

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
WEDNESDAY 11 NOVEMBER 2020**

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>Welcome to the following Headteachers:</p> <table border="0"> <tr> <td>Koulla Anslow</td> <td>Lakelands Primary School</td> </tr> <tr> <td>Alice Constantine</td> <td>Kingswode Hoe School</td> </tr> <tr> <td>Alex Candler</td> <td>Gosbecks Primary (interim)</td> </tr> <tr> <td>Mark Carter-Tufnell</td> <td>Mistley Norman Primary</td> </tr> <tr> <td>Becky Maguire</td> <td>St Joseph's Catholic Primary, Dovercourt</td> </tr> </table> <p>Farewell to the following headteachers:</p> <table border="0"> <tr> <td>Julia Hunt</td> <td>Brightlingsea Primary</td> </tr> <tr> <td>Jackie Irwin</td> <td>Stanway Fiveways Primary</td> </tr> <tr> <td>Lorraine Laudrum</td> <td>Braiswick Primary</td> </tr> <tr> <td>Claire Russell</td> <td>Cann Hall Primary</td> </tr> <tr> <td>Jakki Sibley</td> <td>Fordham All Saints Primary</td> </tr> </table> <p>NEEPHA meeting Ofsted update</p> <p>Nick Hutchings and Pam Langmead Michelle Winter</p>	Koulla Anslow	Lakelands Primary School	Alice Constantine	Kingswode Hoe School	Alex Candler	Gosbecks Primary (interim)	Mark Carter-Tufnell	Mistley Norman Primary	Becky Maguire	St Joseph's Catholic Primary, Dovercourt	Julia Hunt	Brightlingsea Primary	Jackie Irwin	Stanway Fiveways Primary	Lorraine Laudrum	Braiswick Primary	Claire Russell	Cann Hall Primary	Jakki Sibley	Fordham All Saints Primary
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<p>p 2 -9</p>	<p>AREA AGENDA LA updates on current priorities including:</p> <ul style="list-style-type: none"> • Payroll novation • Covid19 update • Disadvantaged Strategy • Partnership Strategy • School Finance • Sustainable Schools 																				
<p>p 9-10</p>	<p>Let's talk recovery and returning Part 2</p> <p>Steve Whitfield</p>																				
<p>p 10</p>	<p>Key dates</p> <p>NORTH EAST meetings with the Local Authority officers 2020/21 Wednesday 3 March 2021 Wednesday 16 June 2021</p> <p>Headteachers' Annual Conference 2021 Friday 19 March 2021 To be held virtually</p> <p>Deputy Headteachers' Annual Conference 2019 Friday 8 October 2021 Colchester Football Stadium</p>																				
<p>*Page numbers refer to the full minutes (posted on the EPHA 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 11 NOVEMBER 2020
ATTENDANCE

Present

Rachel Anderson	Harwich Primary and Nursery
Koulla Anslow	Lakelands Primary
Sue Bardetti	Holland Haven Primary
Liz Bartholomew	The Mayflower Primary
Natasha Bennett	Two Villages Primary
Simon Billings	St John's Green Primary
Suzie Bliss	Walton-on-the-Naze Primary
David Bome	Copford CE 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/Gosbecks Primary
Brian Combes	Stanway Primary
Alice Constantine	Kingswode Hoe School
Lisa Corby	Iceni Academy
Mel Cork	Heathlands CE Primary
Ruth Cornell	Kings Ford Infants & Nursery
Anthony Cosans	Unity Primary Academy
Paula Derwin	Hazelmere Juniors
Sarah Dukelow	Alresford Primary
Belynda Fellows	St James CE Primary
Lisa Frith Sly	Camulos Academy
Donna Gaffney	Layer de la Haye CE Primary
Alan Garnett	North Primary & Nursery
Debbie Griggs	Myland Primary
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
Julie Ingram	Chappel CE Primary
Jackie Irwin	Stanway Fiveways Primary
Karen Jones	Great Clacton CE Juniors
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
Kerry McGrory	SE Partner (North East)
Carole Farrer	SE Partner (North East)
Lisa Fergus	Assistant Director, South
Alan Duffy	SE Partner
Steve Whitfield	ECC Strategy Lead for Social, Emotional and Mental Health (SEMH)

