

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
THURSDAY 23 FEBRUARY 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>NEEPHA meeting Colchester United Sports Programme MAT2MAT and Hive Learning NAHT national policy update Safeguarding update</p>	<p>Welcome to the following Headteachers:</p> <p>Abbie Fairbairn St Andrew's CE Primary, Weeley (Acting Head)</p> <p>Marie Kelly St Joseph's Catholic Primary, Harwich (Acting Head)</p> <p>Jakki Sibley Fordham All Saints CE Primary Ruth Smith Two Village CE Primary (Acting) Clare Woodward Queen Boudica Primary</p> <p>Farewell to the following Headteacher Gordon Malcolm Tiptree St Luke's Nick Hutchings, Nigel Hookway and Pam Langmead Nikita Runnacles Andrew Smith, Lyons Hall James Bowen NAHT/The Edge Andrew Hall, Success in Schools</p>
<p>p 1 -9* AREA AGENDA Welcome, introductions and updates: Looking Forward - updates on</p> <ul style="list-style-type: none"> • Future shape, role and functions of the Local Authority • Governance Services • Budget including apprenticeship levy • New Banding descriptors and SEN funding 	<p>Clare Kershaw, Director for Commissioning Education and Lifelong Learning</p>
<p>p 9 -12 Primary Improvement</p> <ul style="list-style-type: none"> • Safeguarding • Moderation update • Raising achievement for disadvantaged pupils 	<p>Lisa Fergus, Primary Lead Commissioner South</p>
<p>p 12 -15 Meeting the need of young carers in Essex</p>	<p>Tim Frances, Youth Work Commissioner</p>
<p>p 15 Key dates</p>	<p>NORTH EAST meetings with the Local Authority officers 2016/2017 at Weston Homes Community Stadium Thursday 15 June 2017</p> <p>Headteachers' Annual Conference 2017 Friday 14 March 2017 Stock Brook Country Club, Nr Billericay</p> <p>Deputy Headteachers' Annual Conference 2017 Friday 6 October 2017 Weston Homes Community Stadium</p>
<p>*Page numbers refer to the full minutes (posted on the website) of the spring term Area meetings with LA Officers and Headteachers.</p>	

**LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA
DISTRICT AND AREA MEETING
THURSDAY 23 FEBRUARY 2017
ATTENDANCE**

Present

Lehla Abbott	Broomgrove Infants
William Aylett	Montgomery Juniors
Sue Bardetti	Holland Haven Primary
Mandy Barlow	Frinton-on-Sea Primary
Simon Billings	St John's Green Primary
Gavin Bradley	White Hall Academy
Moira Breeze	St Clare's Catholic Primary
David Bome	Copford CE Primary
Charlotte Booth-Rylett	Unity Primary Academy
Toby Bull	The Bishop William Ward CE Pri
Gail Burns	St Michael's Primary & Nursery
Tracy Caffull	Great Bentley Primary
Mark Carter-Tufnell	St Osyth CE Primary
Brian Combes	Stanway Primary
Sarah Crookes	Cann Hall Primary
Elizabeth Drake	Kingswode Hoe Primary
Helen Dudley Smith	Friars Grove Primary
Abbie Fairbairn	St Andrew's Weeley
Belinda Fellows	St James' CE Primary
Clare French	Kendall CE Primary
Linda Gildea	Spring Meadow Primary
Julia Hall	St Martin Frobisher Academy
Jeremy Hallum	Heathlands CE Primary
Bridget Harris	St Thomas More's Catholic Primary
Claire Holmes	Monkwick Infants & Nursery
Jenny Hunt	Hazelmere Juniors
Julia Hunt	Brightlingsea Infants
Nick Hutchings	N East Chair/ Hamilton Primary
Julie Ingram	Chappell CE Primary
Karen Jones	Justin Wrench
Ryan Kendall	Hamford Primary Academy
Laura Khine	Boxted St Peter's CE Primary
Sally Leung	Montgomery Infants & Nursery
Apologies	
Ruth Smith	Two Villages Primary
James Newell	Wix and Wrabness Primary
Alan Garnett	North Primary & Nursery
LA Officers	
Clare Kershaw	Director for Education and Life Long Learning
Jacky Castle	Lead Strategic Commissioner (NE)
Kerry McGrory	SE Commissioner (North East)
Tim Frances	Young Carers

