assessments for Year 6 – more rigour!!*
- *Grammar, Punctuation and Spelling for Year 2 and 6*
- *Coasting Schools (Whatever they may be)*
- *Better pay and conditions for teachers*
- *Shrinking budgets*
- *The restructure of EPHA*

Well we have seen some of this and in some cases so much more! What have we had to deal with this year?

- The Common Inspection Framework from Ofsted
- Section 8 inspections (Once they had enough survivors from their culling to run them)
- New Key Stage 1 SATs
- New Key Stage 2 SATs
- The full implementation of the national curriculum
- Reception Baselines or not!
- The Interim Frameworks for Assessment
- A clarification document or two!
- PREVENT, CSE, FGM all rolled into Safeguarding training
- NI Contribution uplifts
- The national living wage
- An excellent Deputy Heads' Conference
- A u-turn or two
- Coasting school definition
- The resurgence of the Regional Schools Commissioners
- The White Paper
- Academies again
- An amazing Headteachers' conference
- The leaking of test materials
- The abolishment of baseline as it made no sense
- A recruitment challenge the likes of which we have never seen
- The loss of Chris Kiernan and the appointment of Clare
- A restructured EPHA with a Professional Officer and Executive Director
- A visit from Russell Hobby
- A possible national funding formula
- The clarification of an exclamation in Year 2!
- And finally a move towards Peer to Peer working

My thoughts

What more can I say other than you're all amazing. Your resilience, stamina, sense of humour and general care of your staff and pupils is unmatched in any other profession. I cannot think of any other job in this country that covers the level of responsibility that you have coupled with the enormous emotional demands and ground level working that you undertake.

You are all social workers, mums, dads, confidants, policeman, spies, politicians, mentors, leaders, visionaries, teachers and learners – to mention but a few. No wonder you are all tired all of the time!

We have a huge responsibility this year. We have work together as one to challenge the government, to challenge the status quo, to ask how what we do benefits children. Too many times this year we have allowed the establishment to ‘do to us’, rather than take control.

We must look at the current political and educational climate, understand that there are some things we cannot change, accept it, and look at how we can turn it to our advantage.

What is to come?

This year will see the growth of academies, whether we like it or not. Every meeting we have been to seems to have this on the agenda. We won’t change it, but we can direct it. We need to cooperate, we need to have honest conversations and we need to use the power of EPHA to represent us at a national and local level.

As for any other changes – your guess is as good as mine this year! But they might include:

- The loss of the LA
- Further cuts in budgets
- More consultation on a national funding formula
- SEN placements!

We have a huge responsibility this year. **We have to work together as one** to challenge the government, to challenge the status quo, to ask **what are the benefits to children in what we are being asked to do?** Too many times this year we have allowed the establishment to ‘do to us’, rather than take control.

We must look at the current political and educational climate, understand that **there are some things we cannot change, accept it, and look at how we can turn it to our advantage.**

EPHA can help us on this journey as we stick together and support each other through this. In our recent WEPHA conference, we heard about the self- sacrifice model, from Viv Grant which caught a nerve, especially for me. In particular it made me reflect upon this period last year hearing the crushing news of Peter Randall’s suicide. We cannot afford to end our year in West as we did last year like this. We are not alone and we are hear as colleagues and friends to help and support each other. Sharing my favourite motto- as ‘Together We Achieve More!’

d) TREASURER’S REPORT

This report was not available due to a delay in the change of signatories on the account. It was noted that Mary Jo Hall has agreed to continue as treasurer for the coming year. However, this will now be a nominal position, as the funds from all of the Area accounts will be moved to the County EPHA bank account and managed by the EPHA Professional Officer/treasurer.

e) EPHA Annual Subscription

As agreed at the summer term meetings last year, funding for EPHA will no longer be through subscription, but will be top-sliced from the Delegated Schools Grant. Area meetings will continue to be “free” to all primary headteachers, as will the website and advice and support from the Professional Officer and Executive Director.

f) ELECTION OF OFFICERS AND LOCAL DELIVERY GROUP REPRESENTATIVES

Chair	Isobel Barron (Roseacres Primary)
Vice-Chair	Julie Lorkins (St Andrew’s, N Weald)
Treasurer	Mary Jo Hall (St Thomas More Catholic Primary)

Harlow	Jonathan Tye (Churchgate CE Primary)
Uttlesford North	Rachel Callaghan (Katherine Semar Juniors)
Uttlesford South	John Clements (Hatfield Heath Primary)
Epping Forest South	Janice Tunney (Limes Farm Infants)
Epping Forest Rural	Lesley Lewis (Theydon Bois Primary)

The officers and Local Delivery Group representatives were thanked for the hard work that they do on behalf of headteachers in the West Area and for agreeing to stand for re-election. A unanimous vote was passed.

The Summer term EPHA newsletter, including dates for the 2016/17 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. On it, are key dates:

The Deputy Headteachers' conference will be held on Friday 14 October 2016 at the Weston Homes Community Stadium (key note speakers Estelle Morris and Viv Grant) and next year's annual Headteachers' conference will be held on Friday 17 March 2017 at Stock Brook Country Club.

3. **The afternoon session: Mastery Through a Connected Curriculum –the Manglish Model** **Lisa Jane Ashes, Independent Thinking Ltd**

The afternoon session was led by Lisa Jane who did so in a lively, engaging and practical way. She shared her knowledge of secondary practice and pedagogy of enriching and extending core skills through a cross curricular approach (more akin to primary practice) and of her teaching and leadership experience as an advanced skills teacher. Lisa Jane is currently working as a supply teacher in order to test the impact of this approach with a larger number of pupils, schools and contextually different settings.

Lisa Jane shared some key points:

Literacy and numeracy are the cornerstones of learning. We all know literate and numerate pupils have a higher chance of success in life. However, they should not be taught exclusively at the expense of the rest of our curriculum. How can we build a connected curriculum that supports all learners to master these skills through a knowledge rich programme of study? Explore the Manglish model of learning and question how this could improve learning in your own context.

With an English and Literacy background stretching from Classroom Assistant to Teaching and Learning Leader, Lisa is on a mission to help schools break away from how they've traditionally arranged things and embrace a whole new way of looking at the curriculum. Best embodied in Manglish, her unique approach to combining whole-school literacy and numeracy, Lisa's work shows how truly creative schools make learning more real and relevant. In doing so, all children benefit, regardless of background and academic ability.

Lisa shared a number of resources including:

- The Powerpoint presentation
- Question grid
- Questions stems
- Thought bombs
- History thought bombs
- SOLO linked to thought bombing
- Escalator ideas
- Language of linking
- Persuasion cards

All of these are available from Pam Langmead – email pam@langmead.me.uk

4. ANY OTHER BUSINESS

WEST meetings with the Local Authority officers 2016/2017 -at Weston Homes Business Centre, Takeley

Wednesday 16 November 2016

Wednesday 1 March 2016

Wednesday 21 June 2017

Annual General Meeting (County EPHA)

Thursday 6 October 2016 Chelmsford City Football Club

Deputy Headteachers' Annual Conference 2016

Friday 14 October 2016 Weston Homes Community Stadium

Headteachers' Annual Conference 2017

Friday 17 March 2017 Stock Brook Country Club, Nr Billericay