

LA /ESSEX PRIMARY HEADS' ASSOCIATION WEST AREA

WEDNESDAY 19 JUNE 2019

MEETING SUMMARY: ISSUES AND RECOMMENDATIONS

Agendas and minutes for these meetings available at www.essexprimaryheads.co.uk

Attendance List

DISTRICT AND EPHA AGENDA (a.m.)

(Notes below)

Isobel Barron, Chair

Welcome to the following Headteachers:

Anne Marie Black St Alban's Catholic Academy (Head of School)

Bryony Collins Felsted Primary (Co-headteacher)

Jackie Diggle Freshwaters Academy

Shaun Kelliher St John Fisher Catholic Primary (Acting)

Anne Marie Kendal St Luke's Catholic Academy (Head of School)

Farewell to the following Headteachers:

Gary Brown