

**LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA
THURSDAY 11 MARCH 2021**

The meeting was held online as a result of the continuing Covid-19 pandemic

MEETING SUMMARY: ISSUES AND RECOMMENDATIONS

Agendas and minutes for these meetings available at www.essexprimaryheads.co.uk

Attendance List	
DISTRICT AND EPHA AGENDA (a.m.) (Notes below) Dawn Dack, Chair	Welcome to the following Headteachers: Gill Marrion Trinity Road Primary (interim) Jenny Kemp Latchingdon CE Primary Richard McIntosh Baddow Hall Juniors Susie Price St John the Baptist, Pebmarsh Jakki Sibley Earls Colne Primary Farewell to the following headteachers: Xanthe Glynn Southminster Primary Louise Venables Shalford Primary Lads Need Dads Joel Shaljean MEPHA meeting Dawn Dack The Big Squeeze Paul Dix
p 2 -5	AREA AGENDA LA updates on current priorities including: <ul style="list-style-type: none"> • Return to school • Essex Recovery Taskforce • Joining up the strategies • Commissioning of therapy services in Essex Clare Kershaw Catherine Hutley Kate Martin
p 5-11	Teaching School Hub Support Angela Cass, Director of West Essex TSA/Saffron Teaching School Hub
p 11-12	Let's Talk... A common language and understanding of emotional wellbeing and mental health Beth Brown, Emotional Wellbeing & Mental Health Coordinator
p 12-13	Safeguarding and Headteacher Wellbeing update Jo Barclay, Schools Safeguarding Manager
p 14	Key dates MID meetings with the Local Authority officers 2020/21/22 Thursday 24 June 2021 Thursday 11 November 2021 Thursday 10 March 2022 Thursday 23 June 2022 Headteachers' Annual Conference 2021 Friday 19 March 2021 To be held virtually Friday 25 March 2022 Stock Brook Country Club Deputy Headteachers' Annual Conference 2021 Friday 8 October 2021 Colchester Football Stadium
*Page numbers refer to the full minutes (posted on the EPHA website) of the Spring term Area meetings with LA Officers and Headteachers.	

**LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA
DISTRICT AND AREA MEETING
THURSDAY 11 MARCH 2021
ATTENDANCE ONLINE**

Present

Lois Ashforth	Cold Norton Primary
Deborah Bailey	John Bunyan Primary
Rebecca Black	St Andrew's Juniors
Ian Bowyer	Boreham Primary
Amanda Buckland-Garnett	Collingwood Primary
Dawn Baker	CEO Hera Academy Trust
Alex Burden	Great Waltham CE Primary
Dawn Dack	Wentworth Primary/Mid Chair
Andy Chambers	Kings Road Primary
Alison Cole	St Peter's CE Primary, Coggeshall
Anna Conley	The Howbridge Infants
Andy Cumpstey	St Michael's CE Primary, Braintree
Lisa Dale	Howbridge Juniors
Geraldine Denham-Hale	St Mary's CE Primary, Burnham-on-Crouch
Kate Garnett	Tollesbury School
Sarah Ginzler-Mayer	St Joseph's and St Francis Catholic
Carol Gooding	Danbury Park Primary
Bridgette Gough	Feering CE Primary/St Andrew's
Karen Harrison	John Ray Juniors
Natalie Hawkes	Newlands Spring Primary
Vicky Jackson	St Francis Catholic Primary
Ceri Jones	Chipping Hill Primary
Michelle Keeling	Rayne Primary
Ann Kelliher	Holy Family Catholic Primary
Jenny Kemp	Latchingdon CE Primary
Jane Landa-Arrese	Moulsham Infants
Gill Marrion	Trinity Road Primary
Liz Maycock	Little Waltham CE Primary
Richard McIntosh	Baddow Hall Juniors

