

MINUTES OF THE LA AND EPHA EXECUTIVE COMMITTEE MEETING

THURSDAY 1 OCTOBER 2026 starting at 1.00 pm

The meeting was held at The Lion Inn, Boreham.

In attendance	Representing	email address
Clare Kershaw	Director of Education	Clare.kershaw@essex.gov.uk
Lisa Fergus	Assistant Director, South	Lisa.fergus@essex.gov.uk
Jo Barclay	Head of Education Safeguarding and Wellbeing	Jo.barclay@essex.gov.uk
Carolyn Terry	Early Years and Childcare Commissioner	Carolyn.terry@essex.gov.uk
Helen Baverstock	ESMAS	Helen.baverstock@essex.gov.uk
April Gurney	Education Access Team	April.gurney@essex.gov.uk
Sharon Bryan	Education Access Team	Sharon.bryan@essex.gov.uk
Anthony Sapping	School Effectiveness Partner	Anthony.Sapping@essex.gov.uk
Sue Bardetti	EPHA Tendring South	admin@hollandhaven.essex.sch.uk
Dale Bateman	EPHA Epping Forest Rural	Head@coopersaletheydongarnon.essex.sch.uk
Heidi Blakeley	EPHA Wickford	head@abacus.essex.sch.uk
Amanda Buckland-Garnett	EPHA South Woodham Ferrers	abg@collingwood.school
Luke Bulpett	EPHA South treasurer	Head@brightside-pri.essex.sch.uk
Terri Chudleigh	EPHA Basildon East/Pitsea	t.chudleigh@heartsacademy.uk
Anna Conley	EPHA Witham	head@howbridge-inf.essex.sch.uk
Aaron Cross	EPHA Rochford	head@kingston.essex.sch.uk
Dawn Dack	EPHA Maldon	drdack@wentworth.essex.sch.uk
Richard Green	EPHA South Vice-Chair	Head@grovetown.essex.sch.uk
Nick Hutchings	EPHA Vice-Chair/NE Chair	head@hamiltonprimary.com
Clare James	EPHA Dengie	cjames@maylandsea.essex.sch.uk
Chris Jarman	EPHA West Vice-Chair	Head@st-maryscofe.essex.sch.uk
Ian Kendal	EPHA Harlow	mary.evans@hiltacademies.org
Pam Langmead	EPHA Professional Officer	pam@langmead.me.uk
Ian Macdonald	EPHA Tendring Mid	headteacher@elmstead.essex.sch.uk
Kerry Malcolm	North East Partnership Lead Head	head@st-lawrence-pri.essex.sch.uk
Mark Millbourne	EPHA Colchester East	headteacher@prettygateschools.co.uk
Samantha Murrell	EPHA Canvey Island	Head@lubbinspark.essex.sch.uk
Stephanie Newland	EPHA Halstead	head@st-margaretscofe.essex.sch.uk
Lisa Patient	EPHA Basildon West	head@noakbridge.essex.sch.uk
Nicky Patrick	EPHA Harwich and Dovercourt	npatrick@lifeeducationtrust.com
Harriet Phelps-Knights	EPHA Chair	head@janetduke.essex.sch.uk
Richard Potter	EPHA North East Vice-Chair	head@homefarm.essex.sch.uk
Colin Raraty	West Partnership Lead Head	mr.raraty@rodingsprimary.co.uk
Amanda Reid	EPHA Mid Vice-Chair	admin@perryfields-inf.essex.sch.uk
Claire Smith	EPHA Rochford	c.smith@riversideprimary.co.uk
Joanne Willcox	EPHA Epping Forest South	jwillcox@hillhouse.efspt.org

Action

1. WELCOME AND APOLOGIES

Apologies were received from:

- | | |
|---------------------------|---------------------|
| • Emily Bartram | Uttlesford North |
| • Liz Benjeddi | Billericay |
| • Dida Burrell | Braintree |
| • Claire Jackman | South Uttlesford |
| • Becky Keitch | Tendring North |
| • Richard McIntosh | Chelmsford South |
| • Matt O'Grady | Brentwood |
| • Marne Reynecke-Raybould | West Vice-Chair |
| • Gary Soars | Rayleigh |
| • Adam Squirrel | Tiptree and Stanway |
| • Nick Taylor | Chelmsford West |

2. FOLLOW UP FROM EXECUTIVE MEETING

a) Allergy safety training for schools

It was noted that at the last meeting the EPHA Executive questioned whether the Local Authority was planning to provide allergy safety training for schools, following the publication of the new statutory allergy safety guidance. Jo Barclay agreed to look into this. However, it was now agreed that free training is being provided by the Natasha Foundation, and this offered an effective resource for schools.

