

WEST ESSEX PRIMARY HEADS' ASSOCIATION AREA CONFERENCE
MANOR OF GROVES HOTEL AND CONFERENCE CENTRE
FRIDAY 3 FEBRUARY 2017

MEETING SUMMARY: ISSUES AND RECOMMENDATIONS

p 2	ATTENDANCE LIST AND APOLOGIES	<p>Welcome to the following Headteachers:</p> <table border="0" data-bbox="767 454 1542 718"> <tr> <td data-bbox="767 454 979 485">Erica Barnett</td><td data-bbox="979 454 1542 485">Waltham Holy Cross Primary</td></tr> <tr> <td data-bbox="767 485 979 517">Patricia Bryson</td><td data-bbox="979 485 1542 517">St John Fisher Catholic Primary,</td></tr> <tr> <td data-bbox="767 517 979 549">Loughton</td><td data-bbox="979 517 1542 549"></td></tr> <tr> <td data-bbox="767 549 979 580">Ann Grisley</td><td data-bbox="979 549 1542 580">Limes Farm Infant and Nursery</td></tr> <tr> <td data-bbox="767 580 979 612">(Acting Head)</td><td data-bbox="979 580 1542 612"></td></tr> <tr> <td data-bbox="767 612 979 644">Natalie Marris</td><td data-bbox="979 612 1542 644">Buckhurst Hill Primary (Acting Head)</td></tr> <tr> <td data-bbox="767 644 979 675">Fiona Reid</td><td data-bbox="979 644 1542 675">Matching Green CE Primary</td></tr> </table>	Erica Barnett	Waltham Holy Cross Primary	Patricia Bryson	St John Fisher Catholic Primary,	Loughton		Ann Grisley	Limes Farm Infant and Nursery	(Acting Head)		Natalie Marris	Buckhurst Hill Primary (Acting Head)	Fiona Reid	Matching Green CE Primary
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p 3	SAFEGUARDING UPDATE	Andrew Hall, Success in Schools														
p 3	EPHA UPDATE	Isobel Barron, West Chair, Nigel Hookway, Executive Director and Pam Langmead, EPHA Professional Officer														
p 4	DATES AND TIMES OF FUTURE MEETINGS 2016/17	<p>WEST meetings with the Local Authority officers 2016/17 – 18 at the Weston Homes Business Centre, Takeley</p> <p>Wednesday 1 March 2017 Wednesday 21 June 2017 Wednesday 15 November 2017 Wednesday 28 February 2018 Wednesday 20 June 2018</p> <p>WEPEHA Conferences, Manor of Groves</p> <p>Friday 19 May 2017 Friday 22 September 2017 Friday 2 February 2018 Friday 18 May 2018</p> <p>Headteachers' Annual Conference 2017</p> <p>Friday 17 March 2017 Stock Brook Country Club, Nr Billericay</p> <p>Deputy Headteachers' Annual Conference</p> <p>Friday 6 October 2017 Weston Homes Community Stadium</p>														

