



p17 **Key dates**

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

Thursday 21 November 2019

Thursday 12 March 2020

Thursday 18 June 2020

**Deputy Headteachers' Annual Conference 2019**

Friday 4 October 2019 Colchester Football Stadium

**Headteachers' Annual Conference 2020**

Friday 20 March 2020 Stock Brook Country Club, Nr Billericay

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

**LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA DISTRICT AND AREA MEETING**

**THURSDAY 20 JUNE 2019**

**ATTENDANCE**

**Present**

Deborah Bailey	John Bunyan Primary
Dawn Baker	Lawford Mead Primary
Nikki Batt	Howbridge Juniors
Lisa Battersby	Larkrise Primary
Ruth Bough	White Notley CE Primary
Ian Bowyer	Boreham Primary
Sally Brisley	Woodcroft Nursery
Amanda Buckland-Garnett	Collingwood Primary
Alex Burden	Great Waltham CE Primary
Lorraine Cannon	Moulsham Infants
Helen Castell	Writtle Infants
Alison Cole	St Peter's Primary, Coggeshall
Anna Conley	The Howbridge Infants
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
Susannah Edom-Baker	Newlands Spring Primary
Zanya Farmer	Barnes Farm Infants
Mel Gaskin	Westlands Primary
Natalie Hawkes	Newlands Spring Primary
Carol Gooding	Danbury Park Primary
Mary Gurr	Hatfield Peverel Infants
Chris James	St Andrew's Juniors
Michelle Keeling	Rayne Primary
Ann Kelliher	Holy Family Catholic Primary
Kelly Koller	The Beaulieu Park Academy

**LA Officers**

Clare Kershaw	Director of Education
Liz Cornish	Assistant Director, South
Alison Fiala	Head of Education and Early Years
Cathie Bonich	School Effectiveness Partner, Mid
Sandie Leader	Early Years

Sarah Manning	Galleywood Infants
Ross McTaggart	Barnes Farm Juniors
Liz Maycock	Little Waltham CE Primary
Sarah Meares	Terling CE Primary
Kate Mills	John Ray Infants
Joanne Morgan	Gosfield Primary
Dominic Mulholland	Mildmay Juniors
Maire O'Regan	Margaretting & Roxwell CE Primary
Jacquelyn Pick	Springfield Primary
Robert Pike	St Nicholas CE Primary
Rachael Plunkett	Priory Primary, Bicknacre
Rachel Pritchard	Lyons Hall School
Amanda Reid	Perryfields Infants
Karen Riches	Kings Road Primary
Lesley Schlanker	Baddow Hall Infants
Heather Shelley	Broomfield Primary
Caroline Shingleton	Wethersfield Primary
Hayley Todd	Holy Trinity CE Primary
Sarah Vass	Great Totham Primary
Greg Waters	The Bishops CE & Catholic Primary
Janis Waters	Great Leighs Primary
Lisa Waters	East Hanningfield CE Primary
Debs Watson	Tanglewood Nursery

**In Attendance**

Pam Langmead	Professional Officer
Ellen Gillen	Northlands Primary
Lucy Baldwin	Northlands Primary
James Hutcheon	ELS
Hayley Goldstone	ELS
Mike Mullen	BMX Academy
Charly Richardson	Essex Music Services
Peter Lovell	Essex Music Services

**Apologies**

Dawn Dack	Wentworth Primary
Nicola Morgan-Soane	Trinity Road Primary
Maria Rumsey	St Michael's CE Juniors
Marie Staley	Moulsham Juniors

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

## MID EPHA AREA MEETING MINUTES 20 June 2019

### 1. WELCOME

#### Welcome to the following Headteachers:

Neil Kirsh	Maylandsea Primary (Acting Head of School)
Sarah Meares	Terling Primary (Acting Headteacher)
Maire O'Regan	Roxwell CE Primary (Interim Headteacher)
Lisa Waters	East Hanningfield Primary

#### Farewell to the following Headteachers:

Paula Barningham	Our Lady Immaculate Catholic Primary
Nikki Batt	Howbridge Juniors
Dida Burrell	Maldon Primary
Diane Deans	White Court Primary
Fiona Dorey	Great Bradfords Juniors
Chris James	St Andrew's Juniors, Hatfield Peverel
Maria Rumsey	St Michael's Juniors, Chelmsford
Rowena Prigg	Powers Hall Academy
Pam Smart	Terling Primary
Vanessa Thomas	St Margaret's Toppesfield

Fiona Dorey, the Mid Area Chair welcomed headteachers to the meeting. She asked everyone to complete the evaluation form, which is used to help EPHA shape future meetings, to ensure that they are useful and positive for headteachers.

### 2. MID EPHA ANNUAL GENERAL MEETING

#### a) CHAIR'S REPORT

Fiona Dorey, Chair of Mid EPHA, gave the following report.

This year has flown by and I feel there is still so much left to be achieved and no time to do that. I'm writing this just after having had THE visit (Ofsted) last week when I had to really reflect on some key questions: what have we achieved? what has happened? where next? In fact, as we hurtle towards the end of another academic year, this report feels a little like the children's comments in their end of year reports.

So, what have we had to deal with this year on top of everyday life as a headteacher in a primary school? There have been significant changes in local government pay; increased pension contributions for teachers (you can tell I am always thinking about the budget!); the consultation and publication of the new Ofsted Framework with its greater emphasis on the curriculum; locally there has been another restructure at the local authority and we had very short notice about the staff sickness insurance payments. And that's the tip of the iceberg.