Jo agreed with the suggestion that schools should add allergy safety information to their safeguarding leaflet, in order to inform visitors.

The Professional Officer noted that the Executive had met with Gemma Stacey and Clare Angell from the Essex NHS ICB earlier in the day, and had been surprised to learn that they were not aware of the publication of the new statutory allergy safety guidance.

b) Inclusion framework

In response to a question from the Executive, it was confirmed that there is still funding available and schools should discuss bids with their link Inclusion Partner. It was noted that there is a backlog of applications but this should be cleared by November. The funding is available until the end of March.

c) Individual Pupil Resourcing Agreement (IPRA) Funding

It was noted that there is some misunderstanding about the availability of IPRA funding, with schools being given conflicting messages. Clare **AGREED** to include a note in the weekly School Comms newsletter.

NOTE: the following information was published in the newsletter on 12th October:
We are aware that some schools may have received conflicting information regarding the level of funding that can be awarded through an Individual Pupil Resourcing Agreement (IPRA).

*To clarify, there is **no** prescribed funding cap on the band that can be awarded through the IPRA process.*

*IPRA funding is determined based on the **individual needs of the pupil** and the evidence submitted as part of the application. Funding bands are awarded following*

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consideration of the information provided and the level of support required to meet the pupil's needs.

*In addition, whilst **Transitional IPRA** funding is ordinarily agreed for a period of **two terms**, this arrangement is not limited to the Band 02 funding level.*

Further information about IPRA funding and the application process can be found on Essex Schools Infolink:

[SEND funding: Apply for IPRA funding | Essex Schools Infolink](#)

d) Headteacher and CEO SEND Reference Group

Clare noted that they were waiting for government approval of the Local Authority SEND Reform Plan. When this is agreed the LA will be able to access the High Needs Stability Grant. Clare has set up an HT Reference Group for the SEND Reforms and felt that there was a powerful discussion when the group met. The views of headteachers will help inform the delivery of SEND reforms, including the formation of SEND clusters. Clare noted that the Virtual School will be represented on this group. She confirmed that work streams will be developed, and agreed and that the work underway will be communicated to headteachers. She noted the following:

- SEND capital strategic business case underway and working group agreed
- SEND Clusters will be a priority this term working with all partners
- Funding – this was discussed at High Needs Review Group and a small working group has been established to look at changes to EHCPs for lower banded children

e)

SENDops communication

The EPHA Executive expressed some concern about the lack of communication from SENDops, sometimes waiting a long time or receiving no reply at all about queries. Clare **AGREED** to take back a reminder about contact, and advised headteachers to escalate concerns to the Assistant Directors and herself if needed.

3. LOCAL UPDATES

Clare presented a series of slides with the Executive outlining the current Local Authority's priorities and activities.

a) Completion of outstanding needs assessments

Clare acknowledged that individual schools had received numerous communications over the summer holiday period requesting information and consulting about needs assessments. She noted that there have been two approaches by the Council to reduce the number of outstanding ECHNAs; the first introduced by Councillor Tony Ball in March, and a new approach introduced by the current Reform administration, within their 100 day strategic improvement plan, led by Councillor Sam Journet.

