

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
WEDNESDAY 7 NOVEMBER 2018**

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) Lehla Abbott, Vice-Chair NEEPHA meeting Introduction of the Colleague Supporter programme Essex Young Carers Service	Welcome to the following Headteachers: Andy Bear Ravens Academy Abbie Fairbairn Lawford Primary Diane Fawcett St Andrew's Weeley (Head of School) Donna Gaffney Layer-de-la-Haye Primary Chris Joy Hamford Primary David Larner Dedham Primary Sarah Stevenson Langenhoe Primary Michelle Wright Montgomery Juniors Tania Wright Mersea Island School (Acting) Farewell to the following Headteachers: Nicky Sirrett Mersea Island School Lehla Abbott and Pam Langmead Tim Frances, Tina McPartland
p 2 -13	AREA AGENDA Updates on: <ul style="list-style-type: none"> • Headline data from 2018 • Education team restructure, including attendance and education access • SEND Strategy and capital programme update • Progress of the sale of EES • School meals advisory service • Small Schools conference • FFT training • 2019 Essex Teaching Awards 	Clare Kershaw, Director of Education Philippa Holliday, North East Assistant Director Lyn Wright, Head of Education and Early Years, North East
p 13	Kids Inspire	Vicky Haylock and Sue Bell
p 14 - 15	Recruitment and retention strategy group update	Pam Langmead
p 15-20	HR update	Nicki Harris, HR for Schools
p 20	Academy moderation	
p 21	Key dates	NORTH EAST meetings with the Local Authority officers 2018/19 -at Weston Homes Community Stadium Wednesday 6 March 2019 Wednesday 12 June 2019 Headteachers' Annual Conference 2019 Friday 22 March 2019 Stock Brook Country Club, Nr Billericay Deputy Headteachers' Annual Conference 2019 Friday 5 October 2019 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 7 November 2018
ATTENDANCE

Present

Lehla Abbott	St George's Infant & Nursery
Rachel Anderson	Harwich Primary & Nursery
Liz Bartholomew	The Mayflower Primary
Natasha Bennett	Two Villages Primary
Suzie Bliss	Walton-on-the-Naze Primary
Moiria Breeze	St Clare's Catholic Primary
Toby Bull	The Bishop William Ward CE Primary
Gail Burns	St Michael's Primary & Nursery
Tracey Caffull	Great Bentley Primary
Tracy Cooke	Great Bentley Primary
Brian Combes	Stanway Primary
Lisa Corby	Iceni Academy
Ruth Cornell	Kings Ford Infants & Nursery
Rick Cranfield	Heathlands CE Primary
Sarah Crookes	Change Schools Partnership
Elizabeth Drake	Kingswode Hoe School
Sarah Dukelow	Alresford Primary
Abbie Fairbairn	Lawford Primary
Diane Fawcett	St Andrew's CE Primary, Weeley
Belinda Fellows	St James CE Primary
Lisa Finch	Stanway Fiveways Primary
Donna Gaffney	Layer-de-la-Haye Primary
Alan Garnett	North Primary & Nursery
James Gough	Cherry Tree Primary
Alison Grigg	Broomgrove Infants
Bridget Harris	St Thomas More's Catholic Primary
Claire Holmes	Monkwick Infants & Nursery
Julia Hunt	Brightlingsea Primary
Julie Ingram	Chappell CE Primary
Jackie Irwin	Engaines Primary
Chris Joy	Hamford Primary Academy
Becky Keitch	St George's CE Primary, Gt Bromley
Marie Kelly	St Joseph's Catholic Primary /St Teresa's Catholic Primary
Laura Khine	Boxted St Peter's CE Primary
LA Officers	
Clare Kershaw	Director of Education
Philippa Holliday	North East Assistant Director
Lyn Wright	Head of Education and EY North East
Ruth Sturdy	Lead SEP Inclusion
Ros Somerville	Head of SEND North East
Kerry McGrory	SE Partner (North East)
Anthony Kearne	SE Partner (North East)
Lee Bailey	NE Lead for Partnership Delivery

Karen Jones	Mistley Norman CE Primary
Sally Leung	Montgomery Infants & Nurser
David Larner	Dedham CE Primary
Susan Locke	Milldene Primary
Rebecca McCutcheon	Monkwick Juniors
Andrew Macdonald	Langham Primary
Ian McDonald	Elmstead Primary
Nerys Maidment	Baynards Primary
Kerry Malcolm	St Lawrence Primary, Rowhed
Carl Messer	St George's New Town Junior
David Milligan	Gosbecks Primary
Amanda Mitchelson	Old Heath Primary
Michael Moriarty	Tiptree St Luke's CE Primary
Stephanie Newland	Rolph CE Primary
Claire Newson	Parsons Heath CE Primary
Samantha Norfolk	Alton Park Juniors
Paula Pemberton	Hazelmere Juniors
Joanna Pointing-Newitt	Willow Brook Primary
Richard Potter	Home Farm Primary
Clare Sampson	Roach Vale Primary
Leesa Sharpe	Broomgrove Juniors
Susan Shipp	Friars Grove Primary
Sarah Stevenson	Langenhoe Primary
Alison Syred-Paul	Great Clacton CE Juniors
Steven Turnbull	Hazelmere Infants & Nursery
Craig Twin	St John's CE Primary