David Lerner	Dedham CE Primary
Susan Locke	Milldene Primary
Maria Luck-Davies	Bradfield Primary
Andrew MacDonald	Langham Primary
Ian MacDonald	Elmstead Primary
Becky Maguire	St Joseph's Catholic Primary
Rebecca McCutcheon	Monkwick Juniors
Nerys Maidment	Baynards Primary
Joanna Marshall	Tendring Primary
Carl Messer	St George's New Town Juniors
Kate Moore	Birch CE Primary
Gail Morgan	St Michael's Primary & Nursery
Matthew Moseley	Holland Park Primary
Samantha Moseley	All Saints CE Primary, Dovercourt
Claire Newson	Parsons Heath CE Primary
Julie O'Mara	Chase Lane Primary
Donna Parker	Ardleigh St Mary's Primary
Nicky Patrick	Spring Meadow Primary
Joanne Ronayne	Willow Brook Primary
Claire Russell	Cann Hall Primary
Clare Sampson	Roach Vale Primary
Leesa Sharpe	Broomgrove Juniors
Jakki Sibley	Fordham All Saints CE Primary
Katie Siggery	Burrsville Infants
Nikki Sirett	Alton Park Juniors
Darren Smith	Brinkley Grove Primary
Sarah Stevenson	Langenhoe Primary
Michelle Wright	Montgomery Juniors

In Attendance

Pam Langmead	EPHA Professional Officer
Julie Sarti	Colne Engaine Primary
Catherine Bickersteth	

Apologies

Richard Potter

Apologies

Home Farm 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 11 NOVEMBER 2020

1. WELCOME

The meeting was held online as a result of the continuing Coronavirus pandemic. As the meeting began, Nick received a phone call from Ofsted informing him that he would be subject to a virtual Ofsted visit the following day; as a result, he dipped in and out of the meeting!

Nick Hutchings, the North East Area Chair welcomed headteachers to the meeting. He noted that this was a weird situation and normally everyone would be meeting at the Colchester Stadium.

Welcome to the following headteachers:

Koulla Anslow	Lakelands Primary School
Alice Constantine	Kingswode Hoe School
Alex Candler	Gosbecks Primary (interim)
Mark Carter-Tufnell	Mistley Norman Primary
Becky Maguire	St Joseph's Catholic Primary, Dovercourt

Farewell to the following headteachers:

Julia Hunt	Brightlingsea Primary
Jackie Irwin	Stanway Fiveways Primary
Lorraine Laudrum	Braiswick Primary
Claire Russell	Cann Hall Primary
Jakki Sibley	Fordham All Saints Primary

2. NORTH EAST EPHA MEETING

a) EPHA Annual General Meeting

The EPHA Annual General Meeting took place on 7 October 2020 and the following headteachers were elected as officers for the coming year:

- Harriet Phelps-Knights (Janet Duke Primary) Chair
- Nick Hutchings (Hamilton Primary) Vice-Chair
- Nicky Barrand (Cherry Tree Primary) Executive Treasurer

They are supported by 36 headteachers across the county, representing their colleagues in different districts. The full Executive membership list, minutes of the AGM, and the Constitution and Financial Regulations are available on the EPHA website.

For the time being meetings are being held online and, while mainly Executive members attend those meetings, a reminder that other headteachers can attend if they wish to.

b) EPHA Priorities for 2020/21

At the AGM the headteachers who attended discussed the priorities for the Association for the coming year. It was agreed these should include:

Support for schools around Covid-19

Including navigating the guidance and putting forward primary headteacher views.

Continuing to work collaboratively with partners

Including the Local Authority, ASHE, ESSET, and now the Regional Schools Commissioner officer. It has never been more important to ensure that the primary headteacher voice is heard.