She reminded the Executive that, in March 2026, an external EP agency, Liquid Personnel, was commissioned to deliver an end-to-end service, completing 1000 outstanding needs assessments. She acknowledged that this approach has not worked as well as anticipated and the LA has picked up problems and errors with the work. Lisa Fergus confirmed that there have been concerns about the quality of plans, the fact that schools were consulted with during the summer holiday period or not consulted at all, GDPR breaches when information about individual children were

shared with the wrong school, and concerns about the final plans. She noted that rather than working through individual cases from start to finish, the company dealt with batches at different stages of the process; therefore, needs assessments were started and drafts then left for a long period of time. She confirmed that the LA has learnt lessons from this process and the quality has now improved. SENDOps is picking up the outstanding cases, particularly those that have sat in a queue since April. Following a question from the Executive, Clare confirmed that they will resolve the issues before considering whether a financial penalty should be imposed on Liquid Personnel.

There is a different approach with Operation Backlog, as Clare outlined in her article at the beginning of term. This has directed clearance of the backlog by 31 December 2026, including providing £1,996m on top of previous funding. Clare noted that SEND was discussed at the People and Families Scrutiny Committee on the 10 September.

The 640 outstanding needs assessments identified in July have now all been allocated an EP, and they will complete the assessments as soon as possible. Lisa confirmed that they are being dealt with in date order and noted that the SENDOps leads are now confident that plans can be dealt with in a timely fashion. Additional plan writers have been drafted into the quadrant teams.

One headteacher raised concerns about the lack of funding for schools where children have not yet been allocated an EHCP, but have not yet reached the 20 week point. Clare agreed to consider this issue.

4. LOCAL GOVERNMENT REORGANISATION AND DEVOLUTION

Clare gave an update on the recent Government decision to pause LGR proposals. She confirmed that there has been a decision to withdraw the March decisions for LGR for Essex, Southend and Thurrock, Norfolk, Suffolk and Hampshire as part of a review of the whole LGR programmes. This follows legal advice the government have received and before the Structural Change Order is laid before parliament. All other areas where decisions were taken in July are also under review, including West Sussex and Cambridge and Peterborough where decisions are still to be taken. Surrey will go live in April 2027 as East Surrey Unitary and West Surrey Unitary, as the legal process is already in place. She noted that, despite the pause, LGR remains a political priority for the government.

Devolution is also a priority with the government wanting to move forward on devolution in all areas where this is not established, a White Paper is expected and Mayoral elections are still planned for May 2028. The Essex Reform Administration is now looking to govern for a four-year term.

5. ESSEX EDUCATION PRIORITIES

Clare outlined the following priorities for education over the coming year, as set out in her welcome back letter. These include:

- Working with the MAT CEO group to look at KS4 outcomes
- Strategic overview to supporting school attendance

- SEND reform and improvement
- Inclusion Strategy – continued implementation and refresh
- Essex Directory of School Improvement

Clare noted that the DfE SEND workforce document will be circulated to schools, giving a good foundational basis for the Expert at Hand Offer. This offer is part of the £200 million investment from Government.

The LA is expecting approval of the SEND Reform Plan, and Clare noted that the DfE had been positive about the Expert at Hand proposal for Essex. She stressed again that the introduction of SEND Clusters will be considered carefully, in order to get this delivery model right.

6. ESSEX POLITICAL PRIORITIES

The Reform Council has determined the following political priorities related to education:

- 100 day plan – Operation Backlog, SEND Improvement and Best Start in Life
- SEND and SEND Pods
- Anti Bullying campaign – a small working group to be formed
- Supporting school attendance
- Skills centres – this is very early days but to consider for KS4
- NEET – visit to Stansted College / LSIP Plan launch 11 September 2026
- Violence against women and girls

The EPHA Executive questioned the need for an antibullying campaign in schools. Clare explained that Cllr Max Maxwell, appointed to the post of Deputy Cabinet Member for Education, SEND and Skills, was formerly a secondary teacher and has a keen interest in anti-bullying. She noted that the council still gets lots of complaints about bullying and the campaign will help address these issues. The EPHA Chair noted that her belief is that primary schools tackle bullying very effectively, but any support for schools is very welcome.