In Attendance

Pam Langmead	EPHA Professional Officer
Jane Hasler	Perryfields Juniors
Emily McMillan	Fordham All Saints CE Primary

Apologies

Nick Hutchings	Hamilton Primary/NE Chair
James Newell	Wix and Wrabness Primary
Sue Bardetti	Holland Haven Primary
Debbie Griggs	Myland Primary

LA Officers

Hannah Thurston	Essex Youth Service
Nicki Harris	HR for Schools

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 7 November 2018

1. WELCOME

Lehla Abbott, the North East Area Vice-Chair welcomed headteachers to the meeting. She explained that the Area Chair, Nick Hutchings, was unable to be at the meeting as his school was undergoing a pilot inspection.

Welcome to the following Headteachers:

Andy Bear	Ravens Academy
Abbie Fairbairn	Lawford Primary
Diane Fawcett	St Andrew's Weeley (Head of School)
Donna Gaffney	Layer-de-la-Haye Primary
Chris Joy	Hamford Primary
David Larnier	Dedham Primary
Sarah Stevenson	Langenhoe Primary
Michelle Wright	Montgomery Juniors
Tania Wright	Mersea Island School (Acting)

Farewell to the following Headteachers:

Nicky Sirrett	Mersea Island School
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2. NORTH EAST EPHA UPDATE

- a) **The Autumn term EPHA newsletter**, including the remaining meeting dates for the 2018/19 school year, was circulated to headteachers at the meeting -these can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.

b) **EPHA Annual General Meeting**

The EPHA Annual General Meeting took place on 11 October 2018 and the following headteachers were elected as county officers for the coming year:

- Harriet Phelps-Knights Chair
- Nick Hutchings Vice-Chair
- Dawn Baker Executive Treasurer

The full Executive membership list, minutes of the AGM and the Constitution and Financial Regulations are available on the EPHA website. www.essexprimaryheads.co.uk

c) **Conferences**

Headteachers were reminded that the Headteachers' conference will be held on Friday 22 March 2019 at Stock Brook Country Club (key note speakers Sir Robert Winston, Mick Waters and Adam Kay) and next year's annual Deputy Headteachers' conference will be held on Friday 4 October 2019 at Weston Homes Community Stadium.

The programme and booking form for the Headteachers Conference will be posted to schools at the end of January.

d) **Colleague Support programme**

The EPHA Executive has been considering the idea of introducing a mentoring system for new headteachers in Essex primary schools, and following a discussion at the Annual General Meeting the Professional Officer has developed information about a Colleague Support programme.

This service will be *absolutely free* to new and acting primary, nursery, infant and junior headteachers in Essex. EPHA recognises the importance of supporting new heads in their early days of headship and wants to ensure that every new head feels able to connect with a Colleague Supporter, without having to draw on their

school's budget. At the same time, EPHA will remunerate a Colleague Supporter's own school, so that they are able to commit to a professional role knowing that they are contributing financially to their school, as well as benefiting professionally.

It was agreed that the Professional Officer will circulate information about the programme and established headteachers were invited to put themselves forward to act as Colleague Supporters. In the next couple of weeks Pam Langmead will contact new headteachers and "match" them with a Colleague Supporter. The pairs will then follow a programme of visits and telephone calls, designed to ensure that the new headteacher is properly supported in their new role.

3. ESSEX YOUNG CARERS SERVICE

Tim Frances and Tina McPartland attended the meeting to inform headteachers about the Essex Young Carers Service and the role they play in supporting children who are carers. They explained that their top priority is to be someone who is there to support the young carer in their role.

Young carers have said that one frustration they have is balancing home and schools lives. In the North East quadrant there are two schools' development coordinators who will support schools, share good practice and support young carers within the school setting.

For more information contact Joel Lamb (Senior Key Worker North East) on 07919624305 or by email joel.lamb@essex.gov.uk

4. FUTURE DATES

NORTH EAST meetings with the Local Authority officers 2018/19 -at Weston Homes Community Stadium

Wednesday 6 March 2019

Wednesday 12 June 2019

Headteachers' Annual Conference 2019

Friday 22 March 2019 Stock Brook Country Club, Nr Billericay

Deputy Headteachers' Annual Conference 2019

Friday 4 October 2019 Weston Homes Community Stadium