

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
WEDNESDAY 4 NOVEMBER 2015**

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) Nick Hutchings, Chair	Welcome to the following Headteachers: Mark Carter-Tufnell St Osyth CE Primary School Doretta Cowie Lexden Primary Sarah Crookes Cann Hall Primary School Charlotte Booth-Rylett Head of School at Unity Academy Claire French Kendall CE primary Jo Marshall Head of school at Tendring Primary Ian McDonald Elmstead Primary Val Metcalf The Mayflower Primary (Acting Head) Lucy Overton Great Tey CE Primary School Jane Stalham Fingringhoe CE Primary (Acting Head) Alison Syred-Paul Great Clacton CE Juniors Ant Welch Alton Park Juniors (Acting Head) Farewell to the following Headteacher: Tania Devereux Boxted St Peter's CEVCP School
Housing development in Colchester and Tendring EEPHA meeting	Kevin Wilby, Matt Nick Hutchings Pupils from St John's CE Primary School, Colchester
The new Common Inspection Framework	Andrew Cook, Ofsted Regional Director, East of England
p 1 -7* AREA AGENDA Welcome, introductions and updates: A View from the Bridge	Clare Kershaw, Head of Commissioning, Education and Lifelong Learning
p 7 Perspective Lite	Graham Lancaster, Primary Lead Commissioner
p 8 HeadLines	
p 8 Governance RAG	
p 8- 13 Safeguarding update Think the Unthinkable	Jo Barclay, Ros Somerville, Natasha Colley
p 14 Key dates	NORTH EAST meetings with the Local Authority officers 2015/2016 -at Weston Homes Community Stadium Thursday 25 February 2016 Wednesday 8 June 2016 Headteachers' Annual Conference 2016 Friday 18 March 2016 Stock Brook Country Club, Nr Billericay Deputy Headteachers' Annual Conference 2016 Friday 14 October 2016 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 NORTH EAST AREA
DISTRICT AND AREA MEETING
WEDNESDAY 4 NOVEMBER 2015
ATTENDANCE

Present

Lehla Abbott	Broomgrove Infants
William Aylett	Montgomery Juniors
Sue Bardetti	Holland Haven Primary
Mandy Barlow	Frinton-on-Sea Primary
Natasha Bennett	Rolph CE Primary
Simon Billings	St John's Green Primary
Charlotte Booth-Rylett	Unity Primary Academy
David Borne	Copford CE Primary
Gavin Bradley	White Hall Academy
Dave Bridge	Stanways Fiveways Primary
Moira Breeze	St Clare's Catholic Primary
Toby Bull	The Bishop William Ward CE Pri
Gail Burns	St Michael's Primary & Nursery
Tracey Cafull	Great Bentley Primary
Claire Claydon	Brightlingsea Juniors
Brian Combes	Stanway Primary
Doretta Cowie	Lexden Primary
Elizabeth Drake	Kingswode Hoe Primary
Helen Dudley Smith	Friars Grove Primary
Craig Duncan	Queen Boudica Primary
Lisa Finch	St Andrew's CE Primary, Weeley
Clare French	Kendall CE Primary
Matthew Fuller	Broomgrove Juniors
Alan Garnett	North Primary & Nursery
Linda Gildea	Spring Meadow Primary
Heather Hann	Holy Trinity, Eight Ash Green Pri
Jackie Halliday	Messing School
Jeremy Hallum	Heathlands CE Primary
Bridget Harris	St Thomas More's Catholic Primary
Sinead Harper	Burrsville Infants/Unity Academy
Claire Holmes	Monkwick Infants & Nursery
Nigel Hookway	Highwoods Primary
Jenny Hunt	Hazelmere Juniors
Nick Hutchings	N East Chair/ St Johns CE Primary
Julie Ingram	Chappell CE Primary
Jackie Irwin	Engaines Primary
Lorraine Laudrum	Braiswaick Pimary
Sally Leung	Montgomery Infants & Nursery

