

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
THURSDAY 14 JUNE 2018**

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: Rick Cranfield Jennifer Dignum Farewell to the following Headteachers: James Aylott Abby Fairburn Jacqu Martin Donna Wenden Trish Wilkie</p>
<p>NEEPHA meeting and AGM Election of Officers and Local Delivery Group representatives</p>	<p>Chair Nick Hutchings (Hamilton Primary) Vice-Chair Lehla Abbott (Broomgrove Infants) Treasurer Bridget Harris (St Thomas More's Catholic Primary) Colchester West Nick Hutchings (Hamilton Primary) Colchester East Paula Pemberton (Hazelmere Infants) Colchester South Jacqu Martin (Langenhoe Primary) Tendring Mid Ian MacDonald (Elmstead Primary) Tendring North Donna Parker (Ardleigh St Mary's CE Primary) Tendring South Sue Bardetti (Holland Haven Primary) Harwich & Dovercourt Mark Millbourne (All Saints Primary)</p>
<p>Ofsted update and discussion</p>	<p>Jeremy Spencer, Senior HMI</p>
<p>p 2* Proposed sale of EES</p>	<p>Nick Hutchings and Pam Langmead</p>
<p>p 2 - AREA AGENDA 11 Updates on:</p> <ul style="list-style-type: none"> • Assistant Director role • Restructure of CME and attendance service • School meals advisory service • SEND Strategy update • Schools Broadband service 	<p>Clare Kershaw, Director of Education Lyn Wright, Head of Education and Early Years, North East</p> <p>Geraldine Smith, School Meals Ros Somerville, Head of SEND, North East/Ruth Sturdy Sean Russo</p>
<p>p 11 - Managing admissions to GROW 13 provision</p>	<p>Steve Whitfield</p>
<p>p 13 - Essex Steps 14</p>	<p>Joel Shaljean</p>
<p>p 16 Evolve Intervention</p>	<p>Emma Prince</p>
<p>p 16 - Key dates 17</p>	<p>NORTH EAST meetings with the Local Authority officers 2018/19 - at Weston Homes Community Stadium Wednesday 7 November 2018 Wednesday 6 March 2019 Wednesday 12 June 2019 Deputy Headteachers' Annual Conference 2018 Friday 5 October 2018 Weston Homes Community Stadium Headteachers' Annual Conference 2019 Friday 22 March 2019 Stock Brook Country Club, Nr Billericay</p>
<p>*Page numbers refer to the full minutes (posted on the website) of the Summer term Area meetings with LA Officers and Headteachers.</p>	

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
DISTRICT AND AREA MEETING
THURSDAY 14 JUNE 2018
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
Simon Billings	St John Green's Primary
Suzie Bliss	Walton-on-the-Naze Primary
Charlotte Booth-Rylett	Kirby Primary Academy
David Borne	Copford CE Primary
Gavin Bradley	White Hall Academy
Toby Bull	The Bishop William Ward CE Pri
Gail Burns	St Michael's Primary & Nursery
Tracey Caffull	Great Bentley Primary
Hilary Cook	Highfields Primary
Tracy Cooke	Great Bentley Primary
Brian Combes	Stanway Primary
Lisa Corby	Iceni Academy
Ruth Cornell	Kings Ford Infants & Nursery
Ceri Daniels	Holy Trinity, Eight Ash Green
Jennifer Dignum	Montgomery Juniors
Sarah Dukelow	Alresford Primary
Abbie Fairbairn	St Andrew's CE Primary, Weeley
Lisa Finch	Stanway Fiveways Primary
Alan Garnett	North Primary & Nursery
James Gough	Cherry Tree Primary
Debbie Griggs	Myland Primary
Jackie Halliday	Messing School
Rick Cranfield	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
Jackie Irwin	Engaines Primary
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
Alison Fiala	ECC
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)
Cathie Bonich	SE Partner (North East)
Lee Bailey	NE Lead for Partnership Delivery