Susan Locke	Milldene Primary
Andrew Macdonald	Langham Primary
Ian McDonald	Elmstead Primary
Nerys Maidment	Baynards Primary
Jacqu Martin	Langenhoe Primary
Carl Messer	St George's New Town Juniors
Val Metcalf	Harwich Community Primary
Jayne Mitchell	Gosbecks Primary
Amanda Mitchelson	Old Heath Primary
Matthew Moseley	Holland Park Primary
Julie O'Mara	Chase Lane Primary
Joanna Newitt	Willow Brook Primary
Samantha Norfolk	Alton Park Juniors
Tracey Oram	Tiptree Heath Primary
Lucy Overton	Great Tey CE Primary
Donna Parker	Ardleigh St Mary's CE Primary
Richard Potter	Home Farm Primary
Pam Rose	Kings Ford Infants & Nursery
Suzy Ryan	Fingringhoe CE Primary
Clare Sampson	The Mayflower Primary
Leesa Sharpe	Broomgrove Juniors
Nicola Sirett	Mersea Island School
Alison Syred-Paul	Great Clacton Juniors
Steven Turnbull	Hazelmere Infants & Nursery
Craig Twin	St John's CE Primary
Clare Walker	Tiptree St Luke's CE Primary
Donna Wenden	Lawford CE Primary
Serena Williams	Roach Vale Primary
Patricia Wilkie	Layer-de-la-Haye Primary
Clare Woodward	Queen Boudica Primary
Cann Hall Primary	

In Attendance

Pam Langmead	EPHA Professional Officer
Nigel Hookway	EPHA Executive Director
Nikita Runnacles	Colchester United FITC
James Bowen	NAHT
Andrew Hall	Success in Schools
Terry Hinkley	Nexus Limited

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 MEETING MINUTES 23 February 2017

1. WELCOME AND INTRODUCTIONS

Nick Hutchings, Chair of NEEPHA, welcomed headteachers to the area meeting.

He congratulated Sue Bardetti on being awarded Essex Primary Headteacher of the Year, at the recent teaching awards ceremony.

a) Welcome to the following Headteachers, new in post in North East schools:

Abbie Fairbairn	St Andrew's CE Primary, Weeley (Acting Head)
Marie Kelly	St Joseph's Catholic Primary, Harwich (Acting Head)
Jakki Sibley	Fordham All Saints CE Primary
Ruth Smith	Two Village CE Primary (Acting)
Clare Woodward	Queen Boudica Primary

Farewell to Gordon Malcolm, who has left Tiptree St Luke's CE Primary.

b) Executive Director report

Nigel Hookway, the EPHA Executive Director, reported the following activity since the last meeting:

Letter to MPs - Funding

I wanted to remind Heads that it is really important that we try to engage MPs as much as possible and the 'Fund the 8%' campaign is central to this along with our colleagues in ASHE. We met with the 7 MPs just before half-term in London and generally it was a positive meeting with them leaving under the impression that Essex Primary Headteachers are really struggling with funding challenges even before the National Funding formula comes in.

MAT2MAT – EPHA AND ASHE have been asked to sit on this group to support the development of Heads and their understanding of the CEO role. Andrew Smith (Head of Lyons Hall and CEO of a small chain) had engaged with Tim Coulson and along with two other CEOs had applied for a grant of £70000 and had been successful. The grant is being used to facilitate training for CEOs and begin a support group using online software called 'Hive'. So far there have been three meetings and Andrew demonstrated at each area and he invited all Heads to join the group at no cost.

RSC and Regional Officers Meeting of Headteachers' Associations – I am meeting with Tim Coulson next week and Regional Officers raise issues with Tim that schools are finding challenging.

