

LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA

WEDNESDAY 14 NOVEMBER 2018

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)

Fiona Dorey, Chair

Welcome to the following Headteachers:

Jayne Adams	Rettendon Primary (Acting)
Nikki Batt	Howbridge Juniors (Acting)
Andy Cumpstey (Acting)	St Michael's CE Primary, Braintree
Terri Fitter	Southminster Primary (head of school)
Emma Flin	St Andrew's Great Yeldham
Natalie Hawkes	Newland Springs Primary
Jacqui Phillips	Woodville Primary
Emma Johnstone	Templars Academy (Head of School)
Kelly Koller	The Beaulieu Park School
Aedin Lipski	Highwood Primary (Head of School)
Charlotte Newley	Templars Academy (Head of School)
Matt Poyton	Lawford Mead Primary (Head of School)
Karen Riches	Kings Road Primary (Head of School)

Farewell to the following Headteachers:

Lynsey Wood	St Cedd's Primary, Bradwell-on-Sea
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MEPHA meeting

Introduction of the Colleague Supporter programme

Fiona Dorey and Pam Langmead

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AREA AGENDA

Updates on:

Updates on:

- Headline data from 2018
- Education team restructure, including attendance and education access
- SEND Strategy and capital programme update
- Progress of the sale of EES
- School meals advisory service
- Small Schools conference
- FFT training
- 2019 Essex Teaching Awards

Liz Cornish, Assistant Director, Mid
Alison Fiala, Head of Education and Early Years, Mid
Jo Hickey, Attendance Compliance Officer

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Kids Inspire

Vicky Haylock and Sue Bell

p 14-15

Recruitment and retention strategy group update

Pam Langmead

p 15-20

HR update

Nicki Harris

p 20

Academy moderation

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Key dates

MID meetings with the Local Authority officers 2018/19 - at Chelmsford City Football Club
Thursday 14 March 2019
Thursday 20 June 2019

Headteachers' Annual Conference 2019
Friday 22 March 2019 Stock Brook Country Club, Nr Billericay

Deputy Headteachers' Annual Conference 2019
Friday 4 October 2019 Weston Homes Community Stadium

*Page numbers refer to the full minutes (posted on the website) of the autumn term Area meetings with LA Officers and Headteachers.

**LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA
DISTRICT AND AREA MEETING
WEDNESDAY 14 NOVEMBER 2018
ATTENDANCE**

Present

Cheryl Allard	Oaklands Infants
Nikki Batt	Howbridge Juniors
Lisa Battersby	Larkrise Primary
Ruth Baugh	White Notley CE Primary
Ian Bowyer	Boreham Primary
Maxine Bradford	Mildmay Infant & Nursery
Sally Brisley	Woodcroft Nursery
Amanda Buckland-Garnett	Collingwood Primary
Alex Burden	Great Waltham CE Primary
Lorraine Cannon	Moulsham Infants
Alison Cole	St Peter's Primary, Coggeshall
Kerry Collins	East Hanningfield CE Primary
Anna Conley	The Howbridge Infants
Andy Cumpstey	St Michael's CE Primary
Dawn Dack	Wentworth Primary
Diane Deans	White Court Primary
Geraldine Denham-Hale	St Mary's CE Primary, Burnham
Sharon Derbyshire	St Pius X Catholic Primary
Sarah Donnelly	Richard de Clare Primary
Fiona Dorey	Great Bradfords Juniors/Mid Chair
Anita Easton	Great Bradfords Infant & Nursery
Susannah Edom-Baker	Newlands Spring Primary
Zanya Farmer	Barnes Farm Infants
Lisa Feldman	Finchingfield CE Primary
Joe Figg	CEO Eveleigh Trust
Terri Fitter	Southminster CE Primary
Emma Flin	St Andrew's, Gt Waltham
Natalie Hawkes	Newlands Spring Primary
Kate Garnett	Tollesbury School
Carol Gooding	Danbury Park Primary
Chris James	St Andrew's Juniors
Shelley Jones	de Vere Primary
Michelle Keeling	Rayne Primary
Ann Kelliher	Holy Family Catholic Primary
Vicky Kendall	Roxwell CE Primary
Kelly Koller	The Beaulieu Park Academy

LA Officers

Liz Cornish	Assistant Director, South
Alison Fiala	ECC
Cathie Bonich	School Effectiveness Partner, Mid
Caroline Gibson	School Effectiveness Partner, Mid
Carole Farrer	School Effectiveness Partner, Mid

