

**WEST ESSEX PRIMARY HEADS' ASSOCIATION AREA CONFERENCE
MANOR OF GROVES HOTEL AND CONFERENCE CENTRE
FRIDAY 16 OCTOBER 2015**

MEETING SUMMARY: ISSUES AND RECOMMENDATIONS

p 2	ATTENDANCE LIST AND APOLOGIES	<p>Welcome to the following Headteachers:</p> <p>Isobel Barron Emma Bloomfield Lesley Brennan Karen Cayford Walden (Acting Head) Barbara Coates Amanda Copper Gill Doyle Jenni Elliot Sally Elliot Sharon Lester Emma Johnson Academies (Acting Head) Sarah Roffey Head) Sonia Strickland Christine Tonkins Head)</p> <p>Roseacres Primary Purford Green Primary Kingsmoor Primary St Mary's CE Primary, Saffron Leverton Infants Wimbish Primary Takeley Primary Roydon Primary High Beech Primary Newport Primary R A Butler Infant and Junior Harlowbury Primary (Acting Little Hallingbury CE Primary Manuden Primary (Acting</p>
p 3	CLOSING THE ORACY GAP – THE BIG THINK	Jason Buckley (The Philosophy Man)
p 3	EPHA UPDATE	Julie Lorkins, West Chair Pam Langmead, EPHA Professional Officer
p 4	DATES AND TIMES OF FUTURE MEETINGS 2015/16	<p>WEST meetings with the Local Authority officers 2015/2016 - at the Weston Homes Business Centre, Takeley Wednesday 11 November 2015 Wednesday 2 March 2016 Thursday 16 June 2016</p> <p>WEPHA Conferences, Manor of Groves 5 February 2016 20 May 2016</p> <p>Headteachers' Annual Conference 2016 Friday 18 March 2016 Stock Brook Country Club, Nr Billericay</p> <p>Deputy Headteachers' Annual Conference Friday 14 October 2016 Weston Homes Community Stadium</p>

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Present

Isobel Barron	Roseacres Primary West Vice-Chair	Julie Lorkins Cheryl Macleod	West Chair/ St Andrew's North Weald Nazeing Primary
David Burles	Fawbert & Barnard Primary	Bernadette Miele	Tany's Dell Primary
Rachel Callaghan	Katherine Semar Juniors	Deidre Mooney	Waltham Holy Cross Infants
John Clements	Hatfield Heath Primary	Wendy Myers	Dr Walker's CE Primary
Gill Doyle	Takeley Primary	Christine Peden	Pear Tree Mead Primary
Laura Fox	The Alderton Juniors	Julie Puxley	Katherine Semar Infants
Lawrence Garside	Felsted Primary	Colin Raraty	Rodings Primary
Elizabeth Gelston	The Downs Primary	Jacqueline Richards	St John Fisher Catholic Primary
Katie George	Thaxted Primary	Sarah Roffey	Harlowbury Primary
Sue Giles	Henham & Ugley CE Primary	David Rodgers	Bentfield Primary
Mel Goodger	Aspire Academy	Marios Solomonides	Freshwaters Primary Academy
Mary Jo Hall	St Thomas More Catholic Primary	Christine Tonkins	St Mary's CE Primary, Stansted
		Jan Tunney	Limes Farm Infant & Nursery
		Jonathan Tye	Churchgate CE Primary
		Henry Weir	Great Chesterfield Primary

In Attendance

Pam Langmead	EPHA Professional Officer
Jason Buckley	The Philosophy Man
Melanie Taylor	

Also in attendance

Sarah Mitchell	Great Chesterfield Primary
Frances Neligan	St John Fisher Catholic Primary
Jen Shackleton	Thaxted Primary

Apologies

Karen Cayford	St Mary's CE Primary, Saffron Walden
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Note: If your attendance or apologies have not been noted please contact the EPHA Professional Officer at langmead@tesco.net for amendment.

