

ESSEX PRIMARY HEADTEACHERS' ASSOCIATION

**MINUTES OF THE EPHA EXECUTIVE COMMITTEE MEETING HELD ON THURSDAY
9 MAY 2024 at 9.15 am – 11.00 am at The Lion Inn, Boreham**

Distribution

*Sue Bardetti	Tendring South
*Isobel Barron	West Chair
*Liz Bartholomew	Harwich and Dovercourt
*Dale Bateman	Epping Forest Rural
Liz Benjeddi	Billericay
*Heidi Blakeley	Wickford
*Julie Braithwaite	Basildon West
*Amanda Buckland-Garnett	South Woodham Ferrers
*Luke Bulpett	South treasurer
*Dida Burrell	Braintree/Mid quadrant partnership lead
Sue Clarke	Rochford
*Anna Conley	Witham
*Matt Curzon	Uttlesford South
*Dawn Dack	Mid Chair/Maldon
*Paula Derwin	Colchester East
*Sandra Dorrington	Canvey Island
*Mary Evans	Harlow
*Richard Green	South Vice-Chair
Mary Jo Hall	West Treasurer/Uttlesford North
Bridget Harris	North East Treasurer
*Nick Hutchings	EPHA Vice-Chair/North East Chair/ Colchester West
*Clare James	Dengie
*Chris Jarman	West Vice-Chair
*Becky Keitch	Tendring North
*Pam Langmead	EPHA Professional Officer/County Treasurer
Ian MacDonald	Tendring Mid
Kerry Malcolm	North East quadrant partnership lead
Diana Mason	Castle Point and Benfleet
*Richard McIntosh	Chelmsford South
*Carl Messer	Tiptree and Stanway
James Newell	Tendring North
*Jinnie Nichols	Halstead
*Matt O'Grady	Brentwood
Katherine Parker	South quadrant partnership lead
Nicky Patrick	North East quadrant partnership lead
*Richard Potter	North East Vice-Chair
*Harriet Phelps-Knights	EPHA Chair
*Colin Raraty	West quadrant partnership lead
Amanda Reid	Mid Vice-Chair/Chelmsford North
*Gary Soars	Rayleigh
*Nicky Stone-Riley	South Chair/Basildon East & Pitsea
*Joanne Willcox	Epping Forest South
Vacancy	Chelmsford West

Also in attendance

Julie Keating
Lawrence Terroni

Education Access Manager
SES Project Lead

1. WELCOME AND APOLOGIES FOR ABSENCE

Action

Harriet Phelps-Knights, the EPHA Chair, welcomed everyone to the meeting. Carl Messer has joined the EPHA Executive as the new representative for the Tiptree and Stanway Consortium; Carl was welcomed to his first meeting.

The Chair noted that this would have been Mary Jo Hall's last meeting as representative for North Uttlesford, as she retires at the end of the summer term. Unfortunately Mary Jo had sent her apologies for the meeting, but she was thanked for her contribution to the Executive and for representing her colleagues. Chris Jarman, West Vice-Chair, will represent the North Uttlesford headteachers going forward.

There is a vacancy for Chelmsford West, following Dawn Baker's retirement. Headteachers were asked to consider her replacement, and the Professional Officer will follow up with the group at the Mid EPHA AGM in June.

Professional Officer

Apologies were received from:

- Liz Benjeddi Billericay
- Sue Clarke Rochford
- Mary Jo Hall West Treasurer/Uttlesford North
- Diana Mason Castle Point and Benfleet
- James Newell Tendring North
- Nicky Patrick North East quadrant partnership lead
- Amanda Reid Mid Vice-Chair/Chelmsford North

2. MINUTES OF THE PREVIOUS MEETING

The minutes of the Executive meeting held on 18 January 2024 were confirmed as an accurate record. There were no matters arising.

3. EPHA REPRESENTATION ON GROUPS AND COMMITTEES

i) EPHA Chair's report

Harriet Phelps-Knights, EPHA Chair, gave the following report to the Executive. *As this is the last meeting of this academic year I felt that I wanted to acknowledge your exceptional leadership and unwavering dedication that you all put in to not only supporting your own school community but all schools and colleagues across Essex. Your tireless efforts have not only continued to shape the educational landscape of your schools but also touched the lives of countless students, teachers, and staff members and colleagues across Essex by working with the local authority to give opinions and challenge for good effect.*

Your guidance and support have been invaluable, guiding us through challenges and celebrating our triumphs along the way, from Ask the Exec emails to the colleague supporter programme.