Recruitment and Retention – I am sitting on a Task and Finish group looking at different solutions to this challenging problem. Graham Lancaster chairs this group and he reminded colleagues in Education Essex that there are opportunities to get support from ANZUK and SMART teachers who will source teachers from Australia and New Zealand for September. I am also raising the important issue of Retention with the group highlighting the good work carried out by a small group of schools in north Colchester led by Helen Dudley-Smith.

EPHA Priorities 2017

- 1) **Headteacher well-being – Coaching for the Soul.** Viv Grant has already spoken to Deputy Heads in October and will be at our annual conference in March. Viv will be running sessions in June as a support for Heads throughout the four areas.
- 2) **SEND** – I am working with Pam to challenge the LA over MLD provision at KS 1, EHCPs and pre-school checks which seemed to have disappeared! I am now on the Western Area Children's Board, North East Children's Board and Southern Children's Board representing our views. Virgin Healthcare take over the running of the health contract to schools on April 1st and this could signal a huge change in the approach to support schools with health matters.

- 3) *Future of Primary Services – EPHA are working with the LA on how the future will look in a traded services environment. With the educational landscape changing and Local Authorities stepping back and School led Improvement taking over it is clear next year will be an important transition year. Most of school led support will come through Clusters and some services from Commissioners will be traded. It is important we are prepared for this big change as it would be easy to set adrift from other schools by the time September 2018 arrives!*

National Group

I am working with school leaders, Lords (Estelle Morris), MPs and Local Authority Leaders. I am meeting with this group in Birmingham for the second time. The guest speaker is Christine Gilbert (Director of Education Camden and former Ofsted Leader) who will address on the emerging educational landscape and in particular the draft document from Institute of Education looking at characteristics of successful area partnerships. The second presentation is from Robert Hill (Manchester University and Educational Consultant) who will review the different approaches to the current fragmented situation around the country. He will look at the role of the RSC and the emerging Opportunity Areas which are entering the second phase.

New Heads

I would like to visit new Heads in post as soon as possible to discuss support from EPHA. I have already met four new Heads this term and especially important for those Heads who are new to Essex. EPHA are a major part of the support package for Essex Headteachers currently.

c) Coaching for the Soul

EPHA will be running a number of “Coaching for the Soul” sessions, delivered by Viv Grant, Integrity Coaching, in the summer term. This interactive workshop session is designed to offer Head Teachers a chance to connect, share experiences of school leadership and explore the benefits of coaching as a leadership support mechanism.

The session will also offer Headteachers the space and time to reflect on ‘*What Matters Most in School Leadership*’. As such, the session will consider what it means to ‘*Take care of the Soul in the role*’ and actively meet the emotional, mental and vocational needs of school leaders.

This interactive workshop will demonstrate how coaching has the power to help school leaders:

- *increase their levels of emotional resilience*
- *maintain a deep connection with their core values and ability to make decisions that are more aligned to who they are and who they want to be*
- *heighten their levels of self-awareness, self-management and their ability to cope more effectively with the stresses of the role*
- *Maximise feelings of professional satisfaction and fulfilment*
- *Find ways for re-discovering their joy and passion for the profession*

The session will also offer a chance for Head teachers to ask any questions that they might have about the coaching process and how it supports individual and whole school improvement.

The dates and venues are as follows

Friday 12 May – Ivy Hill Hotel, Margareting

Friday 9 June - Manor of Groves Golf and Country Club, Sawbridgeworth

Friday 16 June – Rivenhall Hotel

Friday 30 June – Weston Homes Stadium, Colchester

All of the sessions will run from 1.00 pm – 4.00 pm

Please let Pam Langmead know if you want to be added to the waiting list for one of the sessions –and pencil the date into your diary.

e) **MAT2MAT and Hive Learning**

Andrew Smith, CEO at Lyons Hall Primary, explained that he has received funding from Tim Coulson (Regional Schools Commissioner) to establish a group to support Multi-Academy Trusts working together.

Andrew also mentioned Hive Learning, established as a result of working with Sir Clive Woodward, which offers schools an effective way of storing and sharing good practice.

