

**LA /ESSEX PRIMARY HEADS' ASSOCIATION WEST AREA
WEDNESDAY 18 NOVEMBER 2020**

The meeting was held online as a result of the continuing Covid-19 pandemic

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) Isobel Barron, Chair</p>	<p>Welcome to the following Headteachers:</p> <table border="0"> <tr> <td>Dale Bateman</td> <td>Dr Walker's CE Primary, Fyfield</td> </tr> <tr> <td>Claire Kearney</td> <td>William Martin Schools (Head of School)</td> </tr> <tr> <td>James Kenyon</td> <td>Water Lane Primary Academy</td> </tr> <tr> <td>Ann Grisley</td> <td>White Bridge Primary</td> </tr> <tr> <td>Sami Taylor</td> <td>Limes Farm Infants (Acting head)</td> </tr> <tr> <td>Helen Russell</td> <td>Chipping Ongar Primary</td> </tr> <tr> <td>Charmaine Ward</td> <td>Newhall Primary Academy</td> </tr> <tr> <td>Barry Watkins</td> <td>Water Lane Primary Academy (Acting head)</td> </tr> <tr> <td>Nikki Willis</td> <td>Fitch Green Academy, Dunmow</td> </tr> </table> <p>Farewell to the following headteacher:</p> <table border="0"> <tr> <td>Julie Lorkins</td> <td>St Andrew's CE Primary, North Weald</td> </tr> </table> <p>WEPHA meeting Ofsted update</p> <table border="0"> <tr> <td>Isobel Barron and Pam Langmead</td> </tr> <tr> <td>Michelle Winter</td> </tr> </table>	Dale Bateman	Dr Walker's CE Primary, Fyfield	Claire Kearney	William Martin Schools (Head of School)	James Kenyon	Water Lane Primary Academy	Ann Grisley	White Bridge Primary	Sami Taylor	Limes Farm Infants (Acting head)	Helen Russell	Chipping Ongar Primary	Charmaine Ward	Newhall Primary Academy	Barry Watkins	Water Lane Primary Academy (Acting head)	Nikki Willis	Fitch Green Academy, Dunmow	Julie Lorkins	St Andrew's CE Primary, North Weald	Isobel Barron and Pam Langmead	Michelle Winter
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<p>p 2 -9 AREA AGENDA LA updates on current priorities including:</p> <ul style="list-style-type: none"> • Payroll novation • Covid19 update • Disadvantaged Strategy • Partnership Strategy • School Finance • Sustainable Schools 	<p>Clare Kershaw</p>																						
<p>p 9-10 Let's talk recovery and returning Part 2</p>	<p>Steve Whitfield</p>																						
<p>p 10 Key dates</p>	<p>WEST meetings with the Local Authority officers 2020/21 Wednesday 10 March 2021 Wednesday 23 June 2021</p> <p>Headteachers' Annual Conference 2021 Friday 19 March 2021 To be held virtually</p> <p>Deputy Headteachers' Annual Conference 2019 Friday 8 October 2021 Colchester Football Stadium</p>																						
<p>*Page numbers refer to the full minutes (posted on the EPHA website) of the Autumn term Area meetings with LA Officers and Headteachers.</p>																							

