

## LA /ESSEX PRIMARY HEADS' ASSOCIATION WEST AREA

WEDNESDAY 20 JUNE 2018

### MEETING SUMMARY: ISSUES AND RECOMMENDATIONS

Agendas and minutes for these meetings available at [www.essexprimaryheads.co.uk](http://www.essexprimaryheads.co.uk)

<b>Attendance List</b>	
<p><b>DISTRICT AND EPHA AGENDA (a.m.)</b> <b>(Notes below)</b> <b>Isobel Barron, Chair</b></p> <p><b>WEPHA meeting and AGM</b> <b>Election of Officers and Local Delivery Group representatives</b></p> <p><b>"Logically Illogical – Information and Insight into Autism"</b></p>	<p><b>Welcome to the following Headteachers:</b> Dale Bateman Dr Kate Tether Barbara Young</p> <p><b>Farewell to the following Headteachers:</b> David Burles Karen Cayford John Clements (of Trust) Laura Fox Alan Gardiner Elizabeth Gelston Veronica Wallace</p> <p><b>Elections of Officers and Local Delivery Group reps</b> Chair Vice-Chair Treasurer</p> <p>Harlow Uttlesford North</p> <p>Uttlesford South Epping Forest South Epping Forest Rural</p> <p><b>Ros Blackburn</b></p>
p 2*	<p><b>Proposed sale of EES</b> Pam Langmead</p>
p 2 -11	<p><b>AREA AGENDA</b> <b>Updates on:</b></p> <ul style="list-style-type: none"> <li>• Assistant Director role</li> <li>• Restructure of CME and attendance service</li> <li>• School meals advisory service</li> <li>• SEND Strategy update</li> <li>• Schools Broadband service</li> </ul> <p>Geraldine Smith, School Meals Ruth Sturdy Tracey Kelsbie</p>
p 13 -14	<p><b>Essex Steps</b> Joel Shaljean</p>
p 14 -16	<p><b>Virgin Care/Barnado's</b> Celena Saddington</p>
p 16	<p><b>Evolve Intervention</b> Phil Turner, Helen Prince</p>
p 16 - 17	<p><b>Key dates</b></p> <p><b>WEST meetings with the Local Authority officers 2018/19 -at The Stansted Centre (Weston Homes Business Centre) Takeley</b> Thursday 15 November 2018 Wednesday 13 March 2019 Wednesday 19 June 2019</p> <p><b>WEPHA conferences – Manor of Groves</b> 21 September 2018, 1 February 2019, 17 May 2019</p> <p><b>Deputy Headteachers' Annual Conference 2018</b> Friday 5 October 2018 Weston Homes Community Stadium</p> <p><b>Headteachers' Annual Conference 2019</b> Friday 22 March 2019 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 20 JUNE 2018  
ATTENDANCE**

**Present**

Ros Allsop	Clavering Primary	Sarah Hurwood	Epping Upland CE Primary
Louise Annis	Dunmow St Mary's CE Primary	Claire Jackman	Great Easton Primary
George Athanasiou	Great Sampford Primary	E Johnson	Matching Green Primary
Gina Bailey	St James CE Primary	Alison Kerrell	Great Bardfield Primary
Dale Bateman	Coopersale & Theydon		
Isobel Barron	Roseacres Primary/ West Chair	Lucy Mawson	Stebbing Primary
Karen Cayford	St Mary's CE Primary, SW	Bernadette Miele	Tany's Dell Primary
John Clements	Hatfield Heath Primary	Sophie Pardalis	Limes Farm Juniors
Andrew Cosslett	Takeley Primary	Christine Peden	Pear Tree Mead Primary
Vicky Early	Harlowbury Primary	Teresa Phillips	Thomas Willingale School
Mary Evans	The Henry Moore Primary	Julie Puxley	Katherine Semar Infants
Joanne Fradd	Debden CE Primary	Colin Raraty	Rodings Primary
Jonathan Furness	Ivy Chimneys Primary	Linda Reid	Elsenham CE Primary
Lawrence Garside	Felsted Primary	David Rogers	Bentfield Primary
Elizabeth Gelston	The Downs Primary	Linda Todd	Radwinter CE Primary
Kim Hall	Henham & Ugley Primary	Christine Tonkins	St Mary's CE Primary, Stansted
Katie Henson	Milwards Primary	Emma Vincent	RA Butler Academies
Anthony Hull	Katherine Semar Juniors	Matt Woolard	Hereward Primary
Michelle Hughes	Thaxted Primary	Joanne Willcox	Hillhouse CE Primary
Chris Jarmain	St John CE Primary	Julie Witteridge	White Bridge Primary