Headteachers and CEOs can access both resources at <https://www.hivelearning.com/mat2mat/>
The passkey is M@T2M&T2017

2. **COLCHESTER UNITED SPORTS PROGRAMMES FOR SCHOOLS**

Nikita Runnacles, Education Development Officer, gave a lively presentation about the various funded programmes that Colchester United FITC (football in the community) is able to offer schools. The club successfully bid for a grant from the Premier League which has given them funding to deliver activities in schools.

Colchester United's Football in the Community is a registered charity that provides high quality sports and education programmes to children, young people and adults.

In 2015/16, Colchester United's Football in the Community programme has delivered an expansive School & Sports Programme to over 65 schools across the county, engaging with on average 6,500 participants per week. Schools have successfully used this service for a number of years as an affordable solution for PPA Cover and more recently to help improve sports provision and PE in line with the Primary School Sport Premium fund.

The School Sport Programme will:

- Promote learning across the National Curriculum - in particular moral, social, cultural, spiritual development, Health Awareness and Key Skills through PE and Sport
- Assist teachers with defining and improving PE attainment levels
- Support your teaching staff with their P.E knowledge and build confidence when delivering
- Ensure a child-centred philosophy adopting the outcomes of: being healthy, staying safe, enjoying and achieving through learning
- Improve the health and well-being of children and young people
- Promotes physical development within sessions and allows for VAK activities and enhances provision for physical development as advocated in Ofsted Framework

Various programmes are available including:

- **10 week PE coaches**

- **Cardio Active Programme**

Colchester United Football in the Community's Cardio Active Programme is a six week project which raises awareness of heart health and also reducing the risk of bad heart health and disease. The programme is both theory and practical based with work in the classroom before related physical activity to reinforce the theory practice.

Across the six week we cover a range of topics:-

Week 1 – Your Heart

Week 2 – Unhealthy Heart Awareness

Week 3 – Causes of an Unhealthy Heart

Week 4 – Your Heart & Your Food

Week 5 – An Active Healthy Heart

Week 6 – Your Heart, Your Choice.

- **Premier League Reading Stars**

Premier League Reading Stars is a project which is aimed towards children who need literacy support and through sport we hope to offer an engaging alternative to motivate participants into literacy.

PLRS is designed to target pupils with low reading attainment levels. We suggest that you select participants based upon greatest need - choose 'reluctant' readers who are football fans, with a lack of motivation rather than lack of comprehension.

- School holiday camps
- Teacher mentoring
- Teacher INSET sessions
- Football festivals

FITC will offer:

- A range of different sporting activities at Key Stage One, Two and Three: invasion games, net games, striking and fielding games, track and field games, and multi-skills activities (including fundamentals)
- Sports we deliver: Football, Netball, Hockey, Cricket, Basketball, Athletics, Handball, Tag Rugby, Tennis, Rounders and Multi Skills
- Provision of all equipment
- Schemes of works and lesson plans based on the National Curriculum
- DBS Enhanced Disclosures, Emergency First Aid, Safeguarding Children
- Cross curricular activities linked to Health Awareness
- Classroom activities for wet weather days
- Management of the programme including monitoring and evaluation

More information at <http://www.cu-fc.com/club/fitc/>

Download a Headteacher's Pack at

<http://www.cu-fc.com/documents/headteacher-pack-2016-web187-3166891.pdf>

3.

NAHT UPDATE

James Bowen, NAHT

James Bowen studied history and politics at the University of Warwick, graduating with a first-class degree in 2002. After beginning his career in the finance sector, James took the decision in 2005 to become a teacher. He was quickly recognised as an outstanding classroom practitioner and fast-tracked into a number of leadership positions, including subject leader, SENCo, assistant head teacher and deputy head teacher. Most recently, James was the head teacher of a large, successful school in Hampshire before becoming the director of NAHT Edge in 2016.

James' presentation was wide-ranging, covering key issues for schools and the NAHT at the present time.

He referred to the recent Education Select Committee meeting, where Nick Gibb (Schools Minister) conceded that "assessment (last year) didn't go quite as smoothly as hoped" – the understatement of the year!