**LA /ESSEX PRIMARY HEADS' ASSOCIATION WEST AREA
DISTRICT AND AREA MEETING
WEDNESDAY 18 NOVEMBER 2020
ATTENDANCE**

Present

Ros Allsop	Clavering Primary	Lisa Gibbs	Leverton Primary
George Athanasiou	Great Sampford Primary/ West Vice-Chair	Clare Griffiths	Dunmow St Mary's Primary
Debbie Attridge	Ongar Primary	Mary Jo Hall	St Thomas More's Catholic Primary
Gina Bailey	William Martin Schools	Jane Harvey	Staples Road Primary
Dale Bateman	Coopersale & Theydon	Claire Jackman	Great Easton CE Primary
Isobel Barron	Roseacres Primary/ West Chair	Chris Jarman	St Mary's CE Primary
Nikki Batt	Moreton CE Primary	Ian Kendal	Our Lady of Fatima Trust
Tracey Bratley	Chrishall Holy Trinity	Alison Kerrell	Great Bardfield Primary
Elaine Brook	Chigwell Primary	Julie Lorkins	St Andrew's North Weald
Linda Chesworth	Milwards Primary	Lucy Mawson	Stebbing Primary
John Clements	CEO LPT	Christine Peden	Pear Tree Mead Primary
Bryony Collins	Felsted Primary	Teresa Phillips	Thomas Willingale School
Casey Cox	St James CE Primary	Rebecca Pine	Newport Primary
Jodie Evans	High Ongar Primary	Colin Raraty	Rodings Primary
Mary Evans	Henry Moore Primary	Michael Ross	St John Fisher Catholic Primary
Renette Fourie	Hereward Primary	Helen Russell	Chipping Ongar Primary
Elizabeth Gelston	Hatfield Heath Primary	Sue Spearman	Fawbert & Barnard's Primary
Lawrence Garside	Felsted Primary	Linda Todd	Radwinter CE Primary
		Emma Vincent	RA Butler Academy
		Amy Wareham	Matching Green CE Primary
		Kevin Watts	Great Dunmow Primary
		Joanne Willcox	Hillhouse CE Primary

LA Officers

Clare Kershaw	Director of Education
Nicola Woolf	Assistant Director West
Catherine Hutley	Assistant Director Mid
Karla Martin	Head of Education West
Jacky Castle	SEP
Jo Barclay	Schools Safeguarding
Chris O'Nions	SEND Quadrant Manager
Steve Whitfield	ECC Strategy Lead for Social, Emotional and Mental Health (SEMH)
Daisy Alexander	Attendance Specialist
Karen Woolhouse	ECC

In Attendance

Pam Langmead	EPHA Professional Officer
Sarah Cowley	Henry Moore Primary
Christine Lee	Henry Moore Primary
Victoria Marrow	The Learning Partnership Trust
Neil Taggart	Ingatstone & Fryerning Juniors

Apologies

Linda Reid	Elsenham CE 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.

WEST EPHA AREA MEETING MINUTES 18 NOVEMBER 2020

1. WELCOME

The meeting was held online as a result of the continuing Coronavirus pandemic.

Isobel Barron, the West Area Chair welcomed headteachers to the meeting.

Welcome to the following Headteachers:

Dale Bateman	Dr Walker's CE Primary, Fyfield
Claire Kearney	William Martin Schools (Head of School)
James Kenyon	Water Lane Primary Academy
Ann Grisley	White Bridge Primary
Sami Taylor	Limes Farm Infants (Acting head)
Helen Russell	Chipping Ongar Primary
Charmaine Ward	Newhall Primary Academy
Barry Watkins	Water Lane Primary Academy (Acting head)
Nikki Willis	Fritch Green Academy, Dunmow

Farewell to the following headteacher:

Julie Lorkins	St Andrew's CE Primary, North Weald
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Isobel noted that, in addition to being a valued headteacher for many years, Julie has been an active member of West EPHA, on the EPHA Executive since 2013, holding office as both Chair and Vice-Chair of West EPHA during that time. Her departure (delayed for a term as she decided to stay on and support her school during the pandemic) also creates a vacancy for a representative for Epping Forest Rural, and heads in that group were asked to consider joining the Executive to represent their colleagues.

2. WEST EPHA MEETING

a) EPHA Annual General Meeting

The EPHA Annual General Meeting took place on 7 October 2020 and the following headteachers were elected as officers for the coming year:

- Harriet Phelps-Knights (Janet Duke Primary) Chair
- Nick Hutchings (Hamilton Primary) Vice-Chair
- Nicky Barrand (Cherry Tree Primary) Executive Treasurer

They are supported by 36 headteachers across the county, representing their colleagues in different districts. The full Executive membership list, minutes of the AGM, and the Constitution and Financial Regulations are available on the EPHA website.

For the time being meetings are being held online and, while first and foremost Executive members attend those meetings, a reminder that other headteachers can attend if they wish to.

b) EPHA Priorities for 2020/21

At the AGM the headteachers who attended discussed the priorities for the Association for the coming year. It was agreed these should include:

Support for schools around Covid-19

Including navigating the guidance and putting forward primary headteacher views.

Continuing to work collaboratively with partners

Including the Local Authority, ASHE, ESSET, and now the Regional Schools Commissioner officer. It has never been more important to ensure that the primary headteacher voice is heard.