Headteacher well-being

This is even more important than ever given the huge current pressures on headteachers. The Headteacher Wellbeing programme, led by Jo Barclay, is being rolled out to schools. This started with a focus on resources for governors. The Professional Officer noted that all Schools Effectiveness

Partners have received training on the Headteacher Wellbeing programme resources and they should be focused on this as a concern.

Termly briefings for headteachers

Continuation of the termly briefings delivered by the Professional Officer which are welcomed by many headteachers across the County.

Training opportunities

The Chair asked headteachers to feedback if there was anything EPHA should be responding to with training, resources and website updates – ongoing.

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

d) **EPHA conference information**

The Deputy and Assistant Heads' conference was held online this year and attended by over 180 delegates. Despite a few Zoom glitches, the conference was welcomed and enjoyed by the deputies, who heard presentations from Lord Robert Winston, Drew Povey and Jaz Ampaw-Farr, as well as workshops around managing anxiety, Ofsted and the primary curriculum.

The conference has become a “do-not-miss” annual networking event for many of our deputies and assistant heads, and reflects EPHA’s recognition and appreciation of their role and importance in our primary schools. Next year’s Deputy Heads’ conference will be held on Friday 8 October 2021

Headteachers’ conference

Friday 19 March 2021

Sadly, we will need to hold the conference online in March, as it seems unlikely that we will be able to host a large gathering by then. Information will be sent to you early in the spring term, and we promise to book some amazing speakers for you to enjoy.

e) **NAHT update**

Alan Garnett, NAHT Branch Officer, reminded headteachers that the NAHT will hold its (virtual) Annual General Meeting and conference at 2.00 pm on Thursday 26th November. Nick Brooke, the Deputy General Secretary will be speaking at the conference, and questions and opinions from headteachers will be welcome – please forward these to Alan Garnett at garnett@north.essex.sch.uk A Zoom invitation will be sent to members in advance of the meeting.

f) **The Arts Sphere**

Wishbone Partnership, in collaboration with the Lars Windhorst Foundation, offers arts enrichment classes to schools (primary and secondary) whereby qualified artists deliver classes to students, covering a range of topics, techniques and media including:

- Drawing and painting
- Printing techniques
- Clay and sculpture
- Collage
- Digital Art
- Etc.

The aim of the art enrichment programme is to help students explore their artistic potential, encourage creativity and inspire and challenge students.

The Arts Sphere was conceived of as an enrichment programme in schools, but we have embraced online learning for secondary schools in the current situation.

They are happy to work with schools on a short term or long term basis. **All costs are covered by the Lars Windhorst Foundation, including cost of supplies.** Classes can be from 60 to 90 minutes, to a full day workshop.

If you are interested please contact lavone@wishbonepartnership.com

Wellbeing training and support for schools, check out www.sameasadifferentboats.com. The wellbeing training supports the teachers with their own wellbeing, as well as their students. It is delivered via zoom, and can be tailored to each school's needs. It can be as little as 1.5 hours, or a whole day. The Lars Windhorst Foundation is covering the costs of the training, so schools are getting it for free. Have a look at the testimonial page!

About The Lars Windhorst Foundation

The Lars Windhorst Foundation provides disadvantaged young people with experiences and opportunities that empower them to reach their full potential. It engages in projects that promote culture and the arts and supports wellbeing initiatives. For more information visit www.larswindhorstfoundation.com

3. OFSTED UPDATE

Michelle Winter, Senior HMI for the East of England, was welcomed to the meeting. She noted that it was just a few weeks since she had “met” with headteachers in Essex, and her aim was to give an update on how the Ofsted visits this term are working and what information is being gathered from schools.

Michelle reminded heads that the interim visits are not inspections and, on the whole, the feedback from headteachers and senior leaders who have taken part has been pretty positive. Ofsted is seeking information from schools about a wide range of issues, including the challenges and barriers that are being faced by schools during this term and since full reopening. Ofsted inspectors are particularly interested in schools’ plans for getting back to teaching the full curriculum, understanding how behaviour has been affected, and how schools are managing and supporting children who are vulnerable, or have become vulnerable in the last few months.

