

**LA /ESSEX PRIMARY HEADS' ASSOCIATION MID AREA  
THURSDAY 24 JUNE 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](http://www.essexprimaryheads.co.uk)

**Attendance List**

**DISTRICT AND EPHA AGENDA (a.m.)  
(Notes below)  
Dawn Dack, Chair**

**Welcome to the following Headteachers:**

Spencer Bragg	Southminster CE Primary
Jennifer Penney	Shalford Primary

**Farewell to the following headteachers:**

Sally Brisley	Woodcroft Nursery
Shelley Jones	de Vere Primary
Hannah McCann	St Peter's CE Primary, W Hanningfield
Gill Marrion	Trinity Road Primary
Kate Mills	John Ray Infants
Robert Pike	St Nicholas CE Primary, Tillingham
John Poulson	Silver End Academy
Karen Riddlestone	Richard de Clare Primary

**MEPHA meeting and AGM  
Headrest  
The Pursuit of Wellbeing**

Dawn Dack  
Andrew Morrish  
Maria Brosnan

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**AREA AGENDA**

LA updates on current priorities including:

- ECC new administration
- Education Taskforce
- SEND update: Inclusion conference
- Headteacher wellbeing
- Early Years reforms
- Safeguarding
- Curriculum: review of RSE and Health Education

Clare Kershaw

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**Key dates**

**MID headteacher meetings 2021/22 - Lion Inn, Boreham**

Thursday 11 November 2021  
Thursday 10 March 2022  
Thursday 16 June 2022

**Deputy Headteachers' Annual Conference 2021**

Friday 8 October 2021 Colchester Football Stadium

**Headteachers' Annual Conference 2022**

Friday 18 March 2022 Stock Brook Country Club

\*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**  
**THURSDAY 24 JUNE 2021**  
**ATTENDANCE ONLINE**

**Present**

Lois Ashforth	Cold Norton Primary
Deborah Bailey	John Bunyan Primary
Ruth Baugh	White Notley CE Primary
Rebecca Black	St Andrew's Juniors
Amanda Buckland-Garnett	Collingwood Primary
Dawn Baker	CEO Hera Academy Trust
Spencer Bragg	Southminster Primary
Alex Burden	Great Waltham CE Primary
Dida Burrell	White Court Primary
Dawn Dack	Wentworth Primary/Mid Chair
Helen Castell	Writtle Infants
Alison Cole	St Peter's CE Primary, Coggeshall
Anna Conley	The Howbridge Infants
Lisa Dale	Howbridge Juniors
Geraldine Denham-Hale	St Mary's CE Primary, Burnham-on-Crouch
Sharon Derbyshire	St Pius X Catholic Primary
Kate Garnett	Tollesbury School
Sarah Ginzler-Mayer	St Joseph's and St Francis Catholic
Carol Gooding	Danbury Park Primary
Mary Gurr	Hatfield Peverel Infants
Karen Harrison	John Ray Juniors
Natalie Hawkes	Newlands Spring Primary
Ceri Jones	Chipping Hill Primary
Shelley Jones	De Vere Primary
Ann Kelliher	Holy Family Catholic Primary
Jane Landa-Arrese	Moulsham Infants
Catherine Lewis	Holy Trinity CE Primary, Halstead
Sarah Manning	Galleywood Infants
Gill Marrion	Trinity Road Primary
Liz Maycock	Little Waltham CE Primary
Hannah McCann	St Peter's, W Hanningfield

**LA Officers**

Clare Kershaw	Director of Education
Catherine Hutley	Assistant Director, Mid
Alison Fiala	Head of Education and Early Years
Jo Barclay	Head of Education Safeguarding
Caroline Gibson	School Effectiveness Partner, Mid
Vikki Webber	School Effectiveness Partner, Mid

Richard McIntosh  
Sarah Meares  
Joanne Morgan  
Stephanie Newland  
Jinnie Nicholls