While dealing with all this we have also been providing for our children and occasionally we remember why we came into this job and what we value. When asked last week what picture I wanted to present to the Inspector I replied: that we are more than a set of results; that we help our children 'grow' in all aspects and develop their characters so that they can leave us and go on to the next stage of their lives successfully.

So instead of thinking of the hassle, the budget, the staffing issues, the complaining parents, the results, think to yourselves:

- which children bounce into school every day with a smile on their face?
- who comes and gives you a hug in the playground or at the door?

- who wrote/said thank you – just one is all that it takes – from either a member of staff or a parent or, even more importantly, a pupil (apparently it was national thank a teacher day yesterday)
- celebrate the achievements written about in all those reports we are reading
- how do you want your leaving children to remember their time at your school?

There will be more change to deal with next year and the year after. Who knows what is going to happen with Brexit and a new Prime Minister – I'm not even going to attempt to second guess, but I think we should see the next change, as far as possible, as an opportunity and not a threat. One of the things that has always struck me about primary practitioners is that, regardless of what we are asked to do by whoever, we make it work to the best of our ability for our children. Our children are at the heart of everything we do.

I definitely know that you will all continue to work for your children; getting the best outcomes for them that you can and face change and adversity just like swans.

At the same time we need to look after ourselves. Next time you go on a plane think about this when you hear the safety notices – put the oxygen mask on yourself first before anyone else. There's a reason they say that and it is the same principle for us as headteachers: we can't look after everyone else in our school if we don't look after ourselves and each other.

My advice would always be to drink tea! When you're having a good day or week (that does sometimes happen) pick up the phone to another local headteacher and check they are ok too. We all know there is another head who will be there when we need them in our down times.

Someone else who is always there for us is EPHA. Your EPHA representatives fight your cause when they meet every term. These meetings can get quite heated and this is because we are all so passionate about what we believe in and we champion our cause whenever we can. So let's just give them all a thank you for giving their time to attend these meetings. (reps to stand ...)

Of course, special mention needs to be made to Pam who works tirelessly on our behalf and is also our local search engine. Want to know something? ... ask Pam (and I have on several occasions!). Thank you ...

I would like to finish by wishing you all a great summer holiday filled with fun and laughter. Mid is a great area to work in and I have enjoyed it immensely. Well done on everything you have achieved this year and thank you for your continued friendship and support. I am off now to change a school full of children for one munchkin!

## b) ELECTION OF OFFICERS AND LOCAL DELIVERY GROUP REPRESENTATIVES

<b>Chair</b>	Dawn Dack (Wentworth Primary)
<b>Vice-Chair</b>	Nicola Morgan-Soane (Trinity Road Primary)
<b>Treasurer</b>	Dawn Baker (Lawford Mead Primary)
<b>Braintree</b>	Kate Mills (John Ray Infants)
<b>Chelmsford N</b>	Amanda Reid (Perryfields Infants)
<b>Chelmsford W</b>	Dawn Baker (Lawford Mead Primary)
<b>Chelmsford S</b>	Nicola Morgan-Soane (Trinity Road Primary)
<b>Halstead</b>	Sarah Donnelly (Richard de Clare Primary)
<b>Maldon</b>	Dawn Dack (Wentworth Primary)
<b>Dengie</b>	Lois Ashforth (Cold Norton Primary)
<b>Witham</b>	Anna Conley (The Howbridge Infants)
<b>South Woodham Ferrers</b>	Amanda Buckland-Garnett (Collingwood Primary)

The officers and Local Delivery Group representatives were thanked for the hard work that they do on behalf of headteachers in the Mid Area and for agreeing to continue in their roles or taking on new positions.

- c) **The Summer term EPHA newsletter**, including dates for the 2019/20 school year, was circulated to headteachers at the meeting -these can also be found on the EPHA website [www.essexprimaryheads.co.uk](http://www.essexprimaryheads.co.uk).
- d) **EPHA Annual Subscription**  
Funding for EPHA will be top-sliced from the Delegated Schools Grant. Area meetings will continue to be "free" to all primary headteachers, as will the website, headteacher briefings and advice and support from the Professional Officer.
- e) **Conferences**  
Headteachers were reminded that the Deputy Headteachers' conference will be held on Friday 4 October 2019 at the Weston Homes Community Stadium (key note speakers Chris Quigley and Adam Kay) and next year's annual Headteachers' conference will be held on Friday 20 March 2020 at Stock Brook Country Club.  
The programme and booking form for the Deputy Conference will be posted to schools at the end of June.
- f) **Seven-minute staff meetings**  
The Professional Officer reminded headteachers about the EPHA Seven-minute staff meetings published on the association website. The latest ones that have been produced are:
- The new Ofsted inspection framework; and
  - County Lines.
- <https://essexprimaryheads.co.uk/info-and-documents/seven-minute-staff-meetings/>

### 3. **BMX ACADEMY - GROWTH MINDSET THROUGH BMX**

"UK BMX Champion Mike Mullen, uses BMX and his story as a vehicle to teach growth mindset, resilience and mindfulness in schools. Mike gave a great demonstration and shared more about his work, delivering a taster of the assemblies, BMX workshops and staff mindset training he offers."

The cost of a BMX workshop, working with children and staff, is £550 + travel expenses (for the day) or around £195 for staff training.

Mike can be contacted at [mike@bmxacademy.com](mailto:mike@bmxacademy.com)

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### 4. **FUTURE DATES**

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

Thursday 21 November 2019

Thursday 12 March 2020

Thursday 18 June 2020

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