Headteacher well-being

This is even more important than ever given the huge current pressures on headteachers. The Headteacher Wellbeing programme, led by Jo Barclay, is being rolled out to schools. This started with a focus on resources for governors. The Professional Officer noted that all Schools Effectiveness Partners have received training on the Headteacher Wellbeing programme resources and they should be focused on this as a concern.

Termly briefings for headteachers

Continuation of the termly briefings delivered by the Professional Officer which are welcomed by many headteachers across the County.

Training opportunities

The Chair asked headteachers to feedback if there was anything EPHA should be responding to with training, resources and website updates – ongoing.

- c) **The Autumn term EPHA newsletter** was circulated to headteachers in advance of the meeting - this can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk. Heads were also reminded to access the EPHA website for information and resources.

d) **EPHA conference information**

The Deputy and Assistant Heads' conference was held online this year and attended by over 180 delegates. Despite a few Zoom glitches, the conference was welcomed and enjoyed by the deputies, who heard presentations from Lord Robert Winston, Drew Povey and Jaz Ampaw-Farr, as well as workshops around managing anxiety, Ofsted and the primary curriculum.

The conference has become a "do-not-miss" annual networking event for many of our deputies and assistant heads, and reflects EPHA's recognition and appreciation of their role and importance in our primary schools. Next year's Deputy Heads' conference will be held on Friday 8 October 2021

Headteachers' conference

Friday 19 March 2021

Sadly, we will need to hold the conference online in March, as it seems unlikely that we will be able to host a large gathering by then. Information will be sent to you early in the spring term, and we promise to book some amazing speakers for you to enjoy.

e) **EPHA Chairs' meeting with DfE (Regional Schools Commissioner) representatives**

Isobel noted that the EPHA Chairs, the Professional Officer and LA officers met with two representatives from the RSC office on 5th October. It was useful to have a chance to feedback the direct views of headteachers, but EPHA Chairs were disappointed at the lack of understanding and recognition from the DfE of the current and ongoing pressures on headteachers, and their general refusal to be flexible about policies that are impacting on workload (for example, the recently released remote learning provision with increased expectations and the daily attendance return that schools are required to complete).

f) **The Arts Sphere**

Wishbone Partnership, in collaboration with the Lars Windhorst Foundation, offers arts enrichment classes to schools (primary and secondary) whereby qualified artists deliver classes to students, covering a range of topics, techniques and media including:

- Drawing and painting
- Printing techniques
- Clay and sculpture
- Collage
- Digital Art
- Etc.

The aim of the art enrichment programme is to help students explore their artistic potential, encourage creativity and inspire and challenge students.

The Arts Sphere was conceived of as an enrichment programme in schools, but we have embraced online learning for secondary schools in the current situation.

They are happy to work with schools on a short term or long term basis. **All costs are covered by the Lars Windhorst Foundation, including cost of supplies.** Classes can be from 60 to 90 minutes, to a full day workshop.

If you are interested please contact lavone@wishbonepartnership.com

Wellbeing training and support for schools, check out www.sameasadifferentboats.com. The wellbeing training supports the teachers with their own wellbeing, as well as their students. It is delivered via zoom, and can be tailored to each school's needs. It can be as little as 1.5 hours, or a whole day. The Lars Windhorst Foundation is covering the costs of the training, so schools are getting it for free. Have a look at the testimonial page!

About The Lars Windhorst Foundation

The Lars Windhorst Foundation provides disadvantaged young people with experiences and opportunities that empower them to reach their full potential. It engages in projects that promote culture and the arts and supports wellbeing initiatives. For more information visit www.larswindhorstfoundation.com

3. OFSTED UPDATE

Michelle Winter, Senior HMI for the East of England, was welcomed to the meeting. She noted that it was just a few weeks since she had “met” with headteachers in Essex, and her aim was to give an update on how the Ofsted visits this term are working and what information is being gathered from schools.

Michelle reminded heads that the interim visits are not inspections and, on the whole, the feedback from headteachers and senior leaders who have taken part has been pretty positive. Ofsted is seeking information from schools about a wide range of issues, including the challenges and barriers that are being faced by schools during this term and since full reopening. Ofsted inspectors are particularly interested in schools’ plans for getting back to teaching the full curriculum, understanding how behaviour has been affected, and how schools are managing and supporting children who are vulnerable, or have become vulnerable in the last few months. Michelle noted that it is too early to determine how much disruption the pandemic has had on pupils’ learning in the longer term, and schools are continuing to discover those gaps in learning.

