

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
WEDNESDAY 3 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	
<p>DISTRICT AND EPHA AGENDA (a.m.) (Notes below) Nick Hutchings, Chair</p> <p>Street Tag NEEPHA meeting New school in Colchester The Big Squeeze</p>	<p>Welcome to the following Headteachers: Catherine Bickersteth Rolph CE Primary (Acting headteacher) Polly Bradford Gosbecks Primary (Interim head of school) Adam Squirrell Stanway Fiveways Primary (Acting headteacher) Laura Khine Brightlingsea Primary Claire Russell Braiswick Primary Sarah Crookes Cann Hall Primary Julie Ingram Fordham All Saints Primary (Executive Headteacher) Ellie Jaggs Boxted CE Primary Emily McMillan Fordham All Saints Primary (Acting headteacher)</p> <p>Farewell to the following headteachers: Lelia Berkeley St Andrew's CE Primary, Marks Tey Seun Oshinaike Nick Hutchings Linda Exley Paul Dix</p>
<p>p 2 -5 AREA AGENDA LA updates on current priorities including:</p> <ul style="list-style-type: none"> • Return to school • Essex Recovery Taskforce • Joining up the strategies • Commissioning of therapy services in Essex 	<p>Clare Kershaw</p> <p>Kate Martin</p>
<p>p 5-11 Teaching School Hub Support</p>	<p>Willa Jackson, Associate Principal, Colchester County High School for Girls representing Alpha Teaching School Hub and NEETSA</p>
<p>p 11-12 Let's Talk... A common language and understanding of emotional wellbeing and mental health</p>	<p>Lianne Canning, Emotional Wellbeing & Mental Health Coordinator</p>
<p>p 12-13 Safeguarding and Headteacher Wellbeing update</p>	<p>Jo Barclay, Schools Safeguarding Manager</p>
<p>p 14 Key dates</p>	<p>NORTH EAST meetings with the Local Authority officers 2020/21/22 Wednesday 16 June 2021 Wednesday 10 November 2021 Wednesday 2 March 2022 Wednesday 15 June 2022</p> <p>Headteachers' Annual Conference 2021 Friday 19 March 2021 To be held virtually Friday 25 March 2022 Stock Brook Country Club</p> <p>Deputy Headteachers' Annual Conference 2021 Friday 8 October 2021 Colchester Football Stadium</p>
<p>*Page numbers refer to the full minutes (posted on the EPHA website) of the Spring term Area meetings with LA Officers and Headteachers.</p>	

LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
DISTRICT AND AREA MEETING
WEDNESDAY 3 MARCH 2021
ATTENDANCE

Present

Rachel Anderson	Harwich Primary and Nursery
Koulla Anslow	Lakelands Primary
Sue Bardetti	Holland Haven Primary
Liz Bartholomew	The Mayflower Primary
Catherine Bickersteth	Rolph CE Primary
Simon Billings	St John's Green Primary
Suzie Bliss	Walton-on-the-Naze Primary
Polly Bradford	Gosbecks Primary
Toby Bull	The Bishop William Ward CE Primary
Tracey Caffull	Great Bentley Primary/Frinton
Alex Candler	Lexden Primary
Mark Carter-Tufnell	St Osyth/Mistley Norman Primaries
Brian Combes	Stanway Primary
Lisa Corby	Iceni Academy
Mel Cork	Heathlands CE Primary
Ruth Cornell	Kings Ford Infants & Nursery
Sarah Crookes	Cann Hall Primary
Cherry Curle	Engaines Primary
Paula Derwin	Hazelmere Juniors
Sarah Dukelow	Alresford Primary
Diane Fawcett	St Andrew's CE Primary, Weeley
Belynda Fellows	St James CE Primary
Alan Garnett	North Primary & Nursery
Debbie Griggs	Myland Primary
Jackie Halliday	Messing School
Bridget Harris	St Thomas More's Catholic Primary
Vicky Higgins	St Martin Frobisher Academy
Claire Holmes	Monkwick Infants & Nursery
Nick Hutchings	N East Chair/ Hamilton Primary
Julie Ingram	Chappel CE Primary/Fordham All Saints
Ellie Jaggs	Boxted St Peter's CE Primary
Karen Jones	Great Clacton CE Juniors
Becky Keitch	St George's CE Primary, Gt Bromley

