

**MINUTES OF THE ESSEX PRIMARY HEADTEACHERS' ASSOCIATION
ANNUAL GENERAL MEETING HELD ON THURSDAY 30 SEPTEMBER 2021
COMMENCING AT 9.00 am
Held at The Lion Inn, Boreham.**

Headteachers present

Dawn Baker	Lawford Mead Primary
Sue Bardetti	Holland Haven Primary
Nicky Barrand	Cherry Tree Primary
Isobel Barron	Roseacres Primary
Liz Bartholomew	The Mayflower Primary
Dale Bateman	Coopersale and Theydon Garnon CE Primary
Liz Benjeddi	South Green Junior School
Heidi Blakeley	Abacus Primary
Phil Brown	All Saints CE Primary, Maldon
Amanda Buckland-Garnett	Collingwood Primary
Dida Burrell	White Court Primary School
Anna Conley	The Howbridge Infant School
Matt Curzon	St Mary's CE Primary, Stansted
Ceri Daniels	Holy Trinity Primary, Eight Ash Green
Dawn Dack	Wentworth Primary
Paula Derwin	Hazelmere Junior School
Richard Green	Grove Wood Primary
Nick Hutchings	Hamilton Primary
Pam Langmead	EPHA Professional Officer
Jinnie Nichols	St Giles and St Luke's CE Primaries
Hayley O'Dea	Great Wakering Primary
Matt O'Grady	West Horndon Primary
Donna Parker	Ardleigh St Mary's Primary
Harriet Phelps-Knights	Janet Duke Primary
Richard Potter	Home Farm Primary
Amanda Reid	Perryfields Infants
Gary Soars	Edward Francis Primary
Jonathan Tye	Churchgate Primary
Joanne Willcox	Hillhouse CE Primary
Roy Blatchford	Independent Chair of the Essex Education Task Force

If your attendance has not been recorded please contact the EPHA Professional Officer at pam@langmead.me.uk to have the minutes amended.

Action

1. APOLOGIES FOR ABSENCE

Apologies were received from:

- Lois Ashforth Cold Norton Primary
- George Athanasiou Great Sampford Primary
- Emma Dawson Thundersley Primary
- Mary Jo Hall St Thomas More Catholic Primary
- Ian MacDonald Elmstead Primary
- Richard McIntosh Baddow Hall Juniors
- Angela Russell St Anne Line Catholic Infant School
- Karen Tucker Canvey Junior School
- Kevin Watts Great Dunmow Primary

2. WELCOME

Harriet Phelps-Knight, Chair of EPHA, welcomed everyone to the meeting and introduced herself to colleagues. She welcomed new members of the Executive and other headteachers who were attending the AGM. The meeting was in person once again, and it was good to see colleagues face to face, following an enforced gap as a result of the ongoing coronavirus pandemic.

3. REPORTS ON THE 2020/2021 YEAR

A. EPHA CHAIR'S REPORT

Harriet Phelps-Knights gave the following report about the previous year as Chair of the Essex Primary Heads' Association.

2020-2021 was another year that has been like no other. I believe we said that about 2019-20 year and then 202-21 came along to prove us wrong again. I would like to think that 21-22 will be better for the education sector but I am not holding my breath, as I am sure many of you are not either. Despite vaccinations and reduction in Covid restrictions and people being asked to be cautious and sensible it doesn't feel like business as usual in a school. Positive cases all over the place, some very large gaps in learning and no real acknowledgement that these gaps are there and even less recognition of how schools are going to address the problems with SATs threatened again and no change to the assessment system or evaluation of what education should look like going forward.

As a profession we should all be extremely proud of everything that we have achieved throughout this pandemic. No one can really know what our lives have been like without walking in our shoes over the last 2 years. Headteachers have been the backbone of the community ensuring that families have been supported, provided with food or vouchers, shoulders to cry on, signposted for additional support. We have maintained the integrity of our profession whilst supporting colleagues, children, families and those other key workers that needed our schools as child care. Headteachers have certainly gone above and beyond in my opinion and no words can really show the appreciation, gratitude and shear awe of what you have all done and achieved within your

Professional
Officer

school communities. Let alone at home supporting your own loved ones and managing throughout the pandemic to juggle work commitments and family life and wonder what we are taking home to those we hold dear. You have stayed strong and steadfast in your commitment to your schools and we cannot thank you and celebrate your achievements enough.