LA Officers

Clare Kershaw	Head of Commissioning
Graham Lancaster	Lead Strategic Commissioner (NE)
Louise Evers	SEC
Jo Barclay	Schools Safeguarding Adviser
Ros Somerville	EP Service
Natasha Colley	EP Service
Pippa Shukla	
Tayla Johnson	ECC Communications
Vanessa Hockley	ECC Schools Local Offer
Iain Birtwell	SEC
Kevin Wilby	ECC School Organisation Officer
Matt Mackman	ECC School Organisation Officer

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

Susan Locke	Milldene Primary
Andrew Macdonald	Langham Primary
Nerys Maidment	Baynards Primary
Jacque Martin	Langenhoe Primary
Ian McDonald	Elmstead Primary
Carl Messer	St George's New Town Juniors
Valerie Metcalf	Harwich Primary/The Mayflower Pri
Amanda Mitchelson	Old Heath Primary
Claire Newson	Parsons Heath CE Primary
Samantha Norfolk	Alton Park Juniors
Lorraine Oldale	Wix and Wrabness Primary
Julie O'Mara	St George's CE Primary, Gt Bromley
Lucy Overton	Great Tey Primary
Donna Parker	Ardleigh St Mary's CE Primary
Joanna Pointing-Newitt	Willow Brook Primary & Nursery
Richard Potter	Home Farm Primary
Clive Reynolds	Hamilton Primary
Pam Rose	Kings Ford Infants & Nursery
Nicola Sirett	Mersea Island School
Jane Simmons	All Saints CE Primary, Great Oakley
Alison Syred-Paul	Great Clacton CE Juniors
Steven Turnbull	Hazelmere Infants & Nursery
Stuart Wainwright	Fordham All Saints CE Primary
Anthony Welch	Holland Park Primary
Patricia Wilkie	Layer-de-la-Haye Primary
Serena Williams	Roach Vale Primary
Amanda Woolmer	Mistley Norman CE Primary

In Attendance

Pam Langmead	EPHA Professional Officer
Kate Garnett	Tollesbury Primary
Julie Sarti	Colne Engaine Primary
Carrie Prior	St Andrew's CE Primary, Gt Yeldham
Emily Belton	Frinton-on-Sea Primary (?)
Ellena Mortimer	Bulmer Primary School
Andy Jones	Schools' Facilitator
Andrew Cook	Ofsted Regional Director

Apologies

Tania Devereux	Boxted St Peter's CE Primary
Heather Tetchner	Dedham Primary
Benedick Ashmore-Short	Hamford Primary Academy
Barry Hawes	Prettygate Juniors

NORTH EAST EPHA DISTRICT MEETING MINUTES 4 November 2015

1. Nick Hutchings, the North East Area Chair welcomed headteachers to the meeting and in particular, the following headteachers who are new in post:

Mark Carter-Tufnell	St Osyth CE Primary School
Doretta Cowie	Lexden Primary
Sarah Crookes	Cann Hall Primary School
Charlotte Booth-Rylett	Head of School at Unity Academy
Claire French	Kendall CE primary (Acting Head)
Jo Marshall	Head of school at Tendring Primary
Ian McDonald	Elmstead Primary
Val Metcalf	The Mayflower Primary (Acting Head)
Lucy Overton	Great Tey CE Primary School
Jane Stalham	Fingringhoe CE Primary (Acting Head)
Alison Syred-Paul	Great Clacton CE Juniors
Ant Welch	Alton Park Juniors (Acting Head)

Farewell to the following Headteachers who are leaving or moving from the North East:

Tania Devereux	Boxted St Peter's CE Primary School
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During the morning a number of pupils from St John's CE Primary attended to sing happy birthday to Nick, who was celebrating his 40th birthday!

2 HOUSING DEVELOPMENT AND PLACE PLANNING IN COLCHESTER AND TENDRING

Kevin Wilby and Matt Mackman, ECC School Organisation Officers

Kevin and Matt shared information about the planned developments in Colchester and Tendring over the next 5 - 10 years.