7. NATIONAL EDUCATION PRIORITIES

Clare referred to the current national education priorities, which are reflected in the local plans

- SEND Reform
- KS3 Alliance – national launch 16 September, regional launch 6 October
- RISE priorities
- Skills and vocational education
- NEET

8. SCHOOL FOOD STANDARDS

Helen Baverstock, ESMAS, was welcomed to the meeting. She reminded the Executive that the School Food Standards have been published. These will be in force from September 2027, and Helen advised schools to integrate the changes slowly. She noted that the Essex School Meals Advisory Service (ESMAS) winter

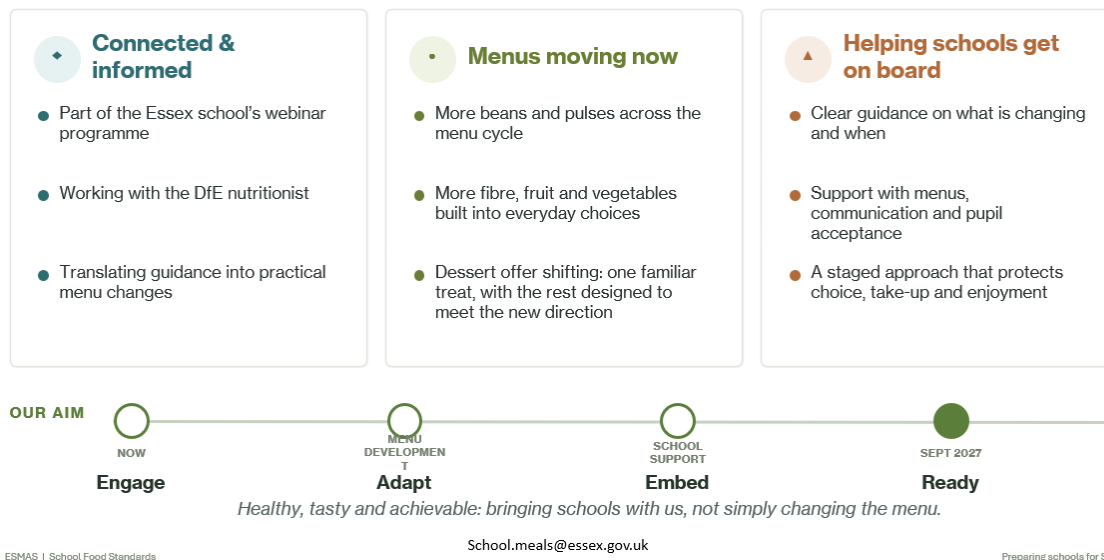
menus have been published, and they have started to include the requirements of the new school food standards.

One headteacher asked if Helen had fed back concerns to the DfE about the changing standards, as schools are concerned that the food choices will be expensive and unpopular. Helen confirmed that she works closely with the DfE and these concerns have been raised. She shared a slide outlining the support that ESMAS is offering schools.

New School Food Standards

ESMAS is already moving from awareness to action with Essex schools.

NEW STANDARDS
from Sept 2027*



5. ESSEX DIRECTORY OF SCHOOL IMPROVEMENT (EDSI)

Anthony Sapping was welcomed to the meeting; he is leading on the development of the Essex Directory of School Improvement.

Anthony noted that the directory was launched at the end of a particularly busy summer term and has already received eight submissions, providing a strong starting point. Following endorsement from ASHE and EPHA, the directory will become a regular feature of local meetings, helping to increase awareness, engagement and contributions. Feedback from headteachers has been very positive, reinforcing the potential for the directory to become a valuable school improvement resource.

Anthony explained that, to keep the directory visible and useful, the LA will launch a half-termly newsletter called Practice Worth Exploring, which will:

- Highlight new submissions and the school improvement priorities they address.
- Showcase examples of effective practice and respond to areas of interest identified by headteachers.
- Encourage nominations from schools and partnerships.
- Proactively identify and promote practice worthy of wider exploration.
- Help identify schools and leaders to share expertise through ASHE, EPHA and other professional events.

The directory webpage is live on [Essex Schools Infolink](#), where the template and guidance for submission can be downloaded. School leaders are invited to submit a completed case study for review and potential inclusion this term. Email submissions to Anthony.sappong@essex.gov.uk

9. EDUCATION ACCESS SUPPORT

April Gurney and Sharon Bryan, Education Access Specialists, were welcomed to the meeting. They shared a number of updates about the Education Access Team and data around suspensions and exclusions.