In the words of Nadhim Zahawi your work has been outstanding and I am sure that we all hope his words of providing the surrounding support and care that allows every child to take advantage of those opportunities and make the most of them will ensure that schools have the resources to fulfil this wish.

As an association we have continued to provide support and a friendly ear during this difficult year. We have worked closely with the local authority to ensure that your views have been heard and acted on whenever possible. The pandemic has meant that everything has been virtual but is great to begin to start those cautious steps of meeting face to face and EPHA will continue to make that transition where it is relevant and safe to do so. Some meetings lend themselves really well to be virtual and our area meetings and webcasts have certainly had great attendance through being on line.

As ever Pam has been the driving force in the association ensuring that we have the ear of the most relevant people and that we are being heard. The life of a head teacher can be lonely and to know that Pam is there to listen at our rants has been a life saver at times I am sure. Thank you, Pam, for your continued support of headteachers and the brilliant role you play in the lives of schools. Your briefings are so well received and takes a weight of worry away from headteachers and these will continue as long as they are wanted by us.

We have voiced our thanks on numerous occasions to Clare Kershaw and her team at School Comms for the support that they have provided to schools navigating the DfE school guidance, track and trace, HR and many other situations that have been thrown at us during the pandemic. Clare has not shied away from going against advice if she feels it is beneficial to schools and school leaders; for example making the decision to close schools totally during half terms.

I am the primary voice on the Essex Education Task force and if you read Roy Blatchford's editorial in Education Essex you will have seen the flavour of things that the task force is hoping to achieve. The strap line for the task force is renewal, equity and ambition for all children and young people in Essex. The focus is around transition and support for pupils, training staff in early language development, using the volunteer sector to provide outdoor learning experiences and reading. There will be an Essex Year of reading in 2022 and the aim is to have every young person as a confident reader. Secondary schools are rolling out a pilot of Thinking Reading and as primary schools we want to build on what we do well working with partners to ensure everybody is a reader. We are hoping that Roy will attend today to speak about the Task Force and to seek views on how we can make this investment of a million pounds make a real difference to children. If Roy doesn't attend, then we can pick this up again at a later stage of the day.

We have also been working with Maria Brosnan from Pursuit Wellbeing looking at heart health and impact on headteacher stress and wellbeing. This has been a pilot study with a group of Headteacher and once the results have been analysed we will look at whether this is something that has been beneficial and worth offering out further to a wider selection of headteachers.

As I started by saying we are hopefully that this will be a different, more normal year, but none of us are convinced, we do have events to look forward to like the deputy conference, the heads conference, more webcasts, area meetings and training events. So be proud of everything you have done this past year and look forward to the future.

Harriet was thanked for her report, and it was suggested that it should be sent out to all headteachers, to express EPHA's understanding and appreciation of their role during the pandemic.

B. EPHA PROFESSIONAL OFFICER'S REPORT

Pam Langmead gave the following report, reflecting on her work on behalf of EPHA over the last year.

Nearly 19 months ago, midway through March 2020, none of us could have anticipated the impact and challenges that a global pandemic was about to unleash on the whole of society, both personally and professionally. However, Essex primary, junior and infant schools have soldiered on throughout, and have managed – somehow – to get to grips with constantly changing (and sometimes, downright confusing) operational and educational guidance. Schools enjoyed a brief respite from the stress of the Ofsted call and SATs, but these are now back with a vengeance, alongside the continued challenges of Covid-19. EPHA is well aware that it is NOT YET “business as usual” and recognises the stresses as well as the joys of primary headship.

Throughout it all the Association has adapted and my role as Professional Officer continues to be busy and, I hope, has added value for headteachers and their schools.

While I have continued to attend a variety of meetings on behalf of primary headteachers, mostly online, an essential part of my role has been the regular meetings with Clare Kershaw, LA officers and colleagues from ASHE (the secondary heads association). These have provided a direct and very effective way of communicating with the LA and ensuring that primary headteachers have continued to be heard during the pandemic. These conference calls are now held weekly (rather than daily at the outset of lockdown), but continue to be an important direct line to Clare, and through her to the DfE and Ofsted.

The EPHA Colleague Supporter programme continues to support headteachers across the county. At the time of writing I am arranging Colleague Support for the many headteachers and heads of schools who have taken up posts this term. Thank you to those serving headteachers who continue to give their time and expertise to the programme.

