

## LA /ESSEX PRIMARY HEADS' ASSOCIATION NORTH EAST AREA

### JUNE 2020

**THE AREA MEETINGS WERE NOT HELD IN THE SUMMER TERM 2020  
DUE TO THE COVID-19 PANDEMIC AND LOCKDOWN.**

**THIS REPORT IS A RECORD OF THE INFORMATION SHARED WITH HEADTEACHERS BY EMAIL.**

Agendas and minutes for these meetings available at [www.essexprimaryheads.co.uk](http://www.essexprimaryheads.co.uk)

<b>Attendance List</b>		
DISTRICT AND EPHA MEETING <b>(Notes below)</b>	<b>Welcome to the following Headteachers:</b>	
Nick Hutchings, Chair	Anthony Cosans      Unity Primary Academy	
		<b>Farewell to the following Headteachers:</b>
Elizabeth Drake      Kingswode Hoe School		
David Milligan      Gosbecks Primary		
<b>Chair's report</b>	<b>Nick Hutchings</b>	
NEEPHA meeting and AGM	Chair	Nick Hutchings (Hamilton Primary)
Election of Officers and Local Delivery	Vice-Chair	Richard Potter (Home Farm Primary)
Group representatives	Treasurer	Bridget Harris (St Thomas More's Catholic Primary)
	Colchester West	Nick Hutchings (Hamilton Primary)
	Colchester East	Paula Derwin (Hazelmere Infants)
	Colchester South	Ceri Daniels (Holy Trinity 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	Liz Bartholomew (The Mayflower Primary)
<b>Summer term newsletter and information</b>		
p 17    Key dates	<b>NORTH EAST meetings with the Local Authority officers 2020/21 -at Colchester Football Stadium</b> Wednesday 11 November 2020 Wednesday 3 March 2021 Wednesday 16 June 2021	
	<b>Deputy Headteachers' Annual Conference 2020</b> Friday 2 October 2020      Virtual event	
	<b>Headteachers' Annual Conference 2021</b> Friday 19 March 2021      Stock Brook Country Club, Nr Billericay	

NORTH EAST EPHA AREA SUMMARY June 2020

The termly headteacher meetings will not be able to be held at the usual venues in June as a result of the Covid-19 pandemic. Primary schools have remained open during the lockdown, which started on 23<sup>rd</sup> March, and are beginning to increase their provision for pupils in various year groups. However, large gatherings are not yet allowed or advisable. We hope to return to normal for the meetings in November, but this term will conduct the business of the EPHA area meetings by email.

## **1. WELCOME AND FAREWELL – SUMMER 2020**

## Welcome to the following Headteachers:

Anthony Cosans Unity Primary Academy

## **Farewell to the following Headteachers:**

Elizabeth Drake Kingswode Hoe School  
David Milligan Gosbecks Primary

If you are leaving please make use of the EPHA new heads' checklist, and complete it for your successor. This is available on the EPHA website at  
<https://essexprimaryheads.co.uk/info-and-documents/good-practice/>

## **2. NORTH EAST EPHA ANNUAL GENERAL MEETING**

## a) CHAIR'S REPORT

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

## **Review of the year**

Who knew what would happen a year ago! I was recently rereading the minutes from our EPHA Executive meeting in October. The minutes were dominated with discussion about the Ofsted Framework and how schools were dealing with deep dives, and what the impact of the first inspections under the new framework were looking like.

Move forward by 6 months, and all schools in the UK were closed to all but 'key worker' children, we had developed a new language around 'social distancing', we were all beginning to provide home learning via electronic platforms and trying to diagnose coughs across the phone!!!

The education climate in the country, county and local area has changed beyond recognition. It is definitely going to take us all some time to start recovering and supporting children, staff and parents.

Firstly, I would like to acknowledge the fantastic work that all heads and senior teams did in closing schools with just 2 days' notice. This had never been done before and I truly hope that it will never be done again. The stratospheric amount of stress that was placed on individuals during this time is a testament to how resilient we are as a group of people.

I have very little memory of anything else that we have all achieved this year – not a surprise, I guess!

During the crisis I would like to thank Pam for her amazing work in supporting Essex Heads at all the local authority conference calls and keeping us up to date and putting forward heads' views. In the midst of all of this, she also managed to produce the excellent briefing notes to ensure we kept up to date with funding, governance and HR issues. EPHA would not run without Pam and I am sure you will join me in sending her many, many emails telling her how brilliant she is!!!!

### **What is to come?**

Who knows?!? A second peak? PPE? Sanitizer?

The next academic year and those to come are clearly going to be difficult. There will be many demands on Headteachers and how they best deal with the demands from parents, children and staff. How we negotiate with the Local Authority and the various agencies that work with schools will also be paramount to the well-being of pupils and staff.

As always we will have a very tricky route to negotiate. Past lessons tell us we do a pretty good job and that strength is certainly held in numbers. Communicating with each other and choosing a strategy that is agreed by a number of heads, rather than just one, will provide protection and safety for us all. This is now the time where the 'bunker' mentality of some colleagues needs to be recognised and support proactively offered by us all, even if we think we are being a pain!!

### **My thoughts**

The North East EPHA group is a particularly passionate one and I know we will work together to navigate through the coming months and years. Having a clear message about accountability, testing and transition of children will enable us to shape the Local Authority's agenda and communications with the DfE. Stand strong and do not be afraid to voice your opinions.

EPHA will continue to support you, represent you at meetings and try to get the best deal that it can for children and staff across Essex.

