

LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
DISTRICT AND AREA MEETING
WEDNESDAY 4 MARCH 2020
ATTENDANCE

Present

Rachel Anderson	Harwich Primary and Nursery
Sue Bardetti	Holland Haven Primary
Liz Bartholomew	The Mayflower Primary
Aaron Battersby	All Saints Great Oakley
Natasha Bennett	Two Villages Primary
Simon Billings	St John's Green Primary
Suzie Bliss	Walton-on-the-Naze Primary
Gavin Bradley	White Hall Academy
Moira Breeze	St Clare's Catholic Primary
Sue Bridgman	Montgomery Infants & Nursery
Toby Bull	The Bishop William Ward CE Primary
Tracey Caffull	Great Bentley Primary/Frinton
Alex Candler	Lexden Primary
Mark Carter-Tufnell	St Osyth CE Primary
Brian Combes	Stanway Primary
Tracy Cooke	Great Bentley Primary
Ruth Cornell	Kings Ford Infants & Nursery
Sarah Crookes	Cann Hall Primary
Cherry Curle	Engaines Primary
Ceri Daniels	Holy Trinity, Eight Ash Green
Paul Disley	Highwoods Primary
Elizabeth Drake	Kingswode Hoe School
Sarah Dukelow	Alresford Primary
Diane Fawcett	St Andrew's CE Primary, Weeley
Clare French	Kendall CE Primary
Lisa Frith Sly	Camulos Academy
Donna Gaffney	Layer de la Haye CE Primary
Alan Garnett	North Primary & Nursery
James Gough	Cherry Tree Primary
Rebecca Halls	Unity Primary Academy
Bridget Harris	St Thomas More's Catholic Primary
Abbie Fairbairn	Lawford CE Primary
Claire Holmes	Monkwick Infants & Nursery
Nick Hutchings	N East Chair/ Hamilton Primary
Jackie Irwin	Stanway Fiveways Primary
Karen Jones	Great Clacton CE Juniors
Chris Joy	Hamford Primary Academy
Marie Kelly	St Teresa's Catholic Primary

LA Officers

Clare Kershaw	Director of Education
Philippa Holliday	Assistant Director, North East
Stephen Chynoweth	EY and Education Manager, N East
Alison Fiala	EY and Education Manager, Mid
Ros Somerville	Head of SEND North East
Kerry McGrory	SE Partner (North East)
Antony Kern	SE Partner (North East)
Jo Barclay	Schools Safeguarding Manager
Jeni Noakes	Attendance Specialist Team
Debbie ?	Attendance Specialist Team
Kevin Wilby	Planning

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

Laura Khine	Boxted St Peter's CE Primary
Alison Grigg	Broomgrove Infants
David Larner	Dedham CE Primary
Lorraine Laudrum	Braiswick Primary
Susan Locke	Milldene Primary
Ian MacDonald	Elmstead Primary
Joanna Marshall	Tendring Primary
Carl Messer	St George's New Town Juniors
Mark Millbourne	Prettygate Infants & Juniors
Amanda Mitchelson	Old Heath Primary
Gail Morgan	St Michael's Primary & Nursery
Martin Moriarty	Tiptree St Luke's CE Primary
Matthew Moseley	Holland Park Primary
Samantha Moseley	All Saints CE Primary, Dovercourt
Donna Parker	Ardleigh St Mary's Primary
Nicky Patrick	Spring Meadow Primary
Paula Pemberton	Hazelmere Juniors
Richard Potter	Home Farm Primary
Claire Russell	Cann Hall Primary
Clare Sampson	Roach Vale Primary
Leesa Sharpe	Broomgrove Juniors
Susan Shipp	Friars Grove Primary
Katie Siggery	Burrsville Infants
Nikki Sirett	Alton Park Juniors
Darren Smith	Brinkley Grove Primary
Sarah Stevenson	Langenhoe Primary
Steven Turnbull	Hazelmere Infants & Nursery
Michelle Wright	Montgomery Juniors
Tania Wright	Mersea Island School

In Attendance

Pam Langmead	EPHA Professional Officer
Alison Cole	St Peter's Primary Coggeshall
Stephanie Newland	St Margaret's and St Clare's Catholic
Louise Parkinson	Doucecroft School
Emma Day	North Essex Parking Partnership

Apologies

Debbie Griggs
Julie Ingram
Craig Twin

Apologies

Debbie Griggs
Chappell CE Primary
St John's CE Primary

NORTH EAST EPHA AREA MEETING MINUTES 4 March 2020

1. WELCOME

Nick Hutchings, the North East Area Chair welcomed headteachers to the meeting.