On 10th November Ofsted published a second briefing paper, reflecting the information gathered from schools leaders since the end of September. Michelle suggested this was a good place for headteachers to start when reflecting on their own practice and development.

Ofsted has planned around 1200 visits this term. By the end of October (when the briefing paper was collated) around 380 visits had taken place. Initially these took place within the school, with the headteacher and senior leaders, but since the second national lockdown these are operating virtually. Whilst inspectors would prefer to visit schools in person, the technology has worked well in the main, and discussions continue to be interesting and fruitful. Michelle stressed that school leaders are not expected to undertake any preparation for the visits.

A big part of the conversation has been about the curriculum and what that might look like for schools, where children are in terms of their learning and the gaps that have appeared. The discussion around remote education has been interesting, and children are still having to isolate, which has an impact on their learning. Michelle noted that schools have worked really hard to get to a state which allows learning to continue, whilst recognising that this can never replace face to face

learning within the school environment.

The briefing paper also reflects the focus on the impact on staff wellbeing, on teachers' workload, managing onsite learning in conjunction with offering remote learning. Michelle stressed that Ofsted is also keen to hear about headteacher workload, recognising the current pressure on heads in particular. All schools have focused on PSHE, reflecting concerns about the welfare of pupils, both those who were previously considered vulnerable and other families that are newly vulnerable as a result of the pandemic.

Ofsted is asking about attendance; some schools have reported that attendance was higher than normal at the beginning of term, but there is likely to be an impact as more groups of children are sent home to socially isolate, and there has been a trend towards a number of children and young people being taken out of school to be electively home educated. Michelle suggested that this is something that school leaders are concerned about.

The visits involve 2 HMIs, one leading the visit and the other recording the information gathered. This then goes to a central team, who is collating the reports. A short, very factual letter is published for the school.

Michelle confirmed that Ofsted is keen to return to routine inspection, but the question about when this is appropriate is still hanging in the balance. Ofsted recognises the need to make a decision about the immediate future of inspection and they are consulting with school leaders; Michelle hopes a decision will be announced by the end of the month.

At the EPHA Annual General Meeting Michelle was asked to find out whether an interim inspection framework was being considered. She explained that this is one of the proposals being considered, along with continuing visits or, at the other extreme, restarting Section 5 inspection. Michelle did note that a number of schools are actually keen to have an inspection, in order to improve their current grade. She was asked if any priority might be given to these schools or are we simply returning to the timetable as before (including outstanding schools). Michelle felt that these various demands need to be taken into consideration, but no decision has been made to date.

Michelle was asked if the intention was to prioritise "outstanding schools" that haven't been inspected for many years when there is a return to routine inspection. She noted that the decision must be made about the return to a timetable, but Ofsted will need to bear in mind its capacity and available resources when determining a restart of inspections.

One headteacher noted that he was not clear what impact the information gathered by Ofsted would have in the future. Michelle explained that the purpose is a unique "state of the nation" review of what has happened and continues to happen in schools. She hoped that schools will benefit from learning from each other. The briefing paper should help inform DfE direction.

Michelle noted the existence of the Head Teacher Reference Group, which has widened its membership, and Ofsted works with this group of heads to help inform its future decisions. The Professional Officer noted that there will be a meeting of the Headteacher Reference Group in early December and suggested that heads could send any comments or questions to her to be forwarded on to the meeting.

Michelle was thanked for attending the meeting and agreed that the dialogue with Essex primary heads will continue.

4. CLOSE OF MEETING AND THANK YOU FROM THE WEST CHAIR

Isobel Barron thanked the West headteachers for attending the meeting. She wished them the best of luck for the remainder of term, and asked them to ensure that they looked after their own wellbeing, as well as continuing to take care of the whole school community.

5. FUTURE DATES

NORTH EAST meetings with the Local Authority officers 2020/21

Wednesday 3 March 2021

Wednesday 16 June 2021

Headteachers' Annual Conference 2020

Friday 19 March 2021 Held virtually

Deputy Headteachers' Annual Conference 2021

Friday 8 October 2021 Colchester Football Stadium