

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
WEDNESDAY 8 NOVEMBER 2017**

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>Welcome to the following Headteachers: Lehla Abbott St George's Infants & Nursery Rachel Anderson Harwich Primary Elizabeth Bartholomew The Mayflower Primary Tracey Caffull Frinton-on-Sea Primary Lisa Corby Icen Academy Ruth Cornell Kings Ford Infants & Nursery Sarah Dukelow Alresford Primary Lisa Finch St Andrew's CE Primary, Weeley David Girdlestone Sir Martin Frobisher Academy James Gough Cherry Tree Primary (Head of School) Alison Grigg Broomgrove Infants (Interim) Julia Hunt Brightlingsea Juniors Christine Kemp Hall Hamford Primary (Executive Headteacher) David Milligan Gosbecks Primary Martin Moriarty St Luke's CE Primary, Tiptree Stephanie Newland Rolph CE Primary Paula Pemberton Hazelmere Juniors Clare Sampson Roach Vale Primary Susan Shipp Friars Grove Primary Rita Tingle Prettygate Juniors Rebecca McCutcheon Monkwick Juniors Dawn Walton-Steed Stanways Fiveways Academy</p> <p>Farewell to the following Headteachers: Linda Gildea Spring Meadow Primary Ryan Kendall Hamford Primary</p>
<p>EPHA meeting and update C2C recruitment</p>	<p>Nick Hutchings, NEEPHA Chair, Nigel Hookway, Executive Director Simon Hankinson</p>
<p>p 1 - AREA AGENDA 14*</p> <ul style="list-style-type: none"> • Headline data • SEND Strategy • Strategic School Improvement Fund • ECC Education restructure • GDPR update • Small Schools' Strategy • School-led Improvement System 	<p>Alison Fiala, Head of Primary Improvement Dave Hill, Executive Director, Social Care and Education Ralph Holloway, SEND Transformation Manager Lyn Wright, Lead School Effectiveness Partner North East</p>
<p>p 15 Gingerbread</p>	<p>Gordon Malcolm</p>
<p>p 16 - Emotional Wellbeing and Mental 19 Health Service (EWMHS)</p>	<p>Sam Morgan, Jon Large</p>
<p>P 19 Key dates</p>	<p>NORTH EAST meetings with the Local Authority officers 2017/18 - at Weston Homes Community Stadium Thursday 22 February 2018 Thursday 14 June 2018</p> <p>Headteachers' Annual Conference 2018 Friday 23 March 2018 Stock Brook Country Club, Nr Billericay</p> <p>Deputy Headteachers' Annual Conference 2018 Friday 5 October 2018 Weston Homes Community Stadium</p>
<p>*Page numbers refer to the full minutes (posted on the website) of the Autumn term Area meetings with LA Officers and Headteachers.</p>	

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
DISTRICT AND AREA MEETING
WEDNESDAY 8 NOVEMBER 2017
ATTENDANCE**

Present

Lehla Abbott	St George's Infant & Nursery
Rachel Anderson	Harwich Primary & Nursery
James Aylott	Dedham CE Primary
Sue Bardetti	Holland Haven Primary
Liz Bartholomew	The Mayflower Primary
Natasha Bennett	Two Villages Primary
Suzie Bliss	Walton-on-the-Naze Primary
Toby Bull	The Bishop William Ward CE Pri
Gail Burns	St Michael's Primary & Nursery
Brian Combes	Stanway Primary
Hilary Cook	Highfields Primary
Ruth Cornell	Kings Ford Infants & Nursery
Ceri Daniels	Holy Trinity, Eight Ash Green
Elizabeth Drake	Kingswode Hoe
Sarah Dukelow	Alresford Primary
Clare French	Kendall CE Primary
Alan Garnett	North Primary & Nursery
Linda Gildea	Spring Meadow Primary
Jackie Halliday	Messing School
Jeremy Hallum	Heathlands CE Primary
Claire Holmes	Monkwick Infants & Nursery
Julia Hunt	Brightlingsea Infants & Juniors
Nick Hutchings	N East Chair/ Hamilton Primary
Julie Ingram	Chappell CE Primary
Sue Innes	Cann Hall Primary
Karen Jones	Mistley Norman CE Primary
Sally Leung	Montgomery Infants & Nursery
Alison Grigg	Broomgrove Infants
Susan Locke	Milldene Primary
Maria Luck-Davies	Bradfield Primary
Andrew Macdonald	Langham Primary