Key Contacts for PEX, Suspension and Requests for Support Queries

MID/SOUTH ESSEX

Education Access Specialist:

Diane Kirsh Diane.Kirsh@essex.gov.uk
T: 03330139573

Education Access Co-ordinators:

Donna Renwick Donna.Renwick@essex.gov.uk
T: 0333 013 8162
Deborah Barnard – Deborah.Barnard@essex.gov.uk
T: 0333 013 6813

NORTH-EAST/WEST ESSEX

Education Access Specialist (West):

Gemma Cook Gemma.Cook@essex.gov.uk
T: 03330 134393

Education Access Specialist (Northeast): TBC

Education Access Co-ordinators:

Jaye Palling Jaye.Palling@essex.gov.uk T:03330131737
Charley Buck Charley.Buck@essex.gov.uk T: 03330131638

Other key contacts within the team that work across Essex:

Samia Uddin – Samia.Uddin@essex.gov.uk - Permanent Exclusion Administration

Jordan Dean - Jordan.Dean@essex.gov.uk – Permanent Exclusion Administration

Emma Hayter - Emma.Hayter@essex.gov.uk – Request for Support Administration

- **326** permanent exclusions were recorded during the 2025-26 academic year.
- This compares to **387** permanent exclusions during 2024-25
- **63** permanent exclusions involved primary-aged pupils, compared to **49** in 2024-25
- Within Key Stage 2, **Year 3** recorded the highest number of permanent exclusions (17 pupils)
- Within Key Stage 1, **Year 2** recorded the highest number of permanent exclusions (14 pupils)

April reminded the Executive that The Education Access Team can offer a Request for Support where there is evidence that without intervention, a pupil may be at risk of exclusion.

There are three referral pathways:



Alternative Provision School Placement:

Short-term placement within Essex's Alternative Provision School.



Exceptional Provision:

Short-term support through the commissioned IPES framework.

Exceptional Funding:

Funding for provision is not available through existing commissioning arrangements where this is necessary to meet a pupil's needs.

All referral pathways are intended as short-term interventions, with the aim of supporting reintegration back to the referring school.

Essex schools can complete a Request for Support as a non-punitive approach for pupils whose needs and circumstances have made them more vulnerable in their education setting. Quadrant panel meetings take place every two weeks to consider applications for support.

The EPHA Executive expressed concerns that the service was not as responsive or effective as it had been in the past.

April and Sharon included information about new off-site direction guidance that has been produced by ECC.

Off-Site Directions: New Essex Guidance for Schools

OSD is a short-term, planned intervention where a pupil attends another school to receive targeted support, while remaining on roll at their home school, to improve outcomes and support successful reintegration.

What Off-Site Direction is	What Off-Site Direction is not
Planned and targeted intervention	An alternative to suspension or exclusion
Part of a graduated response	A long-term arrangement
Time-limited and outcome focussed	A substitute for SEND assessment, statutory processes or multi-agency support.
Reintegration planned from the outset	A trail managed move

The ambition

-  Promote consistent and effective practice across Essex
-  Clarify statutory responsibilities and expectations
-  Strengthen planning, monitoring, review and reintegration arrangements

Supporting Resources

-  Guidance document
-  Planning, review and closure templates
-  Operational checklists

The guidance can be found at <https://schools.essex.gov.uk/admissions-and-access-education/education-access/suspension-osd-managed-move>

In response to concerns raised by the EPHA Executive, the team is introducing changes to the reduced timetable return. They have acknowledged that the current process is time consuming, requires nil returns, can be repetitive and duplicates data that schools already share through their attendance registers. They stressed that the Local Authority is required to provide strategic information to the DfE but acknowledged that the current system needs to be improved; in the last “window” only 263 schools submitted information.

A revised approach has been proposed for 2026/27.

- Transition from universal reporting to a targeted reporting model, focusing on schools and cases where oversight is most needed.