Thank you for being an inspiration, a source of wisdom, and a pillar of strength for all our schools.

And I know this sounds a bit like a leaving speech, which I assure you it is not, but I just felt in this educational landscape which is uncertain, challenging and frustrating at times that I wanted to recognise and thank you all for the hard work and commitment that you put in to your role on the exec and the importance this role has within Essex. I know at times it doesn't always feel that we have an impact but the fact that we have got the secondary schools on board to use a single transition document and single transition week is an accomplishment in itself. So thank you everyone and I look forward to working with you all again in the next academic year.

Harriet noted that the Schools Forum held an extraordinary meeting to discuss the delayed introduction of the new top-up funding bands and rates. The LA has reported that not all moderation examples have been shared with them, or in a few cases, the information has gone astray. That, and the fact that the High Needs Block funding from central government is less than was originally anticipated, means that it has not yet been possible to determine the new bands and funding rates.

One headteacher noted that the SEND teams are no longer holding outcome meetings and are simply sending needs assessment decisions by email. She argued that these meetings are an important part of agreeing and determining what provision and support can be implemented by the school. The EPHA Chair agreed that this should be raised at the meeting later in the day with LA Officers.

Meeting with
LA Officers

ii) **Small Schools Support Group**

Jinnie Nichols, Chair of the Small Schools Support Group, noted that the last meeting of the group was held on 13th March; the minutes of the meeting were shared with the EPHA Executive in advance of this meeting. During the meeting there was input from Sean Tobin, who is an Essex MAT CEO and a representative on the National Small Schools Roundtable, established by the DfE. In addition, Michelle Hayden-Pepper, Director of Local Delivery for West Essex, attended the meeting to explain how small schools might be able to benefit from the DSL supervision programme. The headteachers also discussed workload reduction. One point raised was that data collection is a huge problem for all schools and the requirements have increased significantly for all schools. This last year alone has introduced new onerous data collections: examples include the requirement to report data on children on reduced timetables every half term to the LA; schools now have to report every suspension, however short; from September schools will be required to submit daily attendance figures. This has a particularly significant impact on small school workload.

Tracy Fielding, Senior HMI, will be attending the next meeting of the group (22nd May) to discuss the proposed changes to ungraded inspections, including the scrapping of subject deep dives. This has been a real concern for many primary schools, and particularly small schools where teachers and senior leaders will often have multiple subject responsibilities. It was noted that EPHA is planning an online discussion with Tracy Fielding and other senior HMIs that all Essex primary heads can attend, to consider the proposed changes to the framework; the Professional Officer will circulate details as soon as a date has been arranged. Matt O'Grady noted that he had attended

Professional
Officer

the NAHT conference where Sir Martyn Oliver had announced the suggested changes to inspection; although it was not explicitly stated, Matt felt there was an acknowledgement that subject deep dives are very different in a secondary school inspection versus a primary school inspection. He argued that the outcomes of Ofsted's "Big Listen" will help inform the strategy for a new government and that it is important for all headteachers to express their view in the consultation.

The group also established a Small School Governors' Network, which meets online half termly to share good practice and ideas. The last meeting, on focused on headteacher and staff wellbeing. This network has been welcomed by the governors involved as their role can often be quite isolated.

Jinnie expressed her gratitude for the support that EPHA offers small school heads, including offering much needed capacity support at times, as well as lobbying the LA, DfE and Ofsted about the challenges that small schools face.

iii) Professional Officer report

The report gave details of the meetings attended by Pam Langmead on behalf of EPHA. In addition to the attendance at meetings (and writing follow up reports), her work for EPHA has included:

- Information, emails and communications with all headteachers;
- Advice to headteachers, particularly in relation to complaints, exclusions, and where to access support for a range of issues;
- 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 and capacity support opportunities;
- Briefings to headteacher groups – 28 partnerships/clusters hold termly briefings – researching and writing briefing notes and presentations –and keeping them up to date as new directives, guidance and documents are introduced;
- Managing the Small Schools Support Group, running those meetings, planning October conference;
- Establishing the Small Schools Governor group and organising future meetings;
- Writing and delivering training to governors, focused on exclusions and managing complaints;
- Training for clerks focusing on their role in exclusions meetings;
- Planning and organising Deputy headteacher conference and WEPHA conference;
- Planning Headteacher conference;
- Updating support materials for schools, including statutory policy lists, website checklists, and the Support Directory;
- Organisation and management of the area meetings in the spring and summer terms;
- Managing requests for headteacher wellbeing support;
- Managing the EPHA finances: paying claims and invoices (including from Colleague Supporters), supporting area treasurers, producing reports, paying in

cheques;

- Updating EPHA records and website;
- Other tasks as required.