**In Attendance**

Pam Langmead	EPHA Professional Officer
Joel Shaljean	Essex Steps
Deputy	Farnham & Rickling
Bonnie Jones	William Martin
Anna Harvey	William Martin

**Apologies**

Ian Kendal	St Luke's/St Alban's CP
Ann Grisley	Limes Farm Infants

**LA Officers**

Clare Kershaw	Director of Education
Nicola Woolf	Lead SE Partner West
Jacky Castle	SE Partner (West)
Cathie Bonich	SE Partner (West)
Iain Birtwell	SE Partner (West)

**LA Officers**

Geraldine Smith	Schools Meals Service
Tracey Kelsbie	Schools Broadband
Clare Corrigan	Children's Social Care

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.

## WEST EPHA AREA MEETING MINUTES 20 June 2018

### 1. WELCOME

Isobel Barron, the West Area Chair welcomed headteachers to the meeting.

#### Welcome to the following Headteachers:

Dale Bateman	Coopersale and Theydon Garnon CE Primary
Dr Kate Tether	Newport Primary (Acting summer term)
Barbara Young	St Mary's CE Primary, Stansted

#### Farewell to the following Headteachers:

David Burles	Fawbert and Barnard UNDL Primary
Karen Cayford	St Mary's CE Primary, Saffron Walden
John Clements	Hatfield Heath Primary (remaining as CEO of Trust)
Laura Fox	Alderton Juniors
Alan Gardiner	Rickling and Farnham Federated Primaries
Elizabeth Gelston	The Downs Primary
Veronica Wallace	Staples Road Primary

### 2. WEST EPHA ANNUAL GENERAL MEETING

#### a) CHAIR'S REPORT

Isobel Barron, Chair of West EPHA, gave the following report.

#### Review of the year- already!!!

Another year ... another Education Secretary!

Though one who has the courage to accept that schools have 'cost pressures' and that the National Insurance and Pension Contributions are a big factor.

Also acknowledging the accountability system is flawed and needs to be looked at. As well as, the need to support schools more, offering possible sabbaticals, and that there may be, after all a recruitment shortfall (though not crisis!).

So; some hope on the horizon then!

What else has gone on?

- GDPR? (and talk about workload!/ work life balance)
- LA- even more restructuring- but also the support of Clare Kershaw in her positive and constructive approach to working with EPHA and in the pursuit of making things better for Essex pupils.
- The loss of Dave Hill to Surrey
- Broadband is another issue that has consumed your EPHA Executive this year. We have been working alongside Clare to make sure we get the best product we can for all schools.

March saw the retirement of Nigel Hookway as the Executive Director and the EPHA leadership and Professional Officer have done a brilliant job of covering the meetings ensuring that Heads have a voice.

I am sure the consultations (now-'call for evidence') that we have been asked to respond to this year by the DfE are now in to double figures. I do hope that they listen to the responses that heads and school staff have made – **not least about WORKLOAD AND WORKLIFE BALANCE!**

Thanks to Pam for her tireless work on all our behalves.

Minutes taking, attending meeting, organising HT/ DH conferences, 7 minute meetings, checklists/

policies, GDPR guidance and additional training sessions, updating the website, new heads induction packs and liaison with the LA personnel.

HT briefings with 'to do lists', whilst scary, are an absolute godsend and provide a useful summary of the changes, saving vast amounts of time reading/digesting it alone.

Thank you- you are an integral and essential part of the success of EPHA and helping to keep many of us heads sane!!

### **What is to come?**

Possibility of positive and constructive change with continued professional dialogue and engagement with the new Regional Schools Commissioner, Sue Baldwin. At the recent EPHA exec meeting she indicated a new relationship- looking to identify good practice, solution focused with heads/schools at the heart of the conversation and looking for active engagement.

We'll see- time will tell.

I am sure we will hear more on the following:

- Grammars
- Academies
- Baseline
- National Funding Formula
- Recruitment and Retention/ workload
- Mental Health of children and staff

### **My thoughts**

**I cannot believe that we are at the end of yet another year**

**The roller coaster just gets ever faster**

**Responding to the rate of change and expectations is relentless**

**I am amazed at heads and staff resilience and passion for the true meaning of education in making a real difference to children's lives every day.**

**As heads and EPHA we need to stand together- together we are stronger and need to continue to pick up the mantle and fight for what we believe in.**

Speakers who this year that have stood out and made us re-engage with what we believe in and 'reignite the fire- such as Sir John Jones at the headteacher conference and the recent WEPHA conference, Professor Bill Lucas on the value and importance of teaching creative thinking skills in school.