Welcome to the following headteachers:

Mel Cork	Heathlands CE Primary (Acting Headteacher)
Hayley Rollings	Fingringhoe Primary (Acting Headteacher)

Farewell to the following headteachers:

Rick Cranfield	Heathlands CE Primary
Suzy Ryan	Fingringhoe Primary

2. NORTH EAST EPHA MEETING

a) **The Spring term EPHA newsletter** was circulated to headteachers at the meeting - this can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.

b) **Equality Act training**

Following the success of the training on pupil exclusions, led by barrister Tanya Callman, EPHA has organised training on the Equality Act. There is one remaining date available on Monday 16th March. The cost will be £60 per attendee, and EPHA is subsidising this training. To book a place please contact the EPHA Professional Officer at pam@langmead.me.uk

c) **Essex Schools Broadband**

A reminder that Schools Broadband Service will cease on 31st March 2019. This is when the existing contract with DUCL will end and new suppliers will need to take over your broadband service. Nick Hutchings reminded headteachers that there is an annual requirement for schools to undertake a penetration test, which was previously funded under the DUCL contract.

d) **POWER**

The POWER project is a targeted early intervention project working across Southend, Essex and Thurrock (SET). POWER practitioners offer direct support to children and young people aged 8-13 and their parent/carers to help them develop ways of coping with challenging situations at home, school and in their local communities. POWER also seeks to support schools to develop effective methods to enable children and young people to be successful in school. Typically, the children and young people POWER seeks to help will be struggling to engage at school, may be truanting internally and will have had contact with or be known to the police, perhaps as a victim or a witness. However, they will not yet have been criminalised (i.e. they will not have been charged for an offence). Children and young people who are already being supported by Social Care, EWMHS or the Youth Offending Service are not eligible for support from the POWER project.

Contact

Jethro.bogdanov@essex.gov.uk

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03330 138926

e) **North Essex Parking partnership**

Emma Day explained that the North Essex Parking Partnership can support schools in a number of ways with their parking issues, through their 3PR scheme. 3PR works slightly differently at each school. Generally, a 3PR zone is implemented directly outside the school, where cars should not park. Children who enter this zone on foot, bike or scooter are given a token to take to their classroom. The class with the most tokens at the end of the week/month wins the 3PR cup and a certificate.

3PR zones are not suitable for all schools; for example, those on main roads where cars do not block the school gates but instead park in front of driveways or in other unsuitable locations. In this case, educational material is given to children and parents and banners and signs are placed outside the school to discourage problematic parking.

3PR is currently being offered to all state primary schools in the following boroughs/cities/districts:

- North Essex: Braintree, Colchester, Epping Forest, Harlow, Tendring, Uttlesford
- South Essex: Basildon, Brentwood, Castle Point, Chelmsford, Maldon, Rochford, Colchester

An officer from SEPP or NEPP will visit the school during the morning drop-off period to assess the situation and meet with the school's 3PR representative.

Following the initial meeting, they will create a personalised 3PR map for the school. This will be given to all children and parents to implement the 3PR zone. They will also host a launch assembly, assist with the 3PR launch morning and provide all necessary materials (banners, pavement signs, information booklets, tokens etc).

Schools will receive all necessary resources free of charge. This includes information booklets, 3PR patrol uniforms, tokens, a trophy, railing banners and more. They will also be given the opportunity to sign up to the [newsletter](#) to keep up to date on all things 3PR.

Schools will also receive support from their local officer. They will carry out an initial assessment, create a personalised map, host a launch assembly and assist with the 3PR launch. Following the launch, they will be on hand to assist with any ongoing parking issues, host refresher assemblies and meet school councils to create new parking ideas and projects.

www.schoolparking.org.uk

Emma Day

Emma.day@colchester.gov.uk

01206 507829/ 07940 477042

3. **PLANNING FOR YOUR FINANCIAL FUTURE**

Gareth Evans, Financial Consultant, Wesleyan

Gareth Evans reminded everyone of the importance of having financial planning conversations in advance of retirement. He explained that Wesleyan specialise in giving advice to specific groups, including teachers. They can offer help by supporting staff health & wellbeing/CPD events (where financial education is now considered a key aspect), to advising teachers' on their retirement options. He noted the link to the focus on wellbeing in the new Ofsted framework.

Gareth noted the recruitment and retention figures for teachers:

- ▶ Recruitment of initial teacher trainees has been below target for each year from 2012*
- ▶ For the first time since 2011, more teachers left the profession (to November 2017) than joined

22% of Newly Qualified Teachers to the sector in 2015 were not recorded as working in the State Sector 2 years later

33% 5 year Out Of Service rate for 2012 entrants

40% 10 year rate for 2008 entrants

THE TRUE COST OF SCHOOL STAFF

- ▶ Staff pay is the single most expensive item in the school budget. It typically represents over 70% of expenditure.
- ▶ Add into the mix employers' contributions to occupational pensions, and this makes staff your

school's biggest and most valuable resource.