LA Officers

Clare Kershaw	Director of Education
Philippa Holliday	Assistant Director, North East
Stephen Chynoweth	EY and Education Manager, N East
Kerry McGrory	SE Partner (North East)
Carole Farrer	SE Partner (North East)
Jo Barclay	Schools Safeguarding Manager
Lianne Canning	EWMH Co-ordinator
Sally Blunden	Consultant
Kate Martin	ECC Commissioner

Marie Kelly	St Teresa's Catholic Primary
David Larner	Dedham CE Primary
Susan Locke	Milldene Primary
Maria Luck-Davies	Bradfield Primary
Ian MacDonald	Elmstead Primary
Becky Maguire	St Joseph's Catholic Primary
Rebecca McCutcheon	Monkwick Juniors
Joanna Marshall	Tendring Primary
Janet Meacock	Millfields Primary
Carl Messer	St George's New Town Juniors
Mark Millbourne	Prettygate Infant and Juniors
Gail Morgan	St Michael's Primary & Nursery
Samantha Moseley	All Saints CE Primary, Dovercourt
Claire Newson	Parsons Heath CE Primary
Donna Parker	Ardleigh St Mary's Primary
Richard Potter	Home Farm Primary
Claire Russell	Braiswick Primary
Clare Sampson	Roach Vale Primary
Leesa Sharpe	Broomgrove Juniors
Nikki Sirett	Alton Park Juniors
Darren Smith	Brinkley Grove Primary
Sarah Stevenson	Langenhoe Primary
Steven Turnbull	Hazelmere Infants and Nursery
Craig Twin	St John's CE Primary
Tania Wright	Mersea Island School
Michelle Wright	Montgomery Juniors

In Attendance

Pam Langmead	EPHA Professional Officer
Jennifer Penney	Shalford Primary
Sam Wilding	Braiswick Primary
Paul Dix	When the Adults Change
Seun Oshinaike	Street Tag
Willa Jackson	Alpha Teaching School Hub
Linda Exley	The Gilbert School

Apologies

Susan Shipp
Nicky Patrick

Apologies

Friars Grove Primary
Spring Meadow Primary

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

NORTH EAST EPHA AREA MEETING MINUTES 3 MARCH 2021

1. WELCOME

The meeting was held online as a result of the continuing Coronavirus pandemic. Nick Hutchings, the North East Area Chair welcomed headteachers to the meeting.

Welcome to the following new Headteachers:

Catherine Bickersteth	Rolph CE Primary (Acting headteacher)
Polly Bradford	Gosbecks Primary (Interim head of school)
Adam Squirrell	Stanway Fiveways Primary (Acting headteacher)
Laura Khine	Brightlingsea Primary
Claire Russell	Braiswick Primary
Sarah Crookes	Cann Hall Primary
Julie Ingram	Fordham All Saints Primary (Executive Headteacher)
Ellie Jaggs	Boxted CE Primary
Emily McMillan	Fordham All Saints Primary (Acting headteacher)

Farewell to the following headteacher:

Lelia Berkeley St Andrew's CE Primary, Marks Tey

Nick noted that Lelia is retiring after 18 years of headship – an amazing achievement. She stayed on to support her school during the Covid pandemic.

2. STREET TAG

Seun Oshinaike attended the meeting to inform heads about Street Tag, the “family-friendly game that turns the local area into a virtual playground”.

Physical Activity for children and young people may never have been so important, with evidence revealing that Covid-19 unsurprisingly, caused significant disruption to their lives. Local intelligence (alongside national statistics) is indicating that many children have returned to our schools deconditioned from being physically inactive and with decreased mental health. Insight also shows that 71% of children (when being active) did so with their families. Therefore, there is great potential for Parents and Caregivers to continue to be role models for physical activity supported by our fantastic schools.