In Colchester, it is estimated that there will be an additional 2,900 dwellings by 2020 (over and above those being built now) and around 3,300 from 2020 onwards. These are being built on some key sites including Severalls, Chesterwell, Stanway, Lakeland, around the Garrison, and Railway Sidings, as well as on smaller units. In addition, there are likely to be a number of garden village developments.

As a result of this development, ECC is estimating that there will be an additional 1800 primary places required over the next 10 years. (Numbers are calculated as one primary age child per four dwellings.)

In Tendring there are plans for substantial developments near the University, as well as further south around Marks Tey. Around 10,000 additional homes are planned for Tendring.

New schools are being built in Braiswick (just opened), Severalls in 2016, Stanway in 2017, and a probable site for primary and secondary schools in Chesterwell. Other schools are being expanded to accommodate additional pupils.

3. NORTH EAST EPHA UPDATE

Nick Hutchings, NE EPHA Chair, gave the following updates.

a) Marvellous Me

Marvellous Me is a simple app that engages parents by telling them wonderful news about their

children's learning and positive behaviours. Nick explained that recent America research has shown that parental engagement in their children's learning increased mathematics results times ten, and English results times four. www.marvellousme.com

Colleagues noted some other similar apps, including 2Simple and Class Dojo.
www.2simple.com/2buildaprofile
www.classdojo.com

b) Google Apps

Nick noted that the Head of Education for Google will be presenting at the next NE EPHA meeting in February. Nick recently visited Google and was very impressed by the products available to support learning, teaching and communication in schools.

c) Recruitment and retention survey

The recruitment and retention of staff is always a priority for schools, but local and national reports suggest that the recruitment of school leaders and teachers is becoming more and more challenging. EPHA is conducting a survey to help and inform a strategy for Essex, and headteachers were asked for their input at the meeting.

It was noted that the EPHA Professional Officer will collate the responses from all four area meetings and will create a report. This information will be shared at the LA/ Headteacher Associations' meeting on Monday 23 November and the report circulated to all EPHA members.

d) EPHA Annual General Meeting

The AGM took place on 13 October 2015 and was attended by 34 headteachers. Harriet Phelps-Knights was re-elected as EPHA Chair and Nick Hutchings as EPHA Vice-Chair.

It was confirmed that, following approval at the Schools Forum on 14 October, EPHA will be subsidised in the next financial year (2016/17) by top-slicing £320 per school from the primary DSG. This was agreed by primary-phase headteachers at the meetings in June. There will no longer be a need to collect subscriptions from each school and so it was agreed that after this financial year there will no longer be area treasurers or area bank accounts. The EPHA constitution and financial regulations were altered to reflect this change.

The additional funding will enable EPHA to expand the EPHA Manager's role – now titled Professional Officer – and to appoint an Executive Director to represent primary heads in Essex. There have been a number of applications for the role and interviews will take place on 19th November 2015.

The minutes of the AGM can be found on the EPHA website www.essexprimaryheads.co.uk

e) Headteacher wellbeing and support

It was noted that this was a key concern for the Association, which was discussed at length at the AGM. It has been agreed that the EPHA Professional Officer will compile a directory of the range and type of support available to headteachers in Essex. Heads were asked to send their suggestions to Pam for inclusion in the directory.

f) The Autumn term EPHA newsletter, including dates for the 2015/16 school year, was circulated to headteachers at the meeting - this can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.

g) Conferences

Headteachers were reminded that the annual Headteachers' conference will be held on Friday 18 March 2016 at Stock Brook Country Club and that the next Deputy Headteachers' conference will be held on Friday 14 October 2016 at the Weston Homes Community Stadium.

The programme and booking form for the Headteachers' conference will be sent to schools in the

internal post in January.

4. THE NEW COMMON INSPECTION FRAMEWORK AND PRIORITIES FOR THE EASTERN REGION

Andrew Cook, the Ofsted Regional Director for the East of England, was welcomed to the meeting. He gave a presentation about the East of England priorities and the new Common Inspection Framework that was introduced in September 2015.