- Reporting will be informed through a combination of View Your Education Data (VYED) and school-led notifications, reducing the need for routine returns while maintaining effective monitoring and support.
- Whilst the proposed model is awaiting governance approval, a dual return will be completed for Half Term 1 of 26/27 to ensure preparedness for a changeover potentially starting January 2027.

It was noted that ensuring the accuracy and consistency of C2 coding remains essential to effective monitoring and reporting.

Proposed thresholds for half termly targeted reporting would include:

- Reduced timetables in place for longer than one term.
- Provision of five hours per week or less.
- Cases where schools have identified specific concerns regarding suitability, progress or educational access.

Reporting window dates will be published before the October half-term to support forward planning and timely submissions by schools.

The headteachers were reminded of the following mailbox details:

- PEX/RFS mailbox Exclusions@essex.gov.uk
- Suspension – Suspensions@essex.gov.uk
- Section 19 (medical & otherwise) mailbox Section19@essex.gov.uk
- Essex Reintegration Project ERP@essex.gov.uk
- AP attendance - APattendance@essex.gov.uk
- IPES – IPES@essex.gov.uk
- Provisions & Reduced Timetables – Provision@essex.gov.uk

10. BEST START IN LIFE

Carolyn Terry, was welcomed to the meeting.

Carolyn explained that, in respect of early years, they have continued to work on the [Best Start in Life delivery plan](#) and have secured considerable investment from the DfE to improve childcare sufficiency across Essex to support working parents and children's early learning. There has been an increase in Reception readiness outcomes; in 2026 the GLD outcome was 73.9%, a 2.3% increase already.

The aim of the plan is to break the link between background and future success. Common themes for focus include developing communication and language, personal social and emotional development, improving transition into Reception, and managing the increasing complexity of need.

Carolyn noted that the team is developing local leadership, and now has 10 Early Years leads. Their priorities are improving Reception readiness, strengthening the wider system and, using data and local intelligence to identify where need is greatest.

One headteacher noted the need to ensure that the offer from childminders was as consistent and effective as pre-schools and nurseries. Carolyn agreed, noting that there is a real focus on the quality of the 600+ childminders in Essex.

11. HEADTEACHER SUPPORT

The EPHA Chair noted that the Executive had discussed support for headteachers during the morning meeting. Alan Garnett, NAHT Branch Officer, attended both meetings and stressed his view that heads need the Local Authority to be their advocate and champion. The EPHA Chair outlined a number of views that had been expressed at the earlier meeting: whilst some headteachers would welcome support following a difficult Ofsted inspection, many are feeling generally “battered and bruised”, not least by the relentless pressure leading up to an inspection. There is a real sense of crisis managing a system that demands too much of headteachers, without sufficient support from wider agencies.

Headteachers explained that they receive support from a range of colleagues and organisations, including professional support such as counsellors and coaches, from friends, from EPHA and some from initiatives, for example the DfE Talking Heads programme. Whilst many headteachers appreciate the support from the Local Authority, and in particular from Clare herself, and the Education Safeguarding Team, some feel that the LA is not always responsive, even when positive events have occurred. It was felt that communication from some teams (for example, SENDOps) is not always efficient or forthcoming, and this adds to the stress for headteachers.

Alan Garnett noted that the LA has a duty of care to headteachers, and that he believes it should be a voice for headteachers, recognising the pressure that they are under. He argued that the duty of care should not be left to governors, who are volunteers.

Clare agreed that a back stop needs to be put in place, and stressed that her job is to do the best she can to support schools, so that they can do the best for pupils. She recognised that schools have to face out to pupils, parents and staff, which adds hugely to the workload and pressure.

It was agreed that a working group should meet with Clare Kershaw and Jo Barclay to discuss ways in which support could be delivered. A number of suggestions were put forward, including developing a formal document for schools about managing complaints, possibly written by Essex Legal Services. The Professional Officer noted her concern about the feedback she has had about the cost of support that schools have been quoted by ELS, and Clare agreed to look into this.

One headteacher said that he would welcome a Local Authority directive to parents about the expectations of how they should behave when dealing with schools.