LA Officers

Alison Fiala	Head of Primary Improvement
Dave Hill	Executive Director, Social Care and Education
Lyn Wright	SE Partner Lead North East
Ralph Holloway	SEND transformation Manager
Kerry McGrory	SE Partner (North East)
Cathie Bonich	SE Partner (North East)
Lee Bailey	ECC
Louise Evers	

Nerys Maidment	Baynards Primary
Joanna Marshall	Tendring Primary
Jacqu Martin	Langenhoe Primary
Janet Meacock	Millfields Primary
Carl Messer	St George's New Town Juniors
Mark Millbourne	All Saints CE Primary, Harwich
David Milligan	Gosbecks Primary
Amanda Mitchelson	Old Heath Primary
Julie O'Mara	Chase Lane Primary
James Newell	Wix and Wrabness Primary
Stephanie Newland	Rolph CE Primary
Claire Newson	Parsons Heath CE Primary
Samantha Norfolk	Alton Park Juniors
Donna Parker	Ardleigh St Mary's CE Primary
Paula Pemberton	Hazelmere Juniors
Richard Potter	Home Farm Primary
Suzy Ryan	Fingringhoe Primary
Clare Sampson	Roach Vale Primary
Leesa Sharpe	Broomgrove Juniors
Jakki Sibley	Fordham All Saints CE Primary
Nicola Sirett	Mersea Island School
Alison Syred-Paul	Great Clacton CE Juniors
Rita Tingle	Prettygate Infants & Juniors
Steven Turnbull	Hazelmere Infants & Nursery
Craig Twin	St John's CE Primary
Anthony Welch	Holland Park Primary
Donna Wenden	Lawford CE Primary
Patricia Wilkie	Layer-de-la-Haye Primary

In Attendance

Pam Langmead	EPHA Professional Officer
Nigel Hookway	EPHA Executive Director
Gordon Malcolm	Gingerbread
Simon Hankinson	C2C Recruitment
Sam Morgan	EWHMS
Jon Large	EWHMS

Apologies

Lorraine Ratcliffe	St Andrew' & Rolph CE Primaries
Susan Shipp	Friars Grove Primary
Jane Simmons	All Saints, Great Oakley
Clare Kershaw	Director for Education

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 8 November 2017

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

Welcome to the following Headteachers:

Lehla Abbott	St George's Infants & Nursery
Rachel Anderson	Harwich Primary
Elizabeth Bartholomew	The Mayflower Primary
Tracey Caffull	Frinton-on-Sea Primary
Lisa Corby	Iceni Academy
Ruth Cornell	Kings Ford Infants & Nursery
Sarah Dukelow	Alresford Primary
Lisa Finch	St Andrew's CE Primary, Weeley
David Girdlestone	Sir Martin Frobisher Academy
James Gough	Cherry Tree Primary (Head of School)
Alison Grigg	Broomgrove Infants (Interim)
Julia Hunt	Brightlingsea Juniors
Christine Kemp Hall	Hamford Primary (Executive Headteacher)
David Milligan	Gosbecks Primary
Martin Moriarty	St Luke's CE Primary, Tiptree
Stephanie Newland	Rolph CE Primary
Paula Pemberton	Hazelmere Juniors
Clare Sampson	Roach Vale Primary
Susan Shipp	Friars Grove Primary
Rita Tingle	Prettygate Juniors
Rebecca McCutcheon	Monkwick Juniors
Dawn Walton-Steed	Stanways Fiveways Academy

Lyn Wright was welcomed as the new Lead School Effectiveness Partner in the North East.

Farewell to the following Headteachers:

Linda Gildea	Spring Meadow Primary
Ryan Kendall	Hamford Primary

In addition, a number of colleagues from the Local Authority are retiring, including Louise Evers and Graham Lancaster, both of who have worked with North East heads for many years. They were thanked for their support of Essex schools.

2. NORTH EAST EPHA MEETING

- a) Nick Hutchings, Chair of North East EPHA reminded colleagues of the need to use each other as their number one support mechanism. He also mentioned the EPHA website as a resource, and the EPHA Professional Officer.
- b) The autumn term newsletter was circulated at the meeting, and included dates for future meetings and conferences.
- c) Nigel Hookway, the EPHA Executive Director, noted that he was about to join a delegation of headteachers from 25 authorities, who plan to deliver a petition to Downing Street to lobby for more funding for schools in the autumn budget. He mentioned a model letter that he has written, that headteachers may wish to personalise and send to their local MP (with the agreement of their governors) to ask them to put pressure on the Chancellor to increase funding for schools. There will be wide press coverage on the day.