THE REAL VALUE OF FINANCIAL ADVICE

- ▶ How financial advice & services can help schools support this resource

We've looked at some interesting (and scary) facts and statistics ... what can we take away from these?

- ? There aren't enough teachers joining the profession?
- ? Too many new teachers are leaving the profession?
- ? We're losing experienced teachers – many are staying in the sector but not teaching.

Unfortunately there isn't a magic wand, but there are ways that financial advice and information can help...

1> Demonstrating the full benefits of entitlement to the Teachers' Pension Scheme promotes this key employee benefit – how much would it cost to replace this benefit (i.e. 16.48% employer contribution, Death in Service, possible ill-health, guaranteed pension income etc). A key consideration when considering moving profession? This is particularly important for young/newly qualified teachers who may not fully appreciate the benefits.

2> If a teacher is considering moving to a part time role – they will have questions about the implications to their pension benefits.

By highlighting that there may be options for flexible/part time retirement – teachers may be encouraged to consider this option

UK life expectancy

The number of people aged 65+ in the UK is expected to rise by over 40% in the next 17 years to over 18 Million

Nearly 1 in 5 people currently in the UK will live to see their 100th birthday

By 2040, almost 1 in 4 people will be aged 65 or over

A baby girl born in 2011 has a 1 in 3 chance of living to 100, and a baby boy 1 in 4

Source: Later life in the UK. Fact Sheet. AGE UK. April 2018

The first step is to map out what retirement means to you personally – and you'll see at the centre of this process is you.

There are some simple questions you can ask to help define your objectives for retirement.

Answering these questions may not be as simple, however they are important in defining what your financial plan will need to look like.

Who do you want to spend time with in retirement? - Immediate and extended family? Friends, old or new? Who do you need to involve in your decision making? (e.g. if you want to spend more time or move closer to family, have you discussed this with them? What would happen if their circumstances changed, e.g. if they had to move? It's best to cover these points now, rather than when they might occur.)

What do you want to do with your time when you retire? What does your ideal lifestyle look like?

It could also be that working in some capacity is still important to you, personally or financially. If early retirement is a consideration, what does that balance of time look like, and for how long?

Where do you want to live and spend your time? The situation many people are in when approaching retirement is often a result of their working life and family situation to date. Retirement presents a great opportunity to start with a blank sheet of paper.

You may already have considered the location you want to be in and type of property. For example, are you close to family? Are you thinking about downsizing? As you will be spending more time at home, you may also want to consider access to your social life, living and transport costs, safety and access to care.

Second homes come into this category - do you already have or are you thinking of buying one? Is it still right for you – particularly if it is rented or you have been using as a holiday home.

When is the right time to retire? Would you like to retire today if you could, or want to continue working in some capacity?

Answering this question can be influenced your Teachers Pension Scheme, but you will have options about retiring early or working beyond that date. We cover the issue of timing a little later in the presentation.

Why are these things important to you? (It's important to understand your motivation when looking at your answers to the last few questions – prioritises essentials v. nice to haves)

How will you fund your lifestyle? This is the bit most often associated with financial planning, and involves looking at your assets and different sources of income. It needs to cover not just the early stages of retirement, but also the later stages in life.

So the who, what, where, when, why are really important – we then end on the how, the financial plan. (All elements required to have a robust plan).

You may not be able to answer all of these questions today, or even want to in your first year or two of retirement. That's fine, but you should have these questions in mind before accessing your pension benefits.

Some financial decisions can only be made once. Be careful you don't limit what you want to do in future (for example, opting out of the pension scheme).

Wesleyan can organize a work place presentation in a school at a time and day to suit them. Presentations are free, and are designed to provide important information to members of the Teachers' Pension Scheme and guidance on how to plan for a financially secure future, whatever their time of life. Financial Consultants can also arrange an in-school surgery day giving the opportunity for staff to have individual meetings.

Gareth Evans

Financial Consultant

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Email: gareth.evans@wesleyan.co.uk

4. FUTURE DATES

NORTH EAST meetings with the Local Authority officers 2019/20/21 -at Colchester Football Stadium

Wednesday 10 June 2020

Wednesday 11 November 2020

Wednesday 3 March 2021

Wednesday 16 June 2021

Headteachers' Annual Conference 2020

Friday 20 March 2020 Stock Brook Country Club, Nr Billericay

Deputy Headteachers' Annual Conference 2020

Friday 2 October 2020 Colchester Football Stadium