He expressed his hope and view that Ofsted is now better at recognising what makes a school good. He gave a quote from Sir Michael Wilshaw stating: “There can be no doubt that, against a number of measures, primary schools are doing well. The last few years have seen a steady rise in the achievement of pupils taking the SATs at the end of key stage 2. Compared with 2012, over 60,000 more primary school pupils this year achieved a good level of reading and writing, and a standard of mathematics that will set them up confidently for secondary school.”

The Chair asked whether he and other senior HMIs convey this opinion to the Secretary of State and Ministers, given that the DfE stance seems to be continuously critical of what primaries are achieving; that morning Nicky Morgan had repeated her intention to re-introduce testing for 7 year olds, in order to “drive up standards”. This stance seems to imply that the Government doesn’t recognise the improvement in standards in primary schools that Ofsted is asserting.

Andrew Cook stressed that Ofsted is a separate entity from the DfE although their relationship is close and always constructive.

The five priorities for the East of England for 2015/16 are to:

- Secure high quality inspection
- Increase the proportion of good and better providers
- Increase the provision and outcomes for looked after children and care leavers
- Improve the provision and outcomes for disadvantaged pupils
- Strengthen leadership and governance

There is a new Common Inspection Framework for all providers, supported but individual handbooks for each sector.

The inspection of “good” schools has changed with the introduction of short Section 8 inspections. A HMI will visit a school for one day, with the presumption that it is a “good” school and can validate that judgement. At the end of the day there will be one of the following outcomes: The school will be on “standby” – remaining at good
Or their will be a “conversion”, if the HMI needs more evidence to validate good, or to change the judgement for better or worse.

If the HMI decides to convert to a Section 5, s/he will lead the second day of inspection, with sufficient additional inspectors to make it up to a full inspection tariff (so, for example, a school may have one HMI the first day, and six the next). Andrew noted that this system is working, although there are some practical and logistical challenges to organise day 2 of the inspection at a moment’s notice.

There is a new workforce for the Eastern region, with 196 Ofsted Inspectors, 140 of whom are serving practitioners. In Essex the senior HMI is Asyia Kazmi and there are 22 local HMIs.

The presentation slides listed some of the criteria around:

Effectiveness of leadership and management – an increased emphasis on the development of a sustained and ambitious culture and vision for the school; robust performance management and effective safeguarding arrangements.

Teaching learning and assessment – the importance of developing pupils’ knowledge

understanding and skills in all aspects of the curriculum and across key stages; and assessment in all its forms.

Andrew discussed the removal of lesson grading, noting that this has given inspectors the chance to have more professional and developmental discussions with teachers.

He stressed the importance of progress in **all** year groups, not just those who have taken exams or national tests. They will take account of pupils' starting points in terms of their prior attainment and age when evaluating progress.

Personal development – a key focus on pupils' self-confidence and self-awareness.

Welfare – physical and emotional wellbeing; staying safe online and safe from all forms of bullying.

Andrew explained that Ofsted is about to publish online questionnaires for staff, and for pupils; these are not compulsory but will give inspectors another tool to find out about pupil and staff views. A couple of example questions were given:

- Do you think this school is now better than it was at the last inspection; and
- I am proud to be a member of staff at this school.

The headteachers asked Andrew to reassure them that inspectors' judgements will be consistent when determining progress, particularly give the removal of levels and no universal assessment system. He conceded that it is a challenging time for schools, but that inspectors would be checking the school's own self-assessment for accuracy and detail.

Contact email

Andrew.cook@ofsted.gov.uk

5. ANY OTHER BUSINESS

NORTH EAST meetings with the Local Authority officers 2015/2016 -at Weston Homes Community Stadium

Thursday 25 February 2016

Wednesday 8 June 2016

Headteachers' Annual Conference 2016

Friday 18 March 2016 Stock Brook Country Club, Nr Billericay

Deputy Headteachers' Annual Conference 2016

Friday 14 October 2016 Weston Homes Community Stadium