LA Officers

Clare Kershaw	Director of Education
Catherine Hutley	Assistant Director, Mid
Alison Fiala	Head of Education and Early Years
Jo Barclay	School Safeguarding Manager
Cathie Bonich	School Effectiveness Partner, Mid
Vikki Webber	School Effectiveness Partner, Mid
Tony Sale	Mid SEND Quadrant Manager
Beth Brown	Emotional Wellbeing & Mental Health Coordinator

Sarah Meares
Kate Mills
Joanne Morgan
Stephanie Newland
Jinnie Nicholls

Jacquelyn Pick
Rachael Plunkett
Matt Poyton
Susie Price
Rowen Prigg
Amanda Reid
Nick Rudman
Julie Sarti
Lesley Schlanker
Helen Shaw
Heather Shelley
Andrew Smith
Claire Smyth
Marie Staley
Kelly Stock
Kirsty Stuart
Paul Sully
Hayley Todd
Mike Walsh
Greg Waters
Lisa Waters
Mike Williams
Cath Williams
Faye White

In Attendance

Pam Langmead
Michelle Cole
Nikki Batt
Jane Harvey
Nicky Patrick
Joel Shaljean
Paul Dix
Angela Cass
Apologies
Dida Burrell
Sarah Manning

Terling CE Primary
John Ray Infants
Gosfield Primary
St Margaret's CE Primary
Bulmer St Andrew's/St Giles CE Primary
Springfield Primary
Priory Primary, Bicknacre
Lawford Mead Primary
St John the Baptist CE Primary
St Michael's CE Juniors
Perryfields Infants
Maltese Road Primary
Colne Engaine/Belchamp St Pauls
Baddow Hall Infants
Elmwood Primary
Broomfield Primary
Lyons Hall Primary
Beckers Green Primary
Moulsham Juniors
Burnham-on-Crouch Primary
Ridgewell CE Primary
Beehive Lane Primary
Holy Trinity CE Primary, Halstead
Kelvedon Academy
The Bishops CE & Catholic Primary
East Hanningfield CE Primary
Trinity St Mary's Primary
Oaklands Infants
Maltese Road Primary

EPHA Professional Officer
Widford Lodge School
Moreton CE Primary
Staples Road Primary
Spring Meadow Primary
Lads Need Dads
When the Adults Change
Saffron TSH

White Court Primary
Galleywood Infant School

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

MID EPHA AREA MEETING MINUTES 11 MARCH 2021

1. WELCOME

The meeting was held online as a result of the continuing Coronavirus pandemic. Dawn Dack, the Mid Area Chair, welcomed headteachers to the meeting. She thanked Clare Kershaw and her team for the excellent support they have given to schools throughout the pandemic.

Welcome to the following Headteachers:

Gill Marrion	Trinity Road Primary (interim)
Jenny Kemp	Latchingdon CE Primary
Richard McIntosh	Baddow Hall Juniors
Susie Price	St John the Baptist, Pebmarsh
Jakki Sibley	Earls Colne Primary

Farewell to the following headteachers:

Xanthe Glynn	Southminster Primary
Louise Venables	Shalford Primary

2. LADS NEED DADS

Joel Shaljean attended the meeting to inform heads about Lads Need Dads, a charity established to support boys and young men whose fathers are absent from their lives. Joel is well known to Essex schools having led Essex Steps for the last 7 years, and working in mainstream and special schools for over 25 years.

The mission of the Lads Need Dads is:

To empower and enable boys aged 11-15 with absent fathers, or limited access to a male role model, to be motivated, responsible, capable, resilient and emotionally competent, to prevent them from becoming at risk of under-achieving, offending, exclusion or dropping out of school.