As always it has been a pleasure to chair this group for another year. I've now been doing this since 2015. I love it; but am happy to hand it over to anyone that feels they would like the experience of running the group. If this is the case, please do contact Pam or myself. I am grateful for all of your support as always.

Do try to get some rest over the summer - you deserve it!!!!!!

*All four Chairs have agreed to continue in their posts, with the usual proviso that they will be happy to step aside if anyone else wants to take on the role!*

*On behalf of EPHA and headteachers in each area, I would like to thank the four Chairs for their continued commitment and contribution to the Association and their determination to represent and support their colleagues across the county. They have done an excellent job and have given their time freely and generously – thanks to them all.*

**b) ELECTION OF OFFICERS AND LOCAL DELIVERY GROUP REPRESENTATIVES**

<b>Chair</b>	Nick Hutchings (Hamilton Primary)
<b>Vice-Chair</b>	Richard Potter (Home Farm Primary)
<b>Treasurer</b>	Bridget Harris (St Thomas More's Catholic Primary)
<b>Colchester West</b>	Nick Hutchings (Hamilton Primary)
<b>Colchester East</b>	Paula Derwin (Hazelmere Infants)
<b>Colchester South</b>	Ceri Daniels (Holy Trinity Primary, Eight Ash Green)
<b>Tendring Mid</b>	Ian MacDonald (Elmstead Primary)
<b>Tendring North</b>	Donna Parker (Ardleigh St Mary's CE Primary)
<b>Tendring South</b>	Sue Bardetti (Holland Haven Primary)
<b>Harwich &amp; Dovercourt</b>	Liz Bartholomew (The Mayflower Primary)

The officers and Local Delivery Group representatives were thanked for the hard work that they do on behalf of headteachers in the North East Area and for agreeing to continue in their roles or taking on new positions.

**c) EPHA Executive report**

The EPHA Executive has met more frequently than usual to discuss the challenges and changes that are being experienced by primary-phase schools across the county. Minutes of the meetings are available on the EPHA website at  
<https://essexprimaryheads.co.uk/meetings/executive/>

**d) The Summer term EPHA newsletter**, including dates for the 2020/21 school year, was circulated to headteachers by email -these can also be found on the Newsletter page of the EPHA website [www.essexprimaryheads.co.uk](http://www.essexprimaryheads.co.uk).

**e) EPHA Annual funding**

EPHA continues to be funded by a top-slice from the DSG. The cost to each school is £320. Please see the article "*What do headteachers get in return for their top-sliced contribution to EPHA?*" available on the EPHA website.  
<https://essexprimaryheads.co.uk/files/what-headteachers-get-in-return-for-their-epha-contribution-2020-21.pdf>

Please remind your Finance Officer that the school does not have to pay a subscription for the financial year.

**f) The EPHA county Annual General Meeting – Wednesday 7 October 2020**

We plan to hold the AGM as usual at Chelmsford City Football Club. Michelle Winter, Senior HMI for the Eastern Region, will attend the meeting to talk about the future of Ofsted. You will receive the agenda and information about the AGM by email in advance of the meeting.

**g) CONFERENCES**

**Deputy Headteachers' conference - Friday 2 October 2020**

Unfortunately, as a result of the continued uncertainty around when large gatherings will be able to resume, the decision has been made not to hold the annual Deputy and Assistant Headteachers' conference this year. This would have been our 15<sup>th</sup> deputy conference, and we know that for many this is an annual date in the diary that senior leaders value and look forward to.

EPHA plans to hold an alternative, free, virtual event to celebrate and thank Deputy and Assistant heads for the amazing work they do in our schools, particularly in such challenging times. More information in the second half of the summer term.

### **Headteachers Conference – Friday 19 March 2021, Stock Brook Country Club**

You will be aware that the headteacher conference in 2020 was cancelled as a result of the national lockdown. EPHA is holding bookings for headteachers and will contact you later in the year about the headteacher conference in 2021- we have great hopes that this will go ahead, just a year late!

#### **h) Article in the newsletter - Headship in a time of uncertainty**

Whether you are brand new to headship or have many years of experience, one thing is certain – you've never dealt with a global pandemic before! This is the most unprecedented event that school leaders have ever had to face, and the uncertainty stretches into the future, making this challenge even harder to manage. Here are my 5 top tips for you:

1. *Trust your intuition, as well as your experience.* You are not a headteacher for nothing – you are smart, experienced and have proved that you can lead a complex organisation.
2. *Access all the support you can get.* Both professional and personal – this is the time to ask for help and reassurance.
3. *Accept that not all of your decisions will be right.* This is a time of test and trial, and you will probably make the odd mistake.
4. *Give yourself permission to be flexible and change your mind.* Recognising the need to alter course is a strength, not a weakness.
5. *Take a break.* Your job is always too big – at the moment it can be overwhelming, so remember to rest and recuperate. The school will still be there when you return – and the DfE guidance will probably have changed!

Please do contact Pam Langmead if you have any questions or comments about the work of EPHA and the Executive in the last year.

[pam@langmead.me.uk](mailto:pam@langmead.me.uk)

### **3. FUTURE DATES**

#### **NORTH EAST meetings with the Local Authority officers 2020/21 -at Colchester Football Stadium**

Wednesday 11 November 2020

Wednesday 3 March 2021

Wednesday 16 June 2021

#### **Deputy Headteachers' Annual Conference 2020**

Friday 2 October 2020      Virtual event

#### **Headteachers' Annual Conference 2021**

Friday 19 March 2021      Stock Brook Country Club, Nr Billericay