Karen Jones	Mistley Norman CE Primary
Sally Leung	Montgomery Infants & Nursery
Alison Grigg	Broomgrove Infants
Susan Locke	Milldene Primary
Maria Luck-Davies	Bradfield Primary
Rebecca McCutcheon	Monkwick Juniors
Andrew Macdonald	Langham Primary
Ian McDonald	Elmstead Primary
Nerys Maidment	Baynards Primary
Kerry Malcolm	St Lawrence Primary, Rowhedge
Jacq Martin	Langenhoe Primary
Carl Messer	St George's New Town Juniors
David Milligan	Gosbecks Primary
Kate Moore	Birch CE Primary
James Newell	Wix and Wrabness Primary
Stephanie Newland	Rolph CE Primary
Claire Newson	Parsons Heath CE Primary
Samantha Norfolk	Alton Park Juniors
Nicky Patrick	Spring Meadow Primary
Paula Pemberton	Hazelmere Juniors
Joanna Pointing-Newitt	Willow Brook Primary
Richard Potter	Home Farm Primary
Suzy Ryan	Fingringhoe Primary
Clare Sampson	Roach Vale Primary
Leesa Sharpe	Broomgrove Juniors
Susan Shipp	Friars Grove Primary
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
Hayley Todd	Holy Trinity, Halstead
Julie Sarti	Colne Engaine primary
Phil Turner	Evolve Intervention
Joel Shaljean	Essex Steps

LA Officers

Sean Russo	Schools B
Geraldine Smith	School Meals Service
Steve Whitfield	ECC Relationship Manager
Lisa Guernari	ECC

Apologies

Amanda Mitchelson	Old Heath Primary
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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 14 June 2018

1. WELCOME

Nick Hutchings, the South Area Chair welcomed headteachers to the meeting.

Welcome to the following Headteachers:

Rick Cranfield	Heathlands CE Primary (Acting)
Jennifer Dignum	Montgomery Juniors (Acting)

Farewell to the following Headteachers:

James Aylott	Dedham Primary
Abby Fairburn	St Andrew's Primary, Weeley
Jacqu Martin	Langenhoe Primary
Donna Wenden	Lawford Primary
Trish Wilkie	Layer-de-la-Haye Primary

2. NORTH EAST EPHA ANNUAL GENERAL MEETING

a) CHAIR'S REPORT

Nick Hutchings, Chair of North East EPHA, gave the following report.

Review of the year

Here we are again! Another year and another Education Secretary! At least this one had the courage to accept that schools have 'cost pressures' and that the National Insurance and Pension Contributions are a big factor. He also acknowledged that the accountability system is flawed and needs to be looked at. He also mentioned the need to support schools more and a possible sabbatical.

So; some hope on the horizon then!

What else has gone on? Dare I mention GDPR? It's probably best not to, but this seems to have consumed so much time for many schools this year that I believe pupils have probably suffered, not to mention school staff. I have made sure that my paperwork today has official sensitive all over it; just to annoy Pam!!

The Local Authority has probably had 4 restructures and everyone's titles now have about 4 separate parts as they all have so much to do. I must mention at this point the support that Clare Kershaw has given EPHA over the year. She has been brilliant at trying to cut through the rubbish and make things better for schools.

We lost Dave Hill to Surrey – I'm not sure if that was Richard's fault or not – but hopefully we can get his successor to visit us at some point in the next year.

Broadband is another issue that has consumed your EPHA Executive this year. We have been working alongside Clare to make sure we get the best product we can for all schools.

March saw the retirement of Nigel Hookway as the Executive Director and the EPHA leadership have done a brilliant job of covering the meetings ensuring that Heads have a voice.

I am sure the consultations that we have been asked to respond to this year by the DfE are now in to double figures. I do hope that they listen to the responses that heads and school staff have made.

I must take this opportunity to thank Pam for her tireless work on all our behalves. The workload involved in just the Deputy Head and Headteacher Conferences each year is staggering and the quality of these 2 events matches something on a national scale. She spends hours in, sometimes pointless meetings, minute taking, providing baked goods and generally throwing in common sense on some of the more bizarre suggestions. The 'Seven Minute' meetings and checklists that you produce are a lifeline for most heads. EPHA would not survive without you. I am sure I speak on everyone's behalf here that you are brilliant. So... thank you!

What is to come?

Well, having met with Sue Baldwin, the new Regional Schools Commissioner, I think we have a chance of some real change. She listened to Heads and took a very pragmatic approach to trying to help solve issues.

I am sure we will hear more on the following:

- Grammars
- Academies
- Baseline
- National Funding Formula
- Recruitment and Retention
- Mental Health of children and staff

My thoughts

Every year I stand here and say that you are amazing. I am sure you are bored by this now!! But take a moment to reflect on your year.