Jacquelyn Pick  
Rachael Plunkett  
Matt Poyton  
Rowen Prigg  
Lesley Roche  
Julie Sarti  
Emma Saward  
Helen Shaw  
Caroline Shingleton  
Jakki Sibley  
Claire Smyth  
Kirsty Stuart  
Paul Sully  
Theresa Walker  
Greg Waters  
Lisa Waters  
Debs Watson  
Mike Williams  
Mike Wood  
Justin Wrench

**In Attendance**

Pam Langmead  
Jennifer Hone  
Jodie Evans  
Sean Tobin  
Andrew Morrish  
Maria Brosnan

**Apologies**

Ian Bowyer  
Andrew Cumpstey  
Kate Mills  
Amanda Reid

Baddow Hall Juniors  
Terling CE Primary  
Gosfield Primary  
St Margaret's CE Primary  
Bulmer St Andrew's/St Giles CE Primary  
Springfield Primary  
Priory Primary, Bicknacre  
Lawford Mead Primary  
St Michael's CE Juniors  
Our Lady Immaculate C Primary  
Colne Engaine/Belchamp St Pauls  
Notley Green Primary  
Elmwood Primary  
Wethersfield Primary  
Earls Colne Primary  
Beckers Green Primary  
Ridgewell CE Primary  
Beehive Lane Primary  
St Mary's, Woodham Ferrers  
The Bishops CE & Catholic Primary  
East Hanningfield CE Primary  
Tanglewood Nursery  
Trinity St Mary's Primary  
Elm Hall Primary  
Great Bradfords Juniors

EPHA Professional Officer  
Helena Romanes Primary  
High Ongar Primary  
Berlesduna Trust  
Headrest  
Pursuit Wellbeing

Boreham Primary  
St Michael's Juniors  
John Ray Infants  
Perryfields Infants

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 24 JUNE 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.

#### Welcome to the following Headteachers:

Spencer Bragg	Southminster CE Primary
Jennifer Penney	Shalford Primary

#### Farewell to the following headteachers:

Sally Brisley	Woodcroft Nursery
Shelley Jones	de Vere Primary
Hannah McCann	St Peter's CE Primary, W Hanningfield
Gill Marrion	Trinity Road Primary
Kate Mills	John Ray Infants
Robert Pike	St Nicholas CE Primary, Tillingham
John Poulson	Silver End Academy
Karen Riddlestone	Richard de Clare Primary

If you are leaving please make use of the EPHA new heads' checklist, and complete it for your successor. This is available on the EPHA website at

<https://essexprimaryheads.co.uk/info-and-documents/good-practice/>

### 2. DELIVERY OF THE EARLY CAREER FRAMEWORK PROGRAMME AND NPQs

Andrew Smith, headteacher at Lyons Hall Primary, sent the following information which outlines support available for the Early Career Framework and NPQs.

In addition to Teaching School Hubs, other organisations can deliver the Early Career Framework and reformed NPQs. In Essex, the Professional Learning Network/Lyons Hall School has chosen to deliver both the ECF programme and the suite of NPQ programmes to give schools more of a choice of provision.

PLN/LH has a long, proven track-record of delivery on these priorities across Essex and its borders, having delivered NPQs for the last 18 years, the Accelerate programme (a precursor to the ECF) and currently delivering the early roll out of the ECF programme.

#### Early Career Framework

PLN is a Delivery partner for Ambition Institute providing the DfE funded Full-Induction Programme at no cost to your school. The two-year programme is delivered by a team of facilitators who are experienced practising teachers. It includes:

- Training for Early Career teachers (ECTs) and mentors
- Materials can be adapted to respond to the context of our schools.
- Mainly online content and video conferencing

PLN has chosen Ambition as their programme is completely flexible. If school has a different priority one week (e.g. parents evening, assessment) or if the Early Career Teacher or mentor is absent, they miss that week and start again the next week - they don't have to 'catch up' with the missed week.

The Department for Education is funding all training, at no cost to schools.