**MINUTES OF THE AUTUMN TERM WEPHA CONFERENCE HELD ON
FRIDAY 16 OCTOBER 2015 COMMENCING AT 9.15 AM**

Action

1. WELCOME

Julie Lorkins, 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:

Isobel Barron	Roseacres Primary
Emma Bloomfield	Purford Green Primary
Lesley Brennan	Kingsmoor Primary
Karen Cayford	St Mary's CE Primary, Saffron Walden (Acting Head)
Barbara Coates	Leverton Infants
Amanda Copper	Wimbish Primary
Gill Doyle	Takeley Primary
Jenni Elliot	Roydon Primary
Sally Elliot	High Beech Primary
Sharon Lester	Newport Primary
Emma Johnson	R A Butler Infant and Junior Academies (Acting Head)
Sarah Roffey	Harlowbury Primary (Acting Head)
Sonia Strickland	Little Hallingbury CE Primary
Christine Tonkins	Manuden Primary (Acting Head)

Julie started the meeting on a very sad note, asking colleagues to remember Peter Randall, former headteacher at Manuden Primary School, who died at the end of last term. This was a tragic situation, and headteachers were urged to seek support if they are finding themselves under intolerable pressure and to ensure that they do not become isolated.

2. CLOSING THE ORACY GAP – THE BIG THINK

Jason Buckley – The Philosophy Man

You'd never allow a child to get through school without learning to write. But it's not unusual for "quiet" children to stay quiet through their whole school careers, as if speaking were an unalterable aspect of personality rather than a skill to be learned.

Increasing numbers of children arrive in reception classes completely nonverbal, often due to a lack of child-directed speech in the home. Add in those children who are shy around adults, afraid of getting the answer wrong, or who don't have social permission from their peers to participate in discussions, and there is a recipe for a third or more of a class to be held back in discussions.

In this highly interactive session, the headteachers experienced many ways to put into practice three key principles of dialogue:

- Get physical - thinking games and activities that compel ENGAGEMENT
- Find a fork - questions and stimuli that have no obvious answers and provide CHALLENGE
- Be the moon, not the sun - facilitation techniques that allow you to step back and develop

children's INDEPENDENCE

All delegates received supporting mini-books and access to a download page containing all the resources used during the session, including a cascade plan for their own INSET back at school.

For the last seven years, Jason Buckley has been developing a unique, lively approach to dialogue and philosophy for children. Over 14,000 teachers in 90 countries receive his weekly bulletin of stories and other resources (see www.thephilosophyman.com)

Jason can be contacted on **01245 830123**

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3. EPHA UPDATE

Pam Langmead, EPHA Professional Officer, noted that the EPHA Annual General meeting took place on 13 October 2015. Discussions at the meeting focused on headteacher well-being and support, and the impact of the current recruitment crisis, both at leadership level and for teachers. She noted at the recent Deputy Headteachers' conference, attended by 220 deputies, when asked how many were intending to move on to headship, only about 10% of the audience said that they were. This has huge implications for the future of school leadership and the expectations and pressures on existing headteachers. The current Government and LA answer to the recruitment crisis seems to rely on increasing the number of Executive Headteachers who manage two or more schools, but this is likely to lead to even more pressure and workload on those individuals. At the AGM a Headteacher noted the importance of using the word "no" when asked to support additional schools, but it was agreed that sometimes an element of emotional blackmail is used to try to get headteachers to support vulnerable schools.

Pam explained that she is compiling a Directory of Support and urged headteachers to seek support, including from EPHA, their colleagues, and Unions.

This will be the last year that schools are asked to pay a subscription, as in the next financial year the Schools Forum has agreed to top-slice £350 per school from the DSG, with the agreement of the four areas. The proposed EPHA restructure, which included employing a full time Executive Director and Professional Officer to represent and support primary headteachers, has been accepted by the majority of primary heads. The EPHA Manager explained that a job description for the Executive Director has been developed and interviews will take place on 5 November. In the meantime, she is attending a wide range of meetings on behalf of primary headteachers.

4. DATES AND TIMES OF FUTURE MEETINGS 2016/16

WEST meetings with the Local Authority officers 2015/2016 -at the Weston Homes Business Centre, Takeley

Wednesday 11 November 2015

Wednesday 2 March 2016

Thursday 16 June 2016

WEPHA Conferences, Manor of Groves

5 February 2016

20 May 2016

Headteachers' Annual Conference 2016

Friday 18 March 2016 Stock Brook Country Club, Nr Billericay

Deputy Headteachers' Annual Conference 2015

Friday 14 October 2015 Weston Homes Community Stadium

The meeting ended at 12.30 pm