The Fatherlessness Crisis

1.1 million children in the UK are growing up without a father in their lives (CSJ 2018)

2.9 million children live in lone parent families
(ONS 2019)

Males are a high risk gender:

- Exclusions – boys have more than three times the number of permanent school exclusions, with 6,000 PEX compared to 1,900 for girls in 2018/19.
- 86% of boys in custody aged 12-18 were excluded from school before being detained.
- 76% of male prisoners under 18 in England and Wales grew up with an absent father.
- Boys have achieved lower exam results than girls for the past 3 decades.
- In the 2018 cycle, 35% fewer males went to university than females.
- Figures from the DfE in 2020 reported that “male white British free school meal pupils are the least likely of all main ethnic groups to progress to higher education.”
- Across all pupils eligible for free meals, 26% went on to university by the age of 19, but for white pupils on free meals the figure was 16% - and only 13% for boys.

Why boys with absent fathers are at an even greater disadvantage

Countless statistics show that young boys, where a father is absent and who have no appropriate male role, will struggle as teenagers and are at a higher risk of low self-esteem and/or dropping out of education, antisocial behaviour, substance abuse and crime.

The referrals that Lads Need Dads receive:

- Mum and Dad separated, Dad not in the home
- Never met or known Dad
- Dad lives out of the area, contact lost
- Dad has died
- Dad is in prison
- See Dad sporadically
- Looked after children
- Dad may have walked away
- Dad left due to domestic abuse

The impact of the absent father on boys

- Current research has found:
Sense of rejection leading to unworthiness, self-doubt and self-hatred
- Adrift/rudderless/lost
- Crisis of identity
- Anger, bouts of rage
- A lack of motivation
- A need to belong
- Loss of value – underachieve
- Poor judge of character
- Unfilled void – leading to addictions
- Lack of confidence

What does Lads Need Dads do?

Long term intervention programmes – using male volunteer mentors they provide long-term early intervention for boys aged 11-15 via a structure programme including:

- Group work development sessions and outdoor activities – Equip
- Practical life-skill training and community volunteering – Engage
- Peer mentor training, inspirational speakers, trips – Inspire
- Open ended support after completion - Ambassadors

Support for mums and carers

Reading mentors

Research and training

Joel wants to encourage and ask schools to help identify the boys who have absent fathers, and would benefit from the support offered by Lads Need Dads. The benefits are numerous including: early identification= early intervention; reduced escalation of behaviour, risk of exclusion, mental health issues; improved educational outcomes; the ability to plan ahead and put protective factors in place; regular emotional wellbeing check-ins with a designated male; pastoral teams prepped so that support can be put in place early; teachers to receive training on impact of the absent father on boys.

The biggest barrier for Lads Need Dads is not funding or the recruitment of volunteers, but the identification of boys in secondary schools that need support.

Step 1 Staff perception surveys across secondary and primary schools in Essex. This explores teacher perceptions of the correlation between boys with absent fathers or limited access to a male role model.

Step 2 Training to front line staff and parents.

Policy review

For further information and to express an interest in taking part in the survey:

Email info@ladsneeddads.org or joel@ladsneeddads.org

Office number 07834 402017 www.ladsneeddads.org

3. MID EPHA MEETING

- a) **The Spring term EPHA newsletter** was circulated to headteachers in advance of the meeting - this can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.
- b) **Headteachers' conference**
The annual headteachers' conference will be held online in March, as a result of the continuing pandemic and restrictions. There are still places available for Essex primary heads; please contact Pam Langmead if you wish to attend.
- c) **Deputy Heads' conference**
Friday 8th October 2021 – Colchester Football Stadium
Information will be sent to schools in June.

4. THE BIG SQUEEZE

Paul Dix

Paul Dix has been working with the most difficult behaviours in the most challenging urban schools and colleges for the last 25 years. As a teacher he worked in East London, Nuneaton and Birmingham. Paul founded Pivotal Education and was a founding member of The TBAP Trust transforming behaviour, teaching and learning in schools and colleges in the UK and internationally.

Paul has advised the Department for Education on Teacher Standards, given evidence to the Education Select Committee and carried out extensive work with the Ministry of Justice on Behaviour and Restraint in Youth Custody.