All state funded schools offering statutory induction will receive additional funding to deliver the Early Career Framework reforms.

The funding will cover:

- 5% off timetable in the second year of induction for all early career teachers to undertake

induction activities including training and mentoring - **£1200**

- Funding for mentors to spend with early career teachers in the second year of induction - this is based on 20 hours of mentoring across the academic year - **£900**

For those on the Full Induction Programme, there will be a payment to schools for the time that mentors of ECTs spend on DfE mentor training (ie training from a funded programme provider) which will consist of 36 hours of backfill time over two years per mentor.

Mentor's Unit Cost (years 1 & 2) Time off timetable for training	England (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
36h cost (2 years of training)	£1576.10	£1929.24	£1737.14	£1623.24

NB

Funding for training and support in year 1 is funded directly to schools as now through the National Funding Formula.

### Reformed NPQs:

PLN/LH will continue to deliver the whole suite of reformed NPQs across all phases and settings. Working in partnership with Teach First, alongside Surrey Teaching Schools Network with whom we have a long standing relationship.

Some NPQs will be funded and for some schools in more difficult circumstances there will be full scholarship funding – the DfE has not released this information yet.

## 3. MID EPHA ANNUAL GENERAL MEETING

### a) CHAIR'S REPORT

Dawn Dack, Chair of Mid EPHA, gave the following report.

#### Introduction

I would like to thank Pam for being everything to everyone. She has been working for EPHA for more years than anyone can remember and she is the rock that we all rely on. When you need to check a piece of information, have a shoulder to cry on, have a joke or have a moan, she is there at the end of the phone, email or a zoom call. Without her EPHA would just not work. You are brilliant Pam. You continue to work for the betterment of education and Headteacher well-being. I am sure my colleagues will join me in sending you a round of applause and many congratulations via email and text message - some might even switch a camera on and un mute to whoop and cheer!!!!

#### Review of the year

Last year I spoke to you all about the challenges we had all faced from Lockdown 1.0. How we had all coped and closed schools within 2 days. I hoped that it would never happen again! I talked about how we had been thinking about the new Ofsted inspections the previous October and how that had gone out of the window fairly quickly. I then talked about a possible second peak. Who knew that we would have a small respite over the summer holiday, before Lockdown 2.0. The Autumn Term tumbled out of control within weeks. We had schools closing bubbles multiple times, we had a hybrid approach to learning online and in school, we had staff isolating and then coming back, we had Ofsted virtual visits and we were trying our best with the ever changing guidelines being issued by the government. Managing schools through an increasing R-Value and viral load became almost impossible. This was then followed by the new tier system, which didn't allow for parity across the county. We had the ridiculous notion that you might live or work in an area where restrictions meant a school couldn't open, but 100m down the road, it was possible.

After one of the weirdest Christmas's possible we were preparing to open schools again, until a brave decision was made by our Director of Education to close the schools that were still open. I don't

think I will ever forget having taken a call over Sunday lunch the day before schools were to open, and then having to work out how to close my school within 18 hours and gather the information on who our key worker families were before reopening on the Tuesday, only to find out on the Monday night we were in to Lockdown 3!!!

Since then the pressure has just continued to rise. We are now all masters of the LFT, we know what a PCR is and now understand which is more important - or not!!! We collate results twice a week in our own time and still aren't allowed time off as we are checking for positive COVID results within our parent community over the weekends via email. We have managed a million updates to our risk assessments, dealt with shielding and then not shielding staff. We have written individual risk assessments, upped the amount of online learning being offered and managed the transition between online and in person learning. Some of us have become Zoom stars in our own right and we have ensured all our policies and procedures are up to date. We have taken a massive load of safeguarding cases and been asked to make instant, and often life changing decisions for our communities. We have ensured we have kept in touch with children who may not even be in the same time zone. We have been a pillar of strength for our staff and community and at no point have we been able to make a mistake or show fatigue. We have been a front line service of unsung heroes.