One unexpected benefit of the pandemic has been the dramatic development of our use of technology and I was proud – and more than a little surprised – that we managed to hold both last year's Deputy Conference and the Headteacher's conference online. I learnt a lot about breakout rooms (don't use them!) and the joys of the mute button. A few delegates preferred attending the conferences from the comfort of their own home, but on the whole most want to get back to some face to face events, not least to enjoy a day out with good food and company. However we will continue to hold webcasts, some meetings and training online, as it is certainly an efficient and effective way to get large numbers together.

The headteacher briefings continue to be an important of my role, taking up lots of time in the first few weeks of each term. I am now delivering these briefings to 28 clusters across the county, plus an “overspill” meeting for those who can't attend a local meeting. Most have continued online for the time being, but I am assuming some groups will want to return to in-person briefings in due course, or perhaps a mixture of the two.

The “Seven minute staff meetings” remain popular with headteachers and school leaders. Whilst they mainly focus on safeguarding issues, they also include subjects such as data protection, Ofsted and now Covid-19.

EPHA continues to provide free (or heavily subsidised) training and events for headteachers. Since lockdown we have been running webcasts with Mike Gogarty (Public Health Director) and representatives from Ofsted, as well as hosting a conference about Healthy Schools partnered with the Essex Child and Family Welfare Service. These are well attended and give our heads a chance to hear from, and question, key figures in education.

I continue to attend numerous meetings on behalf of EPHA, as detailed in my termly report to the Executive. In addition to attendance at those meetings (and writing follow-up reports), my work for the Association has included:

- *Information, emails, guidance and communications with all headteachers, including in response to the Covid-19 pandemic;*
- *Responding to queries and actions from the Executive, ECC, other association officers, interested companies;*
- *Individual support for headteachers when issues arise;*
- *Identifying and supporting new headteachers;*
- *Managing the Colleague Supporter programme;*
- *Briefings to headteacher groups – 28 partnerships/clusters are now holding termly briefings – researching and writing briefing notes and presentations –and keeping them up to date as new directives, guidance and documents are introduced;*
- *Writing 7 minute staff meetings, including updating all KCSiE presentations, and bringing all in line with 2021 guidance;*
- *Updating support materials for schools, including statutory policy lists, website checklists, and the Support Directory;*
- *Organisation and management of the area termly headteacher meetings;*
- *Organising and running webcasts;*
- *Managing the EPHA finances: paying claims and invoices (including from Colleague Supporters), producing reports, paying in cheques;*
- *Managing the bookings, organising the Deputy and Headteacher conferences, future planning for conferences;*
- *Updating EPHA records and managing the website;*
- *Other tasks as required.*

As ever, it is a great privilege to work for and support primary-phase headteachers in Essex and I look forward to another busy year in 2021/22. However, I also hope that this school year proves much less dramatic and traumatic for us all, and that life, both in schools and out, can return to something approaching normal as soon as possible.

4. CONSTITUTION

It was noted that the Constitution for the Essex Primary Headteachers' Association was available on the website in advance of the AGM, and was reviewed by headteachers at the meeting. There were no suggested changes to the Constitution.

It was **AGREED** that the Constitution would be **ADOPTED** for the coming year. The document would be updated by the EPHA Professional Officer and would be circulated with the minutes of the meeting and posted on the EPHA website.

**Professional
Officer**

5. TREASURER'S REPORT

Pam Langmead, Professional Officer and treasurer, circulated reports relating to the EPHA accounts:

- a Current Account income and expenditure statement from 1 August 2020 –31 July 2021;
- a statement of the conference account from 1 August 2020 – 31 July 2021.

Both statements have been checked and agreed as a fair and accurate record of the accounts, by Ann Cutting, School Business Manager at Burnham-on-Crouch Primary School.

a) The **Current Account Income and Expenditure** statement for the period 01 08 20 to 31 07 21.