His book 'When The Adults Change, Everything Changes' has sold more than 100,000 copies and been the catalyst for change in thousands of schools worldwide. Paul is co-founder of Teacher Hug Radio and his new book 'After the Adults Change: Achievable Behaviour Nirvana' will be published next month.

www.WhenTheAdultsChange.com

Paul introduced himself as the antidote to the current DfE "discipline drive" in schools.

<https://www.gov.uk/government/news/education-secretary-were-going-on-a-discipline-drive-in-schools>

In advance of the meeting he circulated a crib sheet, highlighting five aspects of a "return to school" plan. He noted that both adults and children are likely to be anxious about the return to full opening of their schools. His aim in the session was to provide headteachers with a plan for the return to full opening, noting that: "Behaviour management is a team sport".

Adult behaviour

Paul asked the question: How many incidents that happen in a school are made worse by the behaviour of adults? He asked heads to consider three approaches that would direct adult behaviour. For example:

Calm response, human first, unconditional positive regard, kindness, listening.

Perhaps your expectations should be included in every advert for new staff members?

Expectations

Determine 3 simple words for your school – if rules have to be printed on a sheet of A4 it is unlikely that anyone will remember them.

Positive recognition

Identify the children who go "over and above", not those who merely reach the expected. Don't

reward the child who hangs up his or her coat, but do recognize the child who goes “over and above”, who hangs up the coats that others have dropped.

Paul noted that, in a study of around 1,000 children in Basildon, when asked what reward they valued most (from school trips to cash) the following were the top 3 valued by children:

Number 3 – praise, from someone who mattered

Number 2 – a positive note home (don't overdo it, make the recognition count)

Number 1 – a positive phone call home.

Paul stressed “first attention to best conduct”. He mentioned Hot Chocolate Friday, one of his favourite reward systems.

<https://pivotaleducation.com/hot-choc-friday/>

Ask all visitors to be on the lookout for good behavior, and give them a strip of paper to note the name of a child, which then gets handed in when they leave.

- PIP – praise in public
- RIP – remind in private

Prompts and mantras

Paul stressed the use of the words “I've noticed” or “I wondered” rather than the more accusatory “You have”, when addressing a pupil's behaviour. He suggested that schools develop a 30-second intervention script that all staff members use, such as:

- I've noticed... identify the behavior
- Be clear about the school rule that has been broken – e.g. safety, learning
- Next step – introduce a consequence “softly” – use positive reminders of the behavior that is expected and has been demonstrated, in the past, by the child.

Restorative resolutions

These should be about repairing trust, not accusing the child even further.

Teacher Hug Radio

Paul mentioned Teacher Hug, an online talk radio station for teachers and educators. It brings the best teachers and leaders alongside the most exciting education disruptors to deliver teaching ideas, workload solutions, education research and the latest in classroom ideas. He stressed that this is not CPD at the weekend, but a focused, supportive radio station championing teachers and educators.

Paul can be contacted at [Hello@WhenTheAdultsChange.com](mailto>Hello@WhenTheAdultsChange.com)

His website is at <https://whentheadultschange.com/>

Full of resources, including suggestions for reading groups.

Teacher Hug Radio can be found at <https://teacherhug.co.uk/>

For more info about TPP (the approach in Essex), please see the infolink:

<https://schools.essex.gov.uk/pupils/SEND/Pages/SEMH---Trauma-Perceptive-Practice.aspx>

5. CLOSE OF MEETING AND THANK YOU FROM THE WEST CHAIR

Dawn Dack thanked the Mid headteachers for attending the meeting. She wished headteachers luck for the remainder of the term and asked them to make sure that they took care of themselves, as well as everyone else.

6. FUTURE DATES

MID meetings with the Local Authority officers 2020/21/22

Thursday 24 June 2021

Thursday 11 November 2021

Thursday 10 March 2022

Thursday 23 June 2022

Headteachers' Annual Conference 2020

Friday 19 March 2021 Held virtually

Friday 25 March 2022 Stock Brook Country Club

Deputy Headteachers' Annual Conference 2021

Friday 8 October 2021 Colchester Football Stadium