The EPHA Professional Officer was thanked for the amount of work that she does for the Association. The EPHA Vice-Chair noted that the termly briefings, in particular, are invaluable for headteachers to ensure that they are kept up to date with key educational issues.

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iv) ECC Penalty Notice Code of Conduct Steering Group

Matt O'Grady report that the steering group had met on 30th April, and he and the Professional Officer attended to represent primary heads. The new Essex Code of Conduct must reflect the new statutory guidance and national framework, which will be mandatory from 19th August. There are many implications for both schools and families, and the Code of Conduct is attempting to make the process clear, and supportive to schools when making the decision to recommend a penalty notice or prosecution. Matt stressed that, under the new framework, it will essential to keep records of what actions, decisions and support is offered to try to improve attendance. There was a discussion about the new guidance, including the need for the LA to understand the different context of schools and their families, rather than having a blanket approach across the county.

Schools will be required to share their daily attendance data with the DfE and it was suggested that it might be helpful for the LA to discuss with management system organisations how they might share data, and reduce workload for schools. ASHE has asked if primary schools can share attendance data this term about Year 6 pupils, but it has been decided that it is too late in the process to add this to the transition information request form, and it could confuse the process this year as the new statutory requirements don't start until the autumn.

The EPHA Chair noted that she has questioned Alan Garnett, the NAHT Branch Officer, about the union's response to the additional workload that will result from the new statutory guidance.

The EPHA Professional Officer will attend a meeting on 16th May to review, update and finalise a new model Attendance Policy for Essex schools, in line with the new guidance.

v) Essex Education Taskforce

The Chair noted that she had recently attended a meeting of the Education Taskforce, and reminded the group that an updated version of the Year of Numbers Project Directory has been produced. There is a wealth of information about programmes and projects that are running to support the Year of Numbers, but insufficient information about how schools can access these resources.

The Taskforce is considering the focus for next year, which might be a Year of Employability and Skills. It was agreed that this focus must engage primary schools, as well as secondary schools and further education.

Harriet noted that there was no finance report at the meeting, so was unable to

confirm whether the allocated funding for Headteacher Wellbeing had been used; there will be a finance report at the next meeting. She confirmed that the Taskforce interrogates data to assess the impact of projects during the Years of Reading and Numbers.

4. FINANCE REPORT

The following report was circulated to the EPHA Executive in advance of the meeting:

Current account income and expenditure 19.12.23 - 08.04.24

	Expenditure	Income	Notes
DSG		£0.00	
Subscriptions		£0.00	
Misc income		£150.00	<i>Conference income</i>
Transfer	£8,941.24		<i>Transfer to conf account</i>
Miscellaneous	£2,617.24		
Supply	£3,765.00		
Travel & mileage expenses	£2,014.05		<i>Includes EPHA Chair</i>
Professional Officer Meetings	£25,503.97		<i>Dec, Jan, Feb, March Venues and presenters</i>
Colleague Support	£17,642.69		<i>Includes capacity support</i>
Headteacher wellbeing programmes	£1,828.40		<i>Subsidy for wellbeing</i>
Headteacher wellbeing	£1,204.89		
Totals	£63,517.48	£150.00	

The Professional Officer expenditure for December 2023 – April 2024 is broken down into

- *professional fees* £23,608.00
 - *mileage* £833.85
 - *expenses paid on behalf of EPHA* £1062.12
- £25,503.97*

Part of the PO expenses paid on behalf of EPHA is a monthly Zoom subscription of £101.79 which supports the online meetings, briefings, conferences and webcasts run by the Association.

We are waiting for a payment from ECC for the annual de-delegated funding - £320 per school/academy –around £143,680, plus a small number of annual subscriptions.

Bank statements for account 00795978

13.12.23 £165,083.76

11.04.24 £98,037.84

Conference account Income and Expenditure 09.01.24 – 28.03.24

	Expenditure	Income
Deputy conference 2023		
Headteacher conference 2024	£15,060.62	£17,200.00
WEPHA conference January 2024	£3,598.59	£1450.00
Training events and other		£9141.24
Totals	£51,098.54	£59,412.00

Although we have resumed charging for conferences, we are offering more free training, such as the sessions with Tanya Callman last year. The income for training events represents the contribution from the Education Taskforce of £8,941.24 for the small schools conference.