Schools' funding – the start truth is that there is insufficient funding available for all schools, and without that any redistribution of funds, via a National Funding Formula simply won't work. There will be a £3 billion shortfall in schools funding by 2019/20, an 8% cut in real terms. This equates to a loss of £399 for every primary age pupil, and £477 loss for every secondary age pupil.

The NAHT notes that 7 out of 10 schools leaders have stated that their budgets are being pushed beyond breaking point, and that funding has become unsustainable.

The DfE argument continues to be that there has never been more funding going into schools –

but do not take into account the increasing cost pressures on schools.

The reality is:

- Staffing cuts – larger class sizes and fewer support staff
- CPD cuts
- Less access to specialist services, including emotional health and wellbeing support
- Buildings not being maintained and upgraded
- Curriculum in both secondary and primary schools being narrowed, and extra-curricular activities under threat.

What is the NAHT doing about this?

A national campaign including

- A launch campaign email, with links to a schools-cuts website
- New funding campaign on the NAHT website
- <http://www.naht.org.uk/welcome/news-and-media/campaigns/school-funding-campaign/>
- Media campaign
- Behind the scenes lobbying

At local level

- Branch secretaries are briefing and cascading information.
- There are 30+ regional campaign events
- Branch joint member letters to MPs and local media

What is the NAHT trying to achieve?

1. Increased overall funding – particularly to the AWPU, as the current settlement is insufficient.
2. Public and parental support and a clear understanding of what is happening and the real impact.
3. Holding the government to account for the choices that they make.

Assessment - “the mess that was 2016”

What has been achieved so far?

- No schools can face intervention based solely on 2016 data
- A commitment to a long term review of primary assessment- James noted that this is a real concession by the government, as they have only recently conducted a review of assessment, which resulted in last year’s system.
- The Government wanted to make a KS1 SPAG test compulsory – this is now non-mandatory
- Scrapping of the Year 7 SATs resits – significant for secondaries and primaries, and the affected pupils.

The NAHT is also arguing strongly about the suitability of the tests and assessment processes for dyslexic pupils.

James’ gut feeling is that the Government will move away from a secure fit model to a best fit model – but not this year.

There should be a consultation on primary assessment, to be announced in March. James feels it is likely that the following suggestions will be considered:

A move away from the secure fit model for writing assessment

A possible move towards a single primary progress model – baseline in Year R to end of Year 6.

The NAHT’s view is that any such baseline must be observational, not test-based.

James stressed the NAHT’s view that it is essential to detach the increasingly high-stakes nature of

statutory assessment. The NAHT Assessment Review Group has produced a report, Addressing the Balance – an alternative solution to the current assessment system commissioned by the NAHT.

The Assessment Review Group comprised of:

James Bowen, Director of NAHT Edge

Nick Brook, NAHT Deputy General Secretary

Robert Coe, Professor of Education at Durham University

Tony Draper, CEO of Lakes Academies Trust

Nansi Ellis, ATL Assistant General Secretary

Dave Ellison, Deputy Head Teacher of Foxfield Primary School, part of The Inspire Partnership

Louise Griffith, Assistant Head Teacher of St George's Church of England Primary School

Sarah Hannafin, NAHT Policy Advisor

Amanda Hulme, Head Teacher of Claypool Primary School

Kathryn James, NAHT Deputy General Secretary

Anne Lyons, Head Teacher of St John Fisher Catholic Primary School

Theo Smith, NAHT Policy Research Analyst

Professor Dame Alison Peacock, Executive Headteacher of The Wroxham School and CEO of the Chartered College of Teaching

Michael Tidd, Deputy Head Teacher of Edgewood Primary School

Crucial messages of the report included the recognition that some form of statutory assessment will continue but that the current statutory assessment system is vastly out of control – too often limited data alone is used as a judgement for whole school effectiveness.

Secondary assessment is also a challenge, including the implications of EBACC (limiting the curriculum and opportunities for students) and complicated changes to the GCSE grading system, which are being phased in over time.

Ofsted

There has been some improvement and a period of relative stability. Ofsted introduced the “myth busting” document, and ended lesson grading.