Think of everything you have achieved, think of the difference you have made, the child you have made smile, the member of staff that you have helped, the parent you have listened to. It is worth it.

EPHA continues to work on your behalf, fighting the good fight, representing your views at meetings and driving for better conditions for everyone associated with schools. Your reps do this because they want Headship to be an attractive job, they want teachers to stay in the profession, they want children to make progress. Taking a collective approach will make us strong.

Chairing this group is great fun and I still have a passion to make sure Heads feel well looked after, listened to and appreciated.

Summer is nearly here. I hope you all have a smashing break and take the time to rest and enjoy time with family and friends.

Thank you.

b) ELECTION OF OFFICERS AND LOCAL DELIVERY GROUP REPRESENTATIVES

Chair	Nick Hutchings (Hamilton Primary)
Vice-Chair	Lehla Abbott (Broomgrove Infants)
Treasurer	Bridget Harris (St Thomas More's Catholic Primary)
Colchester West	Nick Hutchings (Hamilton Primary)
Colchester East	Paula Pemberton (Hazelmere Infants)
Colchester South	Suzy Ryan (Fingringhoe Primary)
Tendring Mid	Ian MacDonald (Elmstead Primary)
Tendring North	Donna Parker (Ardleigh St Mary's CE Primary)
Tendring South	Sue Bardetti (Holland Haven Primary)
Harwich & Dovercourt	Mark Millbourne (All Saints Primary)

The officers and Local Delivery Group representatives were thanked for the hard work that they do on behalf of headteachers in the North Area and for agreeing to continue in their roles or taking on new positions. Jacq Martin is leaving the headship and therefore her place on the Executive, and she was thanked for her contribution and commitment over many years.

- c) **The Summer term EPHA newsletter**, including 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.
- d) **EPHA Annual Subscription**
Funding for EPHA will be top-sliced from the Delegated Schools Grant. Area meetings will continue to be “free” to all primary headteachers, as will the website, headteacher briefings and advice and support from the Professional Officer.
- e) **Conferences**
Headteachers were reminded that the Deputy Headteachers’ conference will be held on Friday 5 October 2018 at the Weston Homes Community Stadium (key note speakers Andrew Hall and Sir John Jones) and next year’s annual Headteachers’ conference will be held on Friday 22 March 2019 at Stock Brook Country Club (key note speaker, Sir Robert Winston)

The programme and booking form for the Deputy Conference will be posted to schools at the end of June.
- f) **Checklist for new headteachers**
As part of EPHA’s support for new headteachers, the Professional Officer has developed a checklist for new headteachers. We recommend that this checklist is completed by the outgoing headteacher and/or the Chair of Governors to give a newly appointed headteacher essential information about their school, as well as local and county-wide support– information they need from day one in their new post. The checklist is not exhaustive and should be amended and adapted to suit each school. We suggest that the checklist is also shared with acting and interim headteachers.

3. OFSTED UPDATE AND DISCUSSION

Jeremy Spencer, Senior HMI, Education, Ofsted, East of England, was welcomed to the meeting. He explained that he has replaced Prue Rayner as Regional Director, and works with two other senior HMIs (Michelle Winter and Heather Yaxley) reporting to Paul Brooker, Regional Director. Within the Eastern Region team there are 24 HMI, 196 Ofsted inspectors and 6 regional support officers.

He gave the following updates to North East headteachers.

Inspection timing

The timetable for Ofsted re-inspections has been re-stated, to better reflect the likely timeframe – the average timeframe for the Section 8 inspection of a “good” school is now 4 years, although Ofsted can, and will, re-inspect earlier if there are any concerns.

Ofsted has also written to a selection of “exempt” schools explaining that Section 8 NFD (no formal designation) may be undertaken if there are concerns. Jeremy explained that if the annual desktop data analysis indicates a dip, Ofsted may write to a school to seek an explanation, and will decide if further action is needed. This potentially would be a Section 5 inspection.

Inspection of Multi Academy Trusts

There is no separate framework for MATs, but Ofsted will sometimes group-inspect schools within a MAT. They are also in the process of piloting MAT reviews.

Ofsted webinar

“How we inspect the early years in schools”
4th July 4.30 pm – 5.30 pm

Schools should receive an invitation, or contact
Correspondenceeastofengland@ofsted.gov.uk

Early Years inspection

From 2019 all Early Years inspectors will be in-house (as is now the case for school inspections).