On 10th November Ofsted published a second briefing paper, reflecting the information gathered from schools leaders since the end of September. Michelle suggested this was a good place for headteachers to start when reflecting on their practice and development.

Ofsted has planned around 1200 visits this term. Initially these took place within the school, with the headteacher and senior leaders, but since the second national lockdown these are operating virtually. Whilst inspectors would prefer to visit schools in person, the technology has worked well in the main, and discussions continue to be interesting and fruitful.

A big part of the conversation has been about the curriculum and what that might look like for schools, where children are in terms of their learning and the gaps that have appeared. The discussion around remote education has been interesting, and children are still having to isolate, which has an impact on their learning. Michelle noted that schools have worked really hard to get to a state which allows learning to continue, whilst recognising that this can never replace face to face learning within the school environment.

The briefing paper also reflects the focus on the impact on staff wellbeing, on teachers’ workload, managing onsite learning in conjunction with offering remote learning.

Ofsted is asking about attendance; some schools have reported that attendance was higher than normal at the beginning of term, but there is likely to be an impact as more groups of children are sent home to socially isolate, and there has been a trend towards a number of children and young people being taken out of school to be electively home educated. Michelle suggested that this is something that school leaders are concerned about.

The visits involve 2 HMIs, one leading the visit and the other recording the information gathered. This then goes to a central team, who are collating the reports. A short, very factual letter is published for the school.

Michelle confirmed that Ofsted is keen to return to routine inspection, but the question about when this is appropriate is still hanging in the balance. Ofsted recognises the need to make a decision about the immediate future of inspection and they are consulting with school leaders; Michelle hopes a decision will be announced by the end of the month.

At the EPHA Annual General Meeting Michelle was asked to find out whether an interim inspection framework was being considered. She explained that this is one of the proposals being considered, along with continuing visits or, at the other extreme, restarting Section 5 inspection. Michelle did note that a number of schools are actually keen to have an inspection, in order to improve their current grade. She was asked if any priority might be given to these schools or are we simply returning to the timetable as before (including outstanding schools). Michelle felt that these various demands need to be taken into consideration, but no decision has been made to date.

Michelle was asked if the intention was to prioritise “outstanding schools” that haven’t been inspected for many years when there is a return to routine inspection. She noted that the decision must be made about the return to a timetable, but Ofsted will need to bear in mind capacity.

Michelle noted the existence of the Head Teacher Reference Group, which has widened its membership, and Ofsted works with this group of heads to help inform its future decisions. The Professional Officer noted that there will be a meeting of the Headteacher Reference Group in early December and suggested that heads could send any comments or questions to her to be forwarded on to the meeting.

Michelle was thanked for attending the meeting and agreed that the dialogue with Essex primary heads will continue.

Nick Hutchings re-joined the meeting and explained that he had just received a phone call from Ofsted about his visit due the following day.

4. CLOSE OF MEETING AND THANK YOU FROM THE NORTH EAST CHAIR

Nick Hutchings thanked the North East headteachers for attending the meeting. He said that headship is a hard job, particularly at the moment; he said that everyone is doing an amazing job and, unless you are actually a headteacher, it is impossible to really understand the pressures. He urged colleagues to support each other, and to reach out when they needed to. He said that heads need to look out for each other – he described himself as “emotionally numb” at the moment because of the weight and number of problems that heads are carrying at the moment. He stressed the importance of letting Ofsted know the reality of the current situation. He concluded that heads are doing a super job in really tough circumstances.

5. FUTURE DATES

NORTH EAST meetings with the Local Authority officers 2020/21

Wednesday 3 March 2021

Wednesday 16 June 2021

Headteachers’ Annual Conference 2020

Friday 19 March 2021 Held virtually

Deputy Headteachers’ Annual Conference 2021

Friday 8 October 2021 Colchester Football Stadium