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FRIDAY 3 FEBRUARY 2016

Present

Rosalind Allsop	Clavering Primary	Alison Kerrell	Great Bardfield Primary
Gina Bailey	St James CE Primary	Julie Lorkins	St Andrew's CE Primary, North Weald
Isobel Barron	Roseacres Primary	Lucy Mawson	Stebbing Primary
	West Chair	Bernadette Miele	Tany's Dell Primary
Tracy Bratley	Manuden Primary	Sarah Mitchell	Great Chesterford Primary
Lorna Brittaine	Sheering CE Primary	Christine Peden	Pear Tree Mead Primary
Gary Brown	Ashdon Primary	David Rogers	Bentfield Primary
David Burles	Fawbert & Barnard UNDL Primary	Christine Tonkins	St Mary's CE Primary, Stansted
Karen Cayford	St Mary's CE Primary, SW	Jonathan Tye	Churchgate CE Primary
John Clements	Hatfield Heath Primary	Emma Vincent	RA Butler Academies
Vicky Early	Harlowbury Primary	Karen Wallace	Moreton CE Primary
Mary Evans	The Henry Moore Primary	Kevin Watts	Great Dunmow Primary
Alan Gardiner	Farnham & Rickling Federated Primaries	Julie Witteridge	White Bridge Primary
Lawrence Garside	Felsted Primary		
Elizabeth Gelston	The Downs Primary		
Clare Griffiths	Dunmow St Mary's CE Primary		
Louise Gurney	Debden CE Primary		
Victoria Haylock	Nazeing Primary		
Kate Hockley	Radwinter CE Primary		
In Attendance			
Pam Langmead	EPHA Professional Officer	Sarah Hurwood	Epping Upland CE Primary
Nigel Hookway	EPHA Executive Director	Claire Jackman	Great Easton CE Primary
Christine Lee	The Henry Moore Primary	Natalie Marris	Buckhurst Hill Primary
Sarah Cowley	The Henry Moore Primary		
Victoria Marrow	Hatfield Heath Primary		
Nicola Jenkin	Moreton CE Primary		
Matthew Curzon	St Mary's CE Primary, Stansted		
Andrew Hall	Success in Schools		

Apologies

Sarah Hurwood
Claire Jackman
Natalie Marris

Note: If your attendance or apologies have not been noted please contact the EPHA Professional Officer at pam@langmead.me.uk for amendment.

NOTES OF THE SPRING TERM WEPHA CONFERENCE HELD ON FRIDAY 3 FEBRUARY 2017 COMMENCING AT 9.15 AM

Action

1. 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 personalized to the school
- Training – for all staff, which he prefers to call "building capacity"
- Ethos

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 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

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

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 guidance

Andrew talked about 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.safeguardinginschools.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/>

2. EPHA UPDATE

Isobel Barron, the West EPHA Chair, welcomed headteachers to the conference and in particular those Headteachers who have taken up new appointments in the West this term, including:

Welcome to the following Headteachers:

Erica Barnett	Waltham Holy Cross Primary
Patricia Bryson	St John Fisher Catholic Primary, Loughton
Ann Grisley	Limes Farm Infant and Nursery (Acting Head)
Natalie Marris	Buckhurst Hill Primary (Acting Head)
Fiona Reid	Matching Green CE Primary

Isobel noted that Anne-Marie McCann, Headteacher at St Albans Catholic Primary, had been Highly Commended in the Primary Headteacher of the Year category of the Essex Teaching Awards, announced the previous day. She was congratulated on her success.

Nigel Hookway (Executive Director) reminded headteachers that he had recently circulated a draft letter about the current funding crisis in schools that EPHA was urging heads to send to their MPs. He noted that EPHA and ASHE representatives were meeting Essex MPs on Thursday 9 February, and would be discussing this issue and the recruitment and retention challenges for Essex schools.

Pam Langmead, Professional Officer, gave a briefing, updating headteachers on a number of key areas including Ofsted, safeguarding, the Local Authority and the DfE, governance and EPHA. She agreed to make the briefing paper available to the headteachers after the meeting.

3. DATES AND TIMES OF FUTURE MEETINGS 2016/17 AND 2017/18

WEST meetings with the Local Authority officers-at the Weston Homes Business Centre, Takeley

Wednesday 1 March 2017
Wednesday 21 June 2017
Wednesday 15 November 2017
Wednesday 28 February 2018
Wednesday 20 June 2018

WEPEHA Conferences, Manor of Groves

Friday 19 May 2017
Friday 22 September 2017
Friday 2 February 2018
Friday 18 May 2018

Deputy Headteachers' Annual Conference

Friday 14 October 2016 Weston Homes Community Stadium

Headteachers' Annual Conference 2017

Friday 17 March 2017 Stock Brook Country Club, Nr Billericay

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. **The West session will be on Friday 9 June 2017 at the Manor of Groves.** 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.

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

The meeting ended at 12.30 pm