	Expenditure	Income	Balance
Opening balance			£294,792.62
Miscellaneous	£12,190.78	£00.00	
DSG		£145,920.00	
Subscriptions		£4,150.00	
Supply	£5,595.00		
Travel & mileage	£5,754.80		
Colleague Support	£327.32		
Meetings	£6,400.00		
Professional Officer	£59,928.98		
Transfer to conference account	£20,000.00		
Cheque not presented –now cancelled		£9.00	
Totals	£110,196.56	£150,079.00	
Bank statement 31 st July			£341,590.46
Cheques issued not yet presented			£6,915.40
Closing balance for account 00795978			£334,675.06

Notes

The DSG top-slice equates to 456 schools each paying £320.

The Professional Officer expenditure for 2020/21 is broken down into

- *professional fees* £56,920.00
 - *mileage* £269.10
 - *expenses paid on behalf of EPHA* £2,739.79
- £59,928.89*

b) The **Conference account Income and Expenditure** statement for the period 01 08 20 to 31 07 21.

	Expenditure	Income	Balance
Opening balance			£27,317.20
Headteacher conference	£13,974.00	£00.00	
Deputy conference	£9,206.00	£11,300.00	

WEPHA conferences	£00.00	£00.00	
Training income	£30,222.28	£3,250.00	
Transfer from current account		£20,000	
Totals	£88,315.89	£45,145.89	
Closing balance for conference account			£35,437.20

Total of Current account and conference account statements end of July 2021:

Bank balance account 00795978	£334,675.06
Conference account	£35,437.20
Total assets	£370,112.26

The School Business Manager who checks the accounts on an annual basis had noted that there was a significant reduction in bank balance this year. The EPHA Treasurer explained that this was due to two main changes: the expenditure and income of the conference has been impacted by the coronavirus pandemic and the fact that we only received partial income alongside the normal expenses.

c) EPHA funding

The EPHA Chair proposed that the DSG top-slice should, once again, be £320 per school. If this is agreed at the AGM, there will be no requirement for the Schools Forum to revisit this decision. Taking into account the continuing costs for the Association, the scope of its activities and, in particular, the uncertainty of future funding, it was unanimously **AGREED** that the top-sliced contribution from the DSG should be £320 in the 2022/23 financial year. It was hoped and anticipated that the Association continues to offer good value for money to schools, including meetings, training, the website, headteacher briefings, resources and ongoing support and advice from the Professional Officer, as well as effective communication with the Local Authority and DfE. It was agreed that EPHA should continue to offer support and training opportunities to all schools.

d) Financial Regulations

It was noted that the Financial Regulations for the Essex Primary Headteachers' Association were circulated and were available on the website in advance of the AGM, and were reviewed by headteachers at the meeting. There were no proposed changes to the Financial Regulations.

It was **AGREED** that the Financial Regulations would be **ADOPTED** for the coming year. The document would be updated by the EPHA Professional Officer and would be circulated with the minutes of the meeting and posted on the EPHA website.

6. ELECTION OF OFFICERS

a) Election of Chair

It was noted that one nomination had been received prior to the meeting for the position of Chair for the Essex Primary Headteachers' Association, from Harriet Phelps-Knights (Janet Duke Primary).

There were no further nominations received at the meeting and **Harriet Phelps-Knights was duly**

elected as Chair. She was thanked for the work she has done on behalf of Essex Headteachers during the year and for agreeing to continue as Chair of the Association.

b) Election of Vice-Chair

It was noted that one nomination had been received prior to the meeting for the position of Vice-Chair for the Essex Primary Headteachers' Association, from Nick Hutchings, (Hamilton Primary, Colchester).

There were no further nominations received and **Nick Hutchings was duly elected as Vice-Chair.** He was thanked for the work he has done on behalf of Essex Headteachers during the year and for agreeing to continue as Vice-Chair of the Association.

c) Election of Executive Treasurer

It was proposed that the Association should continue to elect a headteacher to act as Executive Treasurer, to help oversee the work of the county treasurer/Professional Officer. **Nicky Barrant (Cherry Tree Primary)** nominated herself for this role and was duly elected.