Without your leadership and the commitment of your staff, our NHS workers and other Key Workers would not have been able to save lives or keep the country going. We have been the only places in the UK where it has been legally possible to have more than 30 people gathering since the start of COVID. We have been expected to put ourselves at risk and we have done this because of the commitment we have to the children and families we work with. It is appalling that the government has now rewarded school staff with a pay freeze to thank them for their role in ensuring the country continued to function.

As restrictions ease we are now faced with further impossible decisions. Should we be booking the residential trip, should we have a sports day or Year 6 leavers' party? Decisions on these events alone are enough to make quiver when you think of the risks associated with them. In addition to this we now have the teams of people that have been able to work from home wanting to poke about in schools again as life is 'getting back to normal'.

Well I say that it isn't!

The last 18 months have been brutal for Heads. We have used every last ounce of energy to keep every plate spinning and we are all overflowing with stress. The mere mention of Ofsted is making us feel sick. We need time to recover, before someone starts looking at why we haven't had a chance to do a learning walk, a lesson visit, a deep dive. There needs to be recognition by the Local Authority that just because the restrictions are being lifted, it doesn't mean that schools and Heads are now ready for business as usual. We need the LA to support us on this. What I can tell you is that EPHA will make this very very clear to every agency that wants to visit a school and poke around.

### **What is to come?**

This year I have absolutely no idea! I couldn't have been more wrong last year and therefore I'm not going to even bother this year.

I am immensely proud to Chair this group of Heads. You are brilliant at your jobs. You are all still standing (just about)! I'm sure some of you are hiding how you actually feel and this is where I get serious. You must talk to colleagues. This is the only way we can survive what we have been through. Be honest, have a cry. It is ok not to be ok.

I sit here in my office and I applaud every single one of you for being you, for still running your schools, for making a difference to the lives of your community and staff.

We are all the Essex Primary Headteachers Association. We are all caring, compassionate and bloody brilliant at our jobs. Enjoy the summer when it comes and switch off and rest!!!!!!!

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

<b>Chair</b>	Dawn Dack (Wentworth Primary)
<b>Vice-Chair</b>	Amanda Reid (Perryfields Infants)
<b>Treasurer</b>	Dawn Baker (Lawford Mead Primary)
<b>Braintree</b>	Dida Burrell (White Court Primary)
<b>Chelmsford N</b>	Amanda Reid (Perryfields Infants)
<b>Chelmsford W</b>	Dawn Baker (Lawford Mead Primary)
<b>Chelmsford S</b>	Richard McIntosh (Baddow Hall Juniors)
<b>Halstead</b>	Jinnie Nicholls (St Giles' and St Luke's Federation)
<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 West Area and for agreeing to continue in their roles or taking on new positions.

- c) The Summer term EPHA newsletter**, including dates for the 2021/22 school year, was circulated to headteachers in advance of 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 continue to 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.

<https://essexprimaryheads.co.uk/files/what-headteachers-get-in-return-for-their-epha-contribution-2020-21.pdf>

**e) EPHA County Annual General Meeting**

The EPHA county AGM will be held on Thursday 30<sup>th</sup> September at the Lion Inn, Boreham.

**f) Conferences**

Headteachers were reminded that the Deputy Headteachers' conference will be held on Friday 8 October 2021, once again in person at the Colchester Football Stadium (key note speakers Mick Waters and Mary Myatt) and next year's annual Headteachers' conference will be held on Friday 18 March 2022 at Stock Brook Country Club.

The programme and booking form for the Deputy Conference will be emailed to schools at the end of June.

**4. HEADREST**

Headrest was co-founded in October 2020 by Ros McMullen and Andrew Morrish, two former headteachers and Multi-Academy Trust CEOs.

Headrest is a confidential, free telephone support service for headteachers. The free service means that a group of experienced headteachers, who coach and mentor serving heads and senior executive leaders, are offering 'a listening ear' free of charge for those who are exhausted and needing to chat with someone who understands. In this session, Andrew Morrish introduced and explained how the helpline works and why it was set up to support heads at this critical time.