- d) Following the meetings held in West and North East to discuss primary schools' experience of SEND support and provision, Clare Kershaw has established a cross-phase Headteacher Round Table to lead on a strategy for mainstream special educational needs. Primary headteachers will be on the group, and are keen to establish a clear remit to ensure that SEND support becomes more consistent and effective across Essex. Further meetings will be held in Mid and South on 21 and 24 November. The notes from the meetings that have been held so far can be found on the EPHA website at <https://essexprimaryheads.co.uk/info-and-documents/send-strategy/>

3. C2C RECRUITMENT

Simon Hankinson from C2C Recruitment presented information about a new not-for profit service in the North East recruiting qualified and non-qualified teachers and cover supervisors in all sectors.

In the first 100 days two full time members of staff have been recruited – Simon (a former head of English at Colne School, Brightlingsea) and Rachel Buchanan.

C2C is **not-for-profit** recruitment service based in Colchester, Essex, run by experienced teachers who are still working in the classroom. Their aim is to offer teachers, graduates and students opportunities in schools across Essex.

Simon conceded that this is not so different from other recruitment agencies, but what is unique about C2C is that they help teachers (and those returning to teaching) develop the skills they need to become an outstanding teacher, instructor or associate teacher, whether that is full time or part-time work or on a more casual basis.

C2C works very closely with local schools to make sure they have the teachers and cover staff they need to inspire and motivate their students.

They have a close partnership with [Coast2Coast Teaching School Alliance](#) which has already allowed them to train undergraduates and graduates for temporary opportunities in classrooms across Essex.

Since starting out in Spring 2017, C2C has received support and funding from Essex County Council, the Thrive Partnership Academy Trust and the SIGMA Academy Trust.

Simon set out the key features of C2C

- Not for profit
- At least 20% cheaper than other recruitment agencies
- No contract surprises/punitive charges
- The opportunity to “try before you buy” – and no finders fee if you take on a member of staff permanently
- New channels for recruitment
- Bespoke solutions
- Teacher-led
- Values deeply rooted in education
- Low overheads

What's next for the company?

- Recruiting more unqualified or part-qualified candidates for training
- Interviews this week and next at University of Essex
- Interviews with PGCE students from Colchester Institute
- Extending the training
- Now Associate teacher training (3-5)
- Jan-Feb Associate teacher training (20-25)
- April-May Associate teacher training (25)
- June-July Associate teacher training (50)

Raising our profile

- Anglia Ruskin University – 20,000 students
- Suffolk University
- Colchester Institute
- University jobs boards
- Website jobs boards
- Social media advertising

Simon asked headteachers to help by:

... encouraging 'Flippers' to register with C2C Recruitment – it could save you money compared to having them on your payroll.

...try C2C Recruitment as your first port of call for your day to day supply/cover teacher.

...share our contact details with the bookers of supply or the HR leads in your schools

...get involved in the training/placements

... please try booking an unqualified associate teacher for a taster day – we don't think they'll disappoint you.

If you have any questions or you'd just like a chat about any of this, please give Simon a call or drop him an email:

Tel: 01206 309906

Mob: 07710 764866

Email: simon@c2crs.org.uk

Website: C2CRS.ORG.UK

The presentation is available on the EPHA website, and gives some examples of the potential cost savings that can be made.

<https://essexprimaryheads.co.uk/meetings/termly-area/north-east/>

5. FUTURE DATES

NORTH EAST meetings with the Local Authority officers 2017/18 -at Weston Homes Community Stadium

Thursday 22 February 2018

Thursday 14 June 2018

Headteachers' Annual Conference 2018

Friday 23 March 2018 Stock Brook Country Club, Nr Billericay

Deputy Headteachers' Annual Conference 2018

Friday 5 October 2018 Weston Homes Community Stadium

Professional Supervision workshops 2018

Tuesday 30 January 1.00 pm – 3.30 pm Wickford CLC (*full*)

Wednesday 31 January 1.00 pm – 3.30 pm Lion Inn, Boreham

Thursday 1 February 9.30 am – 12 noon Weston Homes Stadium, Colchester

Thursday 8 February 9.30 am – 12 noon Great Hallingbury Manor

Please let Pam Langmead know if you would like a place.