Bill Lucas presented 6 C's- I presented my own model of 6 C's

(content/courage/conviction/creative/confidence/collaborative)

*(BL: The **content** had given her **courage** and **conviction** to come up with **creative** solutions and the **confidence** to 'do it differently' but not to 'throw the baby out with the bathwater'.*

*However, with a head with no deputy, it going to be a **collaborative** effort).*

In challenging circumstances – it is a 'fight' or 'flight' approach but I propose a third way....

The key is '**collaboration**'..... stronger together!

Take a moment to stop and think of all the positives that you have achieved this year.

To colleagues moving on- best of luck in whatever your chosen path is. Thank you for your energy and commitment to making a difference to children's lives in Essex.

To you all - thank you for your energy, commitment, camaraderie and perseverance to get the job

done no matter what! You are all brilliant!  
Make sure you have a break, relax and enjoy the peace and quiet of warm (I hope) summer days!

Thank you.

**b) ELECTION OF OFFICERS AND LOCAL DELIVERY GROUP REPRESENTATIVES**

<b>Chair</b>	Isobel Barron (Roseacres Primary)
<b>Vice-Chair</b>	Julie Lorkins (St Andrew's, N Weald)
<b>Treasurer</b>	Mary Jo Hall (St Thomas More Catholic Primary)
<b>Harlow</b>	Jonathan Tye (Churchgate CE Primary)
<b>Uttlesford North</b>	Mary Jo Hall (St Thomas More Catholic Primary)
<b>Uttlesford South</b>	John Clements (Hatfield Heath Primary)
<b>Epping Forest South</b>	Chris Jarmain (St John's CE Primary)
<b>Epping Forest Rural</b>	to be advised

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 2018/19 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](http://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 5 October 2018 at the Weston Homes Community Stadium (key note speakers Andrew Hall and Sir John Jones) and next year's annual Headteachers' conference will be held on Friday 22 March 2019 at Stock Brook Country Club (key note speaker, Sir Robert Winston)

The programme and booking form for the Deputy Conference will be posted to schools at the end of June.

**f) Checklist for new headteachers**

As part of EPHA's support for new headteachers, the Professional Officer has developed a checklist for new headteachers. We recommend that this checklist is completed by the outgoing headteacher and/or the Chair of Governors to give a newly appointed headteacher essential information about their school, as well as local and county-wide support– information they need from day one in their new post. The checklist is not exhaustive and should be amended and adapted to suit each school.

We suggest that the checklist is also shared with acting and interim headteachers.

### 3. LOGICALLY ILLOGICAL – INFORMATION AND INSIGHT INTO AUTISM

Ros Blackburn is an adult with autism. At three months old she appeared withdrawn, isolated and very much in a world of her own. At 18 months she was diagnosed very severely autistic but with average intellectual ability. Now at 49, Ros lectures nationally and internationally, giving insight into her own experiences and the care and education practices she has observed.

In this workshop, Ros explored with humour and passion the “mistakes” from which she has had to learn and some of her coping strategies. From these she offered helpful strategies – including what not to do – when understanding and managing autism in mainstream schools. It is Ros’ wish that all those who attend her talks find them helpful and informative but, above all, that the experience is entertaining and full of fun.

If you want to book Ros to work with clusters, staff, parents, her phone number is 01245 351868. Her professional fee is extremely reasonable.

### 4. FUTURE DATES

#### **WEST meetings with the Local Authority officers 2018/19 -at the Stansted Centre (Weston Homes Business Centre) Takeley**

Thursday 15 November 2018

Wednesday 13 March 2019

Wednesday 19 June 2019

#### **WEPHA Conferences, Manor of Groves**

Friday 21 September 2018 – Robin Launder – behaviour management

Friday 1 February 2019 – Andrew Hall – safeguarding

Friday 17 May 2019 – Neil Hawkes – Values based education

#### **Deputy Headteachers’ Annual Conference 2018**

Friday 5 October 2018 Weston Homes Community Stadium

#### **Headteachers’ Annual Conference 2019**

Friday 22 March 2019 Stock Brook Country Club, Nr Billericay