Please note that the income and expenditure relates to this 3 month period, and therefore doesn't record the overall income and expenditure for each event. The headteacher conference was held in-person, and so there was a charge per delegate. There are still payments for places at the conference outstanding, which I am chasing.

Bank statements for account 17215168

22.12.23	£6,831.04
28.03.24	£12,483.83

Annual income and expenditure

Current account	17.04.23 – 11.04.24
Income	£156,904.19
Expenditure	£197,741.38
Total overspend	- £40,837.19

Conference account	31.03.23 – 28.03.24
Income	£75,086.24
Expenditure	£92,243.44
Total overspend	- £17,157.20

Commentary and recommendations from the Professional Officer

EPHA's expenditure has increased significantly in the last couple of years, in a number of areas and I believe that we need to make some changes so that the Association is sustainable. We are now in a similar position to many schools and are eating into our contingency:

- Last school year there was a significant outlay on conference presenters; this can be managed and reduced. The presenter costs for the headteacher conference were much less than the conference in 2023; however, the venue cost increased. In 2023 the total headteacher conference cost was £39,293.00; in 2024 it was £31,588.00.
- The Association is regularly running free training for headteachers and this can be expensive; the training on suspension and permanent exclusions for headteachers added up to around £40,000 for the trainer (Tanya Callman) and venues; however, this was very well received and valued by Essex heads. Other training, such as online training, is much more cost effective, and is beginning to produce a small income stream. I am still loathe to charge for online training, because the administration is huge, but if we hold in-person training we probably need to consider a charge;
- EPHA is offering an increased amount of financial support to headteachers in relation to wellbeing and capacity. Again, this is valued by the headteachers who have benefited and has previously been seen as a good use of funds;
- Venue charges have increased significantly over the years, and we have moved to nicer venues: for example, the cost of one "round" termly headteacher meetings (in

the four venues) plus the Executive meeting in the spring term 2023 was just over £16,000.

In 2017 (the year we took over booking and paying for venues) the venue cost for the four headteacher meetings and the Executive meeting was £10,780;

- We are paying out more each term in supply cover and expenses following Executive meetings and other meetings where Executive members are representing EPHA. This is partly because we increased the supply cover reimbursement and, I am sure, because an increasing number of schools are struggling financially (“every little helps”).

The Chair of EPHA noted that she met with the Vice-Chair and Professional Officer to discuss how the Association can continue to offer support and advice to primary headteachers, whilst ensuring its sustainability and value for money. The recommendations included:

- Increasing the cost of the annual subscription to schools. This was agreed as £320 in 2017. However, since that time, EPHA has faced increasing costs and, more importantly, have expanded the offer to headteachers significantly. (See attached paper, setting out what EPHA offers for the subscription). They are proposing that we increase the subscription to £400 per school/academy in 2025, which would give us an annual income of approximately £180,000. This proposal would need to be taken to headteachers at the summer term meetings, and then to Schools Forum.
- Increasing the charge for the conferences, from £100, to probably £150. The conferences would still need to be subsidised by EPHA, but we can make sure that we are careful with costs, e.g. of presenters.
- Increasing the charge for the WEPHA conference – currently £50. These termly conferences are partly subsidised by EPHA, but going forward we suggest that they become cost-neutral for the Association, as these are only offered to West heads.
- Possibly cutting some costs, such as the amount we offer for capacity support and wellbeing support.

In the last year that cost has increased to around £10,000.

- Continuing to raise some revenue for charging for in-person training delivered to schools or trusts, dependent on the Professional Officer’s capacity.
- Increasing the subscription that we charge ESSET, and asking for an annual contribution from ASHE. One specific cost to EPHA, which also benefits secondary schools, are the termly safeguarding forums, which are attended by many secondary DSLs as well as primary. (We are also looking for a contribution from ESSET and FE for these). EPHA currently pays the whole venue cost for the forums and has done for a number of years.

In addition I know that a lot of secondary governors are benefiting from the free governor training that I am running (particularly around exclusions), and a number of secondary heads attend the termly briefings that I deliver across Essex. I am aware that secondary schools also use the EPHA website, and resources such as the 7-minute staff meetings. We definitely want to share, but need to make our finances balance so that we can continue offering these benefits to schools.