Bringing inspection in-house appears to have been positive – previously many of the complaints to the NAHT were about individual Additional Inspectors, rather than HMI.

The introduction of 1 day inspections and the presumption of “still good” has been helpful.

James noted that Amanda Spielman is a very different HCMI from her predecessor, and she has a different tone. She is looking at the purpose of Ofsted and has stated that she wants judgements to be evidence based, but that evidence not solely driven by data.

She aims to revisit the grade judgements, and there is a possibility that the outstanding grade will go.

She recognises the importance of Peer Review (a particular focus of the NAHT, which has its own Peer review system) but argues that Ofsted in effect “peer reviews” as many inspectors are serving headteachers.

James is confident that she, at least, wants to listen and learn from the profession (and the fact that she is not a former teacher/headteacher may not be a bad thing).

James was thanked for his very informative and engaging presentation, and it was agreed that future updates from NAHT representatives would be welcomed.

4. SAFEGUARDING UPDATE

Andrew Hall is an experienced teacher with nearly 30 years of service in schools. He became a headteacher in 1997 and has led a wide variety of schools, including a school serving inpatients at a long-stay child and adolescent psychiatric hospital. Andrew worked with Cambridge Education Associates raising achievement in schools needing improvement where he specialised in leading secondary schools for students with behavioural difficulties. Andrew's last headship was of a split-site, primary and secondary school for children and young people with Social, Emotional and Behavioural Difficulties in east London.

In 2010, Andrew set up '[Success In Schools Ltd.](#)' to share his experience and help colleagues develop their skills working with students who find learning difficult for whatever reason. Since 2011 Andrew Hall has focused on supporting schools and colleges with their safeguarding and child protection policies and procedures. Andrew's training focusses on the needs of school staff and headteachers and ensures that he shares practical strategies that really make a difference. In addition to supporting safeguarding work in schools, Andrew now works hard to help pupils, staff and parents learn to keep themselves safe whilst using the internet.

Andrew introduced himself by sharing a photo of his infant class, and made the point that we couldn't assume that the children in the photo were later, as adults, classed as the same gender – he noted that one of the issues that he is seeing in many schools is that of transgender. Andrew also gave an anecdote about how disclosures are made – rarely neatly, but more likely to be a throwaway comment that gives a member of staff an “uh oh” moment. He urged us to listen to those feelings and to encourage staff to do the same.

The session covered:

- Effective Safeguarding
- Policy into Practice
- Governor Responsibilities
- Understanding Grooming



Andrew's effective safeguarding model puts the child at the centre, and emphasizes the following:

- Policies – that should be personalised to the school and should represent the “gold standard of expectation”
- Training – for all staff, which he prefers to call “building capacity”
- Ethos – the foundation or “heartbeat” of the school

Schools need to determine their safeguarding risks, whether local, national and international. They then need to ensure that their curriculum teaches their pupils about the risks that they face.

The curriculum can be broken down to national, the wider curriculum (structured and

unstructured) and the curriculum that children and young people get from their peers.

The safer perimeter should be characterized by a single point of entry into schools – Andrew makes a point of trying to gain entry to schools without making himself known to the office staff. His accounts of how easy it was to get into many schools were hair raising and he was often assisted by helpful children!

Partnership – Andrew reminded us not to rely on the traditional partners, health, social care and the police, but to create our own partnerships, for example holding DSL (Designated Safeguarding Lead) cluster meetings with other local schools.

Transition planning – between school phases, but not forgetting children missing education and how they are managed.

Andrew has a useful flowchart for referrals on his website

<https://www.safeguardingschools.co.uk/headteachers-update-spring-term-2017/>

He gave the following advice when responding to child protection and safeguarding matters:

Recognise – Respond – Refer – Reflect

The headteachers discussed the ways in which they raised safeguarding awareness in their schools – these included

DSL photos

Communication

Pupil matters section in every staff meeting

Leaflets

Posters/training

Different coloured lanyards to identify types of visitors

Record keeping – Andrew suggested the following five sections in a file:

1. Administration and chronology
2. Internal information
3. External Information
4. Meeting notes/report
5. Child protection plans/legal papers

He mentioned MyConcern – an online tool for recording child protection incidents.