More information at <https://www.headrestuk.co.uk/>

Why now?

- Headteacher wellbeing a priority
- Increase in workload/anxiety levels
- Operational and not strategic
- Lack of support for headteachers
- Sodden sponges
- The need for rapid response
- We've sat in your chair
- Safe, non-judgmental, anonymous

Key issues being brought to the helpline

- Bubbles/safety
- Ill health (self and family)
- Feeling overwhelmed/stress
- Parental demands
- Facebook/Social Media
- Lack of governance support
- Lack of LA/MAT support inc HR
- Suspension, disciplinary etc.
- Ofsted, monitoring etc.

How it works

DM on Twitter @Headrest\_UK

Phone for free on 0800 862 0110

Website: [www.HeadrestUK.co.uk](http://www.HeadrestUK.co.uk)

Email [Hello@HeadrestUK.co.uk](mailto:Hello@HeadrestUK.co.uk)

**Headrest will always get back to you.** More information at <https://www.headrestuk.co.uk/>

## 5. THE PURSUIT OF WELLBEING

Maria Brosnan is an experienced leadership and wellbeing trainer, mentor and coach, who works with senior leaders and teachers in schools. She works with the Heartmath Institute, which employs biofeedback technology that tracks the function of the heart, and enables participants to manage and control their physiology.

Many believe that disruption necessitates grit - we just have to "push through" until the storm passes. However, evidence shows that "gritting through" challenge ultimately impedes performance, wasting time and resources, and impacts our health.

In this presentation, Maria explained the physiology of stress and the impact it has on performance and effectiveness, and gave a simple but effective strategy to make immediate improvements.

Maria explained the impact of stress on performance:

Zone A – healthy pressure, improves performance

Zone B – a rising amount of pressure – leads to optimal performance, a stage of maximum efficiency and effectiveness

PERCEPTION CHANGE

Zone C – hyper-reactive stage – an unpleasant place to be

Zone D – leads to emotional and physical exhaustion

She asked the headteachers to take part in a snap poll, asking which Zone they regarded themselves as being in.

West quadrant results:

A 4%

B 23%

C 73%

D 0%

Mid quadrant results:

A 0%

B 12%

C 80%

D 8 %

Maria noted that, when we are stressed, we can lose up to 80% of brain function. She showed a video which gave an example of a situation when she was put under (minimal) stress and the impact that this had on her heart rate. She then explained a very simple breathing technique which instantly calmed and reduced her heart rate, demonstrated by the biofeedback technology.

She gave a couple of quotes to consider:

*Henry J Kahn, MD*

"It's easy to forget that stress is one of your body's warning signals that tells you that something is out of whack. If you ignore those signals, especially your emotions, you could become so accustomed to the stimulation of stress, ongoing tension and strain that stress can start to feel normal.

When a lot of people in a particular environment are stressed, they can create a climate that makes it more difficult for any one person to see his or her stress clearly.

When you have a whole culture pushing high performance, sometimes people don't want to admit it or address it."

*Viktor Frankl*

Between stimulus and response there is a space.

In that space is our power to choose our response.

In our response lies our growth and our freedom

Maria can be contacted at [maria@pursuit-wellbeing.com](mailto:maria@pursuit-wellbeing.com)

More information at <https://pursuitwellbeing.com/>

A recording of the presentation can be accessed at <https://youtu.be/ytu1tiXObfk>

## 6. CLOSE OF MEETING AND THANK YOU FROM THE MID CHAIR

Dawn Dack thanked the Mid headteachers for attending the meeting and wished them the very best for the last few weeks of term.

## 7. FUTURE DATES

**MID headteacher meetings 2021/22 - Lion Inn, Boreham**

Thursday 11 November 2021

Thursday 10 March 2022

Thursday 16 June 2022

**Deputy Headteachers' Annual Conference 2021**

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**Headteachers' Annual Conference 2022**

Friday 18 March 2022 Stock Brook Golf and Country Club