- Cutting down on the “nice to haves” such as merchandise.

The EPHA Executive discussed the report and the recommendations, and **AGREED** the following:

- **The annual subscription should be increased to £400 per annum, from each school and academy, top-sliced from the schools block.** This will need to be agreed by primary headteachers (at the area Annual General Meetings in June) and then approved by Schools Forum. Jinnie Nichols, the Chair of the Small Schools Group, was asked how small school headteachers would feel about this increase? She accepted that this increase would be disproportionate for small schools in relation to their overall budget, but also noted that small schools do get good value from EPHA in relation to the support that is offered, including occasional financial and capacity support, lobbying on their behalf (for example, agreeing a lesser price for the RE Scheme produced by the Saffron Academy Trust), a free annual conference, and regular meetings focused on their needs and those of their governors.
- **The delegate cost of the Headteacher and Deputy Headteacher annual conferences should be increased to £150,** to reflect the cost of venues and speakers. It was felt that this still offers excellent value for money, when compared with other local and national training courses and conferences.
- **The cost of WEPHA conferences should be cost-neutral to EPHA.** Isobel Barron, the West EPHA Chair, explained that these conferences have been running in the West quadrant for over 30 years. Historically, the headteachers who attend have paid for the cost of the venue and EPHA has subsidised the cost of a speaker. It is now agreed that, as these conferences are limited to West heads, they should not be subsidised by EPHA (apart from Professional Officer involvement).
- **EPHA should consider carefully any subsidy for wellbeing and capacity support,** taking into account the cost of any programme proposed, and the financial position of the school where the headteachers is asking for support. It was agreed that capacity support has been very beneficial for a small number of schools, and has been almost entirely limited to schools with a very small budget. The Association has supported the HeartHealth programme for several years; whilst this has proved beneficial for a number of heads, it was agreed that those who want to access this programme should now be self-funding.
- **EPHA should consider the additional costs of the safeguarding forums,** and will discuss this further with the Local Authority. ASHE has suggested that we should implement a “pay as you go” scheme for secondary-phase attendees. However, this may not be viable, so this aspect needs to be considered further. If and when the EPHA subscription is increased, the Association will ask ESSET for a comparable increase on the annual subscription.

5. REINTEGRATION OF PRIMARY AGED PUPILS FOLLOWING PERMANENT EXCLUSION

Julie Keating, Education Access Team Manager, and Lawrence Terroni, SES Project Lead, were welcomed to the meeting.

ECC is currently running a project led by Lawrence Terroni, focusing on reintegration of primary aged pupils and has asked for this opportunity to discuss and agree a way to support this process.

Lawrence explained that he was the headteacher of a Pupil Referral Unit, and is now working as a project manager for the Education Access team.

Julie confirmed that the number of permanent exclusions continues to increase, and in particular in primary schools. Wherever possible, pupils who are permanently excluded are placed in Pupil Referral Units, and they determine if and when students are ready to be re-integrated into mainstream schools.

Julie explained that there has been a significant rise in primary PEX this current academic year and due to capacity issues at the PRUs a number of these very young pupils end up on ECC's IPES (Individual Packages of Educational Support) and without school roll status. The problem they then face is having a clear process to find a new school place for those pupils who can reintegrate back into a mainstream setting.

Secondary schools have a mechanism to consider reintegration, though the Behaviour and Attendance Partnerships; there is no similar system for primary schools as funding was withdrawn many years ago.

There have been 55 primary age PEX referrals so far this year, an increase on this time last year. Julie confirmed that there are 60 primary-age pupils in PRUs and 12 more on IPES.

The EPHA Vice-Chair noted that schools will need significant support to integrate a permanently excluded pupil, including time to appoint a member of support staff as appropriate. The school is taking a risk and there needs to be honesty and a realistic assessment of what challenges the pupil may pose.

There was a comment that the GROW provision criteria are wrong, focusing on SEND rather than SEMH.

One headteacher suggested a review period with a "get out clause". Managed moves are a permanent solution and there should be a trial period for the new setting. It was noted that parents also need to be on board with the new provision and accept that there the new placement may not work, with no fault implied.

The Executive stressed that there needs to be better support and facilitation from the Education Access team, before a permanent exclusion referral is made, to avoid this outcome if at all possible. It was argued that both Education Access and Admissions need to work more closely with the SEND team; if there was sufficient funding to support a child with additional needs then PEX might not be an inevitable outcome. It was noted that schools are frequently asked to take pupils with no information or context.