Ofsted going digital

Jeremy noted that evidence is a crucial part of inspection and inspectors’ reports are scrutinised in detail. Since 1836 (the first inspections of board schools) these reports have been handwritten. Next year, Ofsted is going digital!!

Amanda Spielman, HCMI, Speech to ASCL conference

The text of this speech was circulated to headteachers in advance of the meeting. Jeremy noted that her speech gave a greater focus on knowledge-rich education. He said that it could be argued that focus on pupil outcomes in a narrow range of subjects has pushed the curriculum aside, and AS’s speech stressed that this needs to have centre stage.

Her speech also focused on the workload of teachers and schools leaders, and Ofsted recognises the pressure that they, as an inspection organisation, can put on schools. Ofsted wants to see the everyday practice of a school, not material that has been pre-prepared specifically for an inspection. Jeremy noted that he has seen, for example, lists of practice questions (and answers) that pupils and staff have been given to rehearse for an Ofsted inspection.

He recognised the unintended consequences of Ofsted’s reports, not least that schools and staff might read another school’s report out of context and assume that their practice applies to all. This is a key focus when draft Ofsted reports are scrutinised before publication.

The new model of Section 8 inspection, introduced in January 2018, gives schools a chance over one to two years to address any concerns that may be raised, before proceeding to a Section 5 full inspection.

There will be a new framework in 2019, and HMIs are taking time to look at research to inform the future of inspection. It has been concluded that the curriculum is not currently at the heart of inspection – in fact it only has a mention within the “leadership and management” section of the S5 handbook. Jeremy noted that the current “outstanding” criteria for curriculum is likely to become the new expectation for all schools.

The anticipated changes raise key questions:
Where does the curriculum sit, and how will it be inspected?

Jeremy referred back to Amanda Spielman’s quote in October 2017, when she talked about intent, implementation and impact, in relation to the curriculum.

A survey of the current delivery of the curriculum suggested

- A lack of curriculum knowledge and expertise... leading to
- The curriculum being confused with assessment and qualifications... leading to
 - A narrowing of the curriculum
 - Teaching to the test
 - Social justice issues.

Ofsted is considering the question – what is a high quality curriculum? It must include:
A framework for setting out the aims of the programme,
Which translates into structure and narrative,
Which evaluates what knowledge and understanding pupils have gained.

For more Ofsted information go to

www.slideshare.net/ofstednews
www.youtube.com/ofstednews

Discussion with North East headteachers

One headteacher agreed that it was right that the curriculum should be a focus for schools, but he expressed his concern about what and how much evidence will be required to satisfy Ofsted. He argued that this links directly with the problem of workload in schools, which has been acknowledged by Ofsted. Jeremy said that this question will need to be discussed with the Headteacher reference group. He expects that Ofsted inspectors will focus on whether the school's curriculum plan is translated into lessons and teaching.

Another headteacher noted that the demands and expectations of pupils is much higher nowadays – he said that Year 2 pupils are now reaching the attainment of previous Year 6 pupils. However, there is no acknowledgment of the greater demands on pupils and teachers – schools are expected to focus strongly on data, and the new focus on curriculum adds even more pressure on adults and children. Jeremy noted that, ultimately, Ofsted doesn't have control over the Government's accountability measures. However, this headteacher suggested that, if Ofsted doesn't have influence over Government policy, who does?

Jeremy was asked if Ofsted is carrying out quality assurance to ensure that all inspections are equal. He confirmed that Ofsted quality assures all inspections, scrutinised reports and considers the feedback from schools and stressed the importance of giving that feedback. He noted that it is generally accepted that there has been an improvement in the quality and consistency of inspection, and that Ofsted firmly believes that good quality inspection is essential.

Jeremy was asked if Ofsted would take into account a possible (temporary) drop in outcomes if a school was focusing on and implementing a new and broader curriculum. He stressed that there is and will continue to be a focus on attainment and outcomes, but stressed that the data is now the starting point for discussion and judgment and not the only and final indicator of a school's performance and strengths.

4. FUTURE DATES

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

Wednesday 7 November 2018

Wednesday 6 March 2019

Wednesday 12 June 2019

Deputy Headteachers' Annual Conference 2018

Friday 5 October 2018 Weston Homes Community Stadium

Headteachers' Annual Conference 2019

Friday 22 March 2019 Stock Brook Country Club, Nr Billericay