Seun suggested that with the support of school to sign up and spread the word, children and families will be encouraged to be more active by walking, cycling or running to collect points for their school using their smartphones. Street Tag is a mobile application that motivates inactive or sedentary families to be more active. The app targets the whole family, providing a motivating and family-inclusive experience for both children and parents. Users of the Street Tag app collect points assigned to them once they are within 40-metre radius of virtual tags; steps can also be synced and converted into Street Tag points. These points add up in real time on the leaderboard, with prizes to be won at the end of each season.

It's free for schools to join Street Tag (sponsored by Sport England), including all of the support the school will receive. The app supports an adult to have an additional two children on their smartphone.

250 participants in a team per school; once a school team is full, the school can add a second team. Schools with a smaller population size are supported to merge and team up with another smaller population size school.

Process

- Sign up from the presentation or through email contact.
- Phone call arranged to answer any questions that the school might have.
- Unique QR code created for the school.
- The school captain log-in details are created and shared with the school.
- Newsletter/SMS/email template provided.
- Street Tag guide supplied.
- The school Poly Tag is provided.
- The first batch of PEdcodes is provided for the school.

Support provided

- Street Tag will provide explainer videos to be shared with parents and the children.
- Monthly virtual drop-in sessions for schools on a weekday after school.
- Bi-weekly virtual drop-in sessions for families on Saturdays.
- Podcasts are available on the website for inspiration.
- FAQs support available on the website.
- Prizes for winning schools and families in each round of each school leaderboard season (approximately 14 weeks)

A Colchester Leaderboard has been set up, and should be going live at the end of March. A Tendring Leaderboard is also being planned – no launch date yet, but expressions of interests welcomed.

Contact details

seun@streettag.co.uk

meenakshi@streettag.co.uk

@streettaghq

www.streettag.co.uk

3. NORTH EAST EPHA MEETING

- a) Thank you to all of the headteachers that continue to represent primary headteachers on the EPHA Executive and on other committees.
- b) **The Spring term EPHA newsletter** was circulated to headteachers in advance of the meeting - this can also be found on the EPHA website www.essexprimaryheads.co.uk.
- c) **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. Nick encouraged headteachers to take this as a day based at home, so that they could enjoy and benefit from some excellent speakers and a day focused on leadership.
- d) **Deputy Heads' conference**
Friday 8th October 2021 – Colchester Football Stadium
Information will be sent to schools in June.
- e) **New through-school in Colchester**
Linda Exley, the headteacher of The Gilberd school attended the meeting to update North East heads about the plans for a new through-school in Colchester.

The plan is for a new school, called Trinity (part of the Alpha MAT), about one mile from Colchester station on the Chesterwell area of NE Essex, on the old Cant's Roses site. This will eventually be a six form entry for the secondary school and two form entry for the primary

The permanent secondary school building is not yet built, but the intake for Trinity will start on The Gilberd site in September with 120 students. There will be an intake of a further 120 students next year and the school will then move to the permanent site (Spring 2022). The cohort that starts September 22 will be the full PAN of 180.

Linda explained that they have not yet started developing the primary school and no date has been confirmed – 2025/26 or 2026/27 are possible but still not definite. She confirmed that the Trust will work with local schools and make sure they are aware of the development.

This year's admissions are in a state of flux. Trinity stands outside the normal admissions process this year, so there are students who have been offered places at both The Gilberd and Trinity. She confirmed that there will be more clarity by 15th March.

Linda can be contacted at LEX@gilberd.com

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 behavior

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 NORTH EAST CHAIR

Nick Hutchings thanked the North East headteachers for attending the meeting. He wished headteachers luck with the full reopening of schools on March 8th and for the remainder of the term.

6. FUTURE DATES

NORTH EAST meetings with the Local Authority officers 2020/21/22

Wednesday 16 June 2021

Wednesday 10 November 2021

Wednesday 2 March 2022

Wednesday 15 June 2022

Headteachers' Annual Conference 2020

Friday 19 March 2021 Held virtually

Friday 25 March 2022 Stock Brook Golf and Country Club

Deputy Headteachers' Annual Conference 2021

Friday 8 October 2021 Colchester Football Stadium