One headteacher had been challenged as to why he had not found an alternative solution to permanent exclusion, but he stressed that there had been no available options. It was noted that if a child had been permanently excluded their EHCP (if in place) would be unlikely to meet their current needs.

The Chair asked about the current process in the secondary sector. Julie confirmed that the schools meet within the BAPs, which have a prepared protocol, and brokering takes place at those meetings.

She noted that the LA is considering commissioning Kids Inspire, for example, to support pupils (and the schools) who are reintegrated into mainstream; this is mainly carried out by PRUs at the moment.

The Executive questioned the timeframe of the project. Julie confirmed that they are currently determining the broad parameters and should have a foundation for the protocol by the end of term.

It was **AGREED** that a smaller group of Executive members and the Professional Officer should meet again with Julie and Lawrence to discuss this further.

This working group will meet on Monday 3rd June, at 10.30 am, at Janet Duke Primary School.

**Working
group
3rd June**

The Professional Officer noted that, following feedback from numerous headteacher groups, it was clear that the new system established to gather data about part-time timetables was not working for schools. Since January the opportunity to report part-time timetables is limited to a "window" at the beginning of each term, and this is often missed by schools. It was also noted that the form is not easy to use. Julie **AGREED** to review this process.

JK

The Professional Officer asked Julie about the new requirement (from 19th August) set out in the statutory attendance guidance to complete sickness returns for children/young people who missed 15 days of schooling in a year (consecutively or cumulatively) as a result of sickness. She argued that the workload involved in this was significant for schools, and this data should be readily available through the daily attendance data that must be submitted by every school. If schools are required to undertake this data collection exercise, they will need to be given an email address or other mechanism to submit this information to the Local Authority. Julie **AGREED** to look into this further.

JK

6. TERMLY HEADTEACHER MEETINGS – CONTENT AND CONDUCT

The EPHA Vice-Chair noted that there had been some concerns raised at the March termly meeting about appropriate and respectful behaviour. It was agreed that the area Chair may need to ask headteachers to focus on a presentation, without chatting or even becoming aggressive with the speaker. He noted that some LA officers do feel intimidated when presenting to 80 or so headteachers!

However, it has been discussed and agreed with the LA that there are usually too many items on their agenda, and they need to shorten what they are presenting and not replicate information. Headteachers would also welcome table top discussions and an opportunity to engage with the LA rather than just being expected to listen to huge amounts of information.

The EPHA Chair reminded headteachers that there is a need to work with the Local Authority, particularly in relation to SEND, as this is a challenge for all.

One headteacher suggested that it would be helpful to have some advice and guidance in relation to Artificial Intelligence at a future meeting.

7. DATES AND TIMES OF MEETINGS FOR THE 2024/5 SCHOOL YEAR

Executive meetings (The Lion Inn, Boreham)

Thursday 3rd October 2024 (to include the EPHA AGM first thing)

Thursday 23rd January 2025

Thursday 8th May 2025

Area Heads Meetings

Termly headteacher meetings

Summer term 2024

WEST Wednesday 12 June

Manor of Groves, Sawbridgeworth

SOUTH Thursday 13 June

Greenwoods Hotel, Stock

N-EAST Wednesday 19 June

Colchester Community Stadium

MID Thursday 20 June

The Lion Inn, Boreham

2024/25 school year

North East EPHA – Colchester United Football Stadium

Wednesday 13 November 2024

Wednesday 12 March 2025

Wednesday 11 June 2025

South EPHA – Greenwoods Hotel and Spa, Stock

Thursday 14 November 2024

Thursday 6 March 2025

Thursday 12 June 2025

West EPHA – Manor Suite, Manor of Groves, Sawbridgeworth

Wednesday 6 November 2024

Wednesday 5 March 2025

Wednesday 18 June 2025

Mid EPHA – The Lion Inn, Boreham

Thursday 7 November 2024

Thursday 13 March 2025

Thursday 19 June 2025

Conferences

Deputy Headteachers' Conference

Friday 11 October 2024 Weston Community Homes Stadium

Small Schools conference

Wednesday 23 October 2024

Headteachers' Conference

Friday 28 March 2025 Chelmsford City Race Course

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Harriet Phelps-Knights
Chair of EPHA

Pam Langmead
EPHA Professional Officer