12. SAFEGUARDING UPDATE

- a) Jo Barclay gave an update on a number of safeguarding issues, including referring to the progress around the **Families First Partnership Programme**. This is a major

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national children's social care reform initiative shifts local authority focus toward early intervention, multi-agency collaboration, and preventative care. Its core objective is to support families earlier so that children can remain safely at home whenever possible. Jo explained that there are multiple elements to the programme, but a key focus is to introduce an Integrated Front Door, which is complicated, given the numbers of agencies. For example the Children and Families Hub sits behind that IFD. This can triage requests for support, and the number of queries to the Hub have reduced and are suitable to be picked up by the Education Safeguarding Team. Alternatively queries and requests for support might be referred to other teams such as the Education Access Team, the Attendance Specialist Team or SENDIASS for example.

The introduction of the Multi Agency Child Protection Teams (MACPT) is statutory and there are four in Essex. The education input is crucial and is provided by the involvement of the Education Safeguarding Team. They are able to give advice and guidance in relation to individual children. Jo noted that there will be additional capacity in the Education Safeguarding Team and also funding for attendance officers, one in each quadrant. Recruitment for the MACPT roles is scheduled for February 2027.

b) Keeping Children Safe in Education 2026

Jo noted that the current version of the Child Protection Policy was draft 3, produced on 15th September after the publication of the final version of KCSiE and the Information Sharing guidance. Jo referred to the gender questioning guidance set out in KCSiE and reminded headteachers that this is now statutory.

c) Allergy Safety training

It was noted that last term the Executive asked if the LA planned to offer free training on allergy safety to schools, following the introduction of statutory guidance. It was agreed that that free training is offered by the Allergy School organisation and so it is not necessary for the LA to offer an alternative. There was a discussion about what "all staff" meant, in relation to the requirement to train staff about allergy safety. Headteachers asked whether LA Officers and other teams, such as the music service, would be trained.

d) Operation Encompass

Jo noted that they been asked by Essex Police to reiterate to schools, that following a notification from Operation Encompass, staff at the school **MUST NOT** contact any individuals involved, including the children. The reason is that this can place individuals at **increased risk of harm**. The purpose of these notifications is to allow relevant staff to keep an eye on the children involved and the notification should only be shared on a need-to-know basis.

e) Training opportunities

Jo referred to a number of training events being offered by the team, including

Autumn term 2025		
Harmful Sexual Behaviour training	19.11.26 3.30pm to 5.00pm	Online
Prevent Awareness and update	14.12.26 1.00pm to 3.00pm	Online

Site Security and Preparedness training	15.03.26 All day	Colchester Stadium
Child criminal and sexual exploitation, Risk in the Community and serious violence - supporting education settings with their statutory duties	20.04.26 All day	In person TBC - not yet live for booking – hold the date

She noted that the team may run a repeat of the safer recruitment training, but that there had not been a great uptake so far.

13. DATES AND TIMES OF MEETINGS FOR THE 2026/27 SCHOOL YEAR

Executive meetings (The Lion Inn, Boreham)

Thursday 21st January 2027

Thursday 6th May 2027

Termly headteacher meeting dates

Autumn term 2026

WEST	Wednesday 4 November	Weston Homes Business Centre, Takeley
SOUTH	Thursday 5 November	The Lion Inn, Boreham
N-EAST	Wednesday 11 November	Colchester Community Stadium
MID	Thursday 12 November	The Lion Inn, Boreham

Spring term 2027

N-EAST	Wednesday 3 March	Colchester Community Stadium
SOUTH	Thursday 4 March	The Lion Inn, Boreham
WEST	Wednesday 10 March	Weston Homes Business Centre, Takeley
MID	Thursday 11 March	The Lion Inn, Boreham

Summer term 2027

N-EAST	Wednesday 16 June	Colchester Community Stadium
SOUTH	Thursday 17 June	The Lion Inn, Boreham
WEST	Wednesday 23 June	Weston Homes Business Centre, Takeley
MID	Thursday 24 June	The Lion Inn, Boreham

The meeting ended at 3.15 pm

Pam Langmead

EPHA Professional Officer