Sarah Manning	Galleywood Infants
Ross McTaggart	Barnes Farm Juniors
Claire Mills	Chancellor Park Primary
Kate Mills	John Ray Infants
Becky More	Rivenhall CE Primary
Joanne Morgan	Gosfield Primary
Dominic Mulholland	Mildmay Juniors
Mary Nicholls	Steeple Bumpstead Primary
Maire O'Regan	Margaretting CE Primary
Matt Poyton	Lawford Mead Primary
Rachael Plunkett	Priory Primary, Bicknacre
Amanda Reid	Perryfields Infants
Karen Riches	Kings Road Primary
Claire Russell	Notley Green Primary
Lesley Schlanker	Baddow Hall Infants
Helen Shaw	Elmstead Primary
Heather Shelley	Broomfield Primary
Pam Smart	Terling CE Primary
Claire Smyth	Beckers Green Primary
Paul Sully	Beehive Lane Primary
Nick Taylor	Writtle Juniors
Hayley Todd	Holy Trinity CE Primary
Sarah Vass	Great Totham Primary
Louise Venables	Shalford Primary
Melanie Vine	Earls Colne Primary
Simon Waltham	Heybridge Primary
Pauline Ward	St Cedd's/Southminster Primaries
Greg Waters	The Bishops CE and Catholic Primary
Janis Waters	Great Leighs Primary
Mike Williams	Trinity St Mary's CE Primary
Linda Wiskin	The Cathedral School
Michael Wood	Elm Hall Primary

In Attendance

Pam Langmead	Professional Officer
Catherine Cullen	St Michael's CE Juniors
Sophie Denyer	Springfield Primary

Apologies

Clare Kershaw	Director of Education
Liz Maycock	Little Waltham CE Primary
Marie Staley	Moulsham Juniors

LA Officers

Jo Hickey	Attendance Compliance Officer
Nicki Harris	HE for Schools
Sandie Leader	ECC

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 14 November 2018

1. WELCOME

Fiona Dorey, the Mid Area Chair welcomed headteachers to the meeting.

Welcome to the following Headteachers:

Jayne Adams	Rettendon Primary (Acting)
Nikki Batt	Howbridge Juniors (Acting)
Andy Cumpstey	St Michael's CE Primary, Braintree (Acting)
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2. MID EPHA MEETING

a) **The Autumn term EPHA newsletter**, including the remaining meeting dates for the 2018/19 school year, was circulated to headteachers at the meeting -these can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.

b) EPHA Annual General Meeting

The EPHA Annual General Meeting took place on 11 October 2018 and the following headteachers were elected as county officers for the coming year:

- Harriet Phelps-Knights Chair
- Nick Hutchings Vice-Chair
- Dawn Baker Executive Treasurer

The full Executive membership list, minutes of the AGM and the Constitution and Financial Regulations

are available on the EPHA website. www.essexprimaryheads.co.uk

c) Conferences

Headteachers were reminded that the Headteachers' conference will be held on Friday 22 March 2019 at Stock Brook Country Club (key note speakers Sir Robert Winston, Mick Waters and Adam Kay) and next year's annual Deputy Headteachers' conference will be held on Friday 4 October 2019 at Weston Homes Community Stadium.

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

d) Virgincare/Barnados – 3-year Strategic Plan for School Aged Children Essex Child and Family Well-being Service 2018-2021

The Professional Officer noted the publication of this document, which sets out the delivery model for the service in the next three years. The area director, Zoe Oddy, will be invited to the spring term

meeting to hear feedback from heads about their experience of the service in their schools.

e) Colleague Support programme

The EPHA Executive has been considering the idea of introducing a mentoring system for new headteachers in Essex primary schools, and following a discussion at the Annual General Meeting the Professional Officer has developed information about a Colleague Support programme.

This service will be *absolutely free* to new and acting primary, nursery, infant and junior headteachers in Essex. EPHA recognises the importance of supporting new heads in their early days of headship and wants to ensure that every new head feels able to connect with a Colleague Supporter, without having to draw on their school's budget. At the same time, EPHA will remunerate a Colleague Supporter's own school, so that they are able to commit to a professional role knowing that they are contributing financially to their school, as well as benefiting professionally.

It was agreed that the Professional Officer will circulate information about the programme and established headteachers were invited to put themselves forward to act as Colleague Supporters. In the next couple of weeks Pam Langmead will contact new headteachers and "match" them with a Colleague Supporter. The pairs will then follow a programme of visits and telephone calls, designed to ensure that the new headteacher is properly supported in their new role.

4. FUTURE DATES

MID meetings with the Local Authority officers 2018/19 -at Chelmsford City Football Club

Thursday 14 March 2019

Thursday 20 June 2019

Headteachers' Annual Conference 2019

Friday 22 March 2019 Stock Brook Country Club, Nr Billericay

Deputy Headteachers' Annual Conference 2019

Friday 4 October 2019 Weston Homes Community Stadium