<http://www.myconcern.co.uk/>

MyConcern® is our simple to use, safe and secure software for recording and managing all safeguarding concerns. The system enables all staff to record any safeguarding concern, safe in the knowledge that a proper record has been made and that their safeguarding lead has been automatically notified. It also equips the designated safeguarding lead to assess each concern and manage any ongoing action that needs to be taken.

One headteacher endorsed this product saying that it was very valuable and had made the record keeping for child protection and safeguarding simple and comprehensive.

Governor responsibilities

Set out in KCSIE, particularly in Chapter 2, (page 14 onwards) *The management of safeguarding - The responsibility of governing bodies, proprietors and management committees*

The new Governance Handbook (January 2017) clearly sets out the safeguarding requirements in

section 6.1 (page 87 onwards). This repeats and is in line with the requirements in KCSiE.

Grooming – de-sensitisation

Andrew explained that in a study of convicted teachers, 23% had deliberately chosen to go into teaching to have access to children. He talked about the David Finklehor research on safety recruitment and the typology of sexting.

The study presupposes 4 pre-conditions for child sexual abuse:

Motivation – wanting to

Internal inhibitors (conscience) – overcoming this inhibition has been helped by the internet as paedophilia has become the “norm” for a huge group of people. It enables:

- connection with other paedophiles
- easy connection with children
- children supplying their own images

External inhibitors (creating opportunity)

Overcoming victim resistance by

- targeting a (probably vulnerable) child
- creating trust
- Justifying a need
- sexualising the contact
- maintaining control

Andrew argued that prevention must include:

- a specific safeguarding ethos
- facilitating the raising of concerns
- “courageous” leadership

Sexting

Sexting in schools and colleges – very useful guidance from UKCCIS which covers:

This advice covers:

- Responding to disclosures
- Handling devices and imagery
- Risk assessing situations
- Involving other agencies, including escalation to the police and children’s social care
- Recording incidents
- Involving parents
- Preventative education

Andrew referred to Hackers Continuum of Sexual Behaviour in Children and the Brook Traffic Light Tool. He also reminded the group that there are five points of immediate referral to MASH or police in relation to sexting:

1. Adult involvement
2. Coercion or blackmail
3. Extreme or violent
4. Under 13
5. Immediate risk of harm

Andrew reminded heads to ask their staff, following training:

- What have you learnt today?

- What have you heard which makes you see things differently?
- What will you do differently following the training?

Other guidance mentioned:

- The guidance for safer working practices for those working in education settings
- SET Prevent Policy and guidance
- The online safety guidance for schools governors – this comes with a health warning from me, as the expectations in the document are high!

Andrew's spring term briefing

<https://www.safeguardingschools.co.uk/headteachers-update-spring-term-2017/>

Brook Sexual Behaviours traffic light tool

<https://www.brook.org.uk/our-work/the-sexual-behaviours-traffic-light-tool>

The Blast Project

<http://www.mesmac.co.uk/projects/blast>

Alright Charlie

<https://www.youtube.com/watch?v=UGEgn767XAk>

www.stopitnow.org.uk

NSPCC PANTS campaign

<https://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/underwear-rule/>

6. FUTURE DATES

NORTH EAST meetings with the Local Authority officers 2016/2017 and 2017/18 -at the Weston Homes Community Stadium

Thursday 15 June 2017

Wednesday 8 November 2017

Thursday 22 February 2018

Thursday 14 June 2018

Headteachers' Annual Conference 2017

Friday 14 March 2017 Stock Brook Country Club, Nr Billericay

Deputy Headteachers' Annual Conference 2017

Friday 6 October 2017 Weston Homes Community Stadium

Coaching for the Soul

Friday 12 May – Ivy Hill Hotel, Margareting

Friday 9 June - Manor of Groves Golf and Country Club, Sawbridgeworth

Friday 16 June – Rivenhall Hotel

Friday 30 June – Weston Homes Stadium, Colchester