It was noted that Pam Langmead, Professional Officer, will continue to undertake the day to day work and financial administration as County Treasurer.

d) Area and Local Delivery Group Representatives

Following the Area AGMs that took place online during the summer term, it was confirmed that the following headteachers will represent the South, Central (Mid), North-East and West Areas and Local Delivery Groups (or locality equivalents) on the Executive Committee:

SOUTH Area

Chair	Nicky Barrant	Cherry Tree Primary
Vice-Chair	Richard Green	Grove Wood Primary
Wickford	Heidi Blakeley	Abacus Primary
Billericay	Liz Benjeddi	South Green Juniors
Rochford	Hayley O'Dea	Great Wakering Primary
Rayleigh	Gary Soars	Edward Francis Primary
Canvey Island	Karen Tucker	Canvey Junior School
Basildon East/Pitsea	Nicky Barrant	Cherry Tree Primary
Basildon West	Angela Russell	St Anne Line Catholic Infants
Castle Point/Benfleet	Emma Dawson	Thundersley Primary
Brentwood	Matt O'Grady	West Horndon Primary
Treasurer	vacancy	

MID Area

Chair	Dawn Dack	Wentworth Primary
Vice-Chair	Amanda Reid	Perryfields Infant School
Braintree	Dida Burrell	White Court Primary
Chelmsford North	Amanda Reid	Perryfields Infant School
Chelmsford West	Dawn Baker	Lawford Mead Primary
Chelmsford South	Richard McIntosh	Baddow Hall Juniors
Maldon	Dawn Dack	Wentworth Primary

Dengie	Lois Ashforth	Cold Norton Primary
Witham	Anna Conley	The Howbridge Infants
South Woodham Ferrers	Amanda Buckland-Garnett	Collingwood Primary
Halstead	Jinnie Nichols	St Giles and St Luke's Primaries
Treasurer	Dawn Baker	Lawford Mead Juniors

NORTH EAST Area

Chair	Nick Hutchings	Hamilton Primary
Vice-Chair	Richard Potter	Home Farm Primary
Tendring Mid	Ian MacDonald	Elmstead Primary
Tendring South	Sue Bardetti	Holland Haven Primary
Tendring North	Donna Parker	Ardleigh St Mary's Primary
Harwich & Dovercourt	Liz Bartholomew	The Mayflower Primary
Colchester East	Paula Derwin	Hazelmere Juniors
Colchester West	Nick Hutchings	Hamilton Primary
Colchester South	Ceri Daniels	Holy Trinity CE Primary, Eight Ash Green
Treasurer	Bridget Harris	St Thomas More's Catholic Primary

WEST Area

Chair	Isobel Barron	Roseacres Primary
Vice-Chair	George Athanasiou	Great Sampford Primary
Epping Forest South	Joanne Willcox	Hillhouse CE Primary
Epping Forest Rural	Julie Lorkins	St Andrew's CE Primary, North Weald
Harlow	Jonathan Tye	Churchgate CE Primary
Uttlesford North	Mary Jo Hall	St Thomas More Catholic Primary
Uttlesford South	Matt Curzon	St Mary's CE Primary, Stansted
Treasurer	Mary Jo Hall	St Thomas More Catholic Primary

It was noted that there is no treasurer for South, but that this is a notional post as all finances are managed centrally.

It was confirmed that the Executive Membership list will be updated to reflect these changes, and will be made available on the EPHA website. All of the Executive members were thanked for their contribution and commitment to EPHA and for representing their local colleagues.

7. ESSEX EDUCATION TASK FORCE PRIORITIES AND EXPENDITURE

Roy Blatchford, Independent Chair of the Essex Education Task Force, was welcomed to the meeting. He said that Essex was a great county to work with, but that he recognises the extraordinary pressures on schools and their staff at the moment. He thanked Harriet Phelps-Knights, the EPHA Chair and primary "voice" on the Task Force, for her work and support. The Task Force Members are:

Jen Grotier	Special schools
Carole Herman	Secondary schools
Harriet Phelps-Knights	Primary schools

Professional
Officer

Jo Nice	Early years
Linda Robinson	Governance
Clare Kershaw	Director of Education
Tony Ball	ECC Cabinet Member for Education Excellence, Skills and Training
Martin Solder	Voluntary/Youth Sector
Dan Pearson	Further Education colleges
Ian Fisher	ECC Business Support

Roy noted that this was the first time that he had been involved with such a comprehensive committee, including a whole range of phases from early years to further education, as well as services. He reminded the headteachers of the sheer size of Essex, noting that there are around 17,000 in each year group cohort across the county. The Task Force has been allocated a budget of £1.5 million and needs to spend it wisely, involving people in an equitable way.

www.essexeducationtaskforce.org.uk

He shared the following information about the task force activities:

Investments of initial £1.5 million budget

- £50K: Pre-school language – professional development.
Roy noted that the quality of intervention and teaching in pre-schools is not always ideal, and support will be beneficial.
- £75K: Transition coaches: vulnerable students at 16+, moving into FE Colleges.
- £100K: to voluntary sector to provide summer and future holiday outdoor learning/residential for most vulnerable students and those with SEND.
- £100K: Transition coaches for vulnerable children and those with SEND in Year 6, moving from primary to secondary school.
In particular those Year 6 pupils who are at risk of permanent exclusion when they move to secondary school.
- £100K: Leaders and their coaching/well-being.
An entitlement for every school leader to have some sort of coaching or well-being support, if they want to take it up.
- £160K: Teenage mental health and well-being.
Harriet has questioned why this funding is not also being focused on primary aged children.

£140K: Education Policy Institute research, evaluation, surveys and round-tables over 3 years.

The Task Force has made a £1 million investment in reading, with a focus on the primary/secondary transition years: Years 6/7. Links to Essex Year of Reading 2022.

The aims of the Task Force reading programme are set out as:

- Renewal: to support children and young people who have fallen behind with their reading over the past year.
- Equality: to read confidently is the golden key to being a successful learner
- Ambition: to ensure that every Essex child leaves school able to read at their age level or

better.

The aim is to second a team of senior leaders from schools to offer expertise and experience, and to support a menu of activities, with a particular focus on staff training. Roy noted that, on the whole, secondary schools don't teach reading, expecting or assuming that all pupils arrive in Year 7 able to read. Ofsted is aware of this gap and is very focused on how secondary schools will address those children who are unable to read at their chronological age.

Joanne Willcox welcomed the funding and initiatives being offered by the Task Force, but noted that there is no funding for those children in the early years of primary schools. She explained that children are arriving in Reception having missed out on any early years/pre-school experience and in many cases have poor language and social skills, as well as an educational deficit. She argued that this will present a long-term problem for all schools, and that the Task Force fund does not address this at all. Roy acknowledged this problem but explained that the Task Force has a finite amount of money; however, he suggested that if headteachers have a compelling case to make they may be able to ask for further funding from Essex politicians. He did note that the pre-school fund will be used to train trainers to support pre-school acquisition of language, but Joanne reiterated her concern about the significant number of children who are arriving in Reception with little or no language.

Dawn Dack reminded the group that the last uninterrupted year of schooling for the current Year 6 pupils was year 3, and it will be a challenge to ensure that they are ready, educationally and socially, for secondary school.

Amanda Reid asked what research there has been, if any, about parental input, arguing that those children with support from their parents make the best progress. Roy acknowledged this is very important, and that the year of reading in Essex will also involve libraries and the wider community, to encourage everyone to develop their reading.

Matt O'Grady echoed the concerns about younger children, noting that Year 2 pupils have never had an uninterrupted year in school and are having to adapt to new routines and learning. He also referred to the funding being allocated to leaders' wellbeing, noting that he had carried out a survey with Brentwood headteachers about their wellbeing. The survey asked if they had considered resignation in the last year, had sought medical advice, and what their main stressors were currently. The answers had been very interesting and informative. Matt noted that governors have been told to consider the wellbeing of the headteacher, but don't seem to have the tools or information to understand how they might help.

Roy explained that Linda Robinson, a National Leader of Governance, is the governor "voice" on the Task Force, and she is compiling a paper with suggestions. However, a headteacher commented that the clerking agency are giving advice that is not always helpful.

Richard Potter asked that the use of language should be considered carefully; for example, stating that "no child must leave Year 6 with being able to access the secondary curriculum" could be interpreted as critical of what primary schools are aiming to do. He noted that primary

schools have a statutory requirement to achieve certain standards, which they are held to account for, that are not true of the first year(s) in secondary. Roy Blatchford stated his opinion that SATs should move to the end of Year 7.

Finally the Executive discussed who might be deployed as coaches, noting that staff capacity in schools is already at full stretch. Roy explained that Clare Kershaw is researching data about those pupils who are on the cusp of exclusion but are not high profile, so that the scale of support needed can be determined.

Roy was thanked for attending the meeting.

8. ANY OTHER BUSINESS

There was no additional business to discuss.

The meeting ended at 10.00 am

Pam Langmead
EPHA Professional Officer

.....
Harriet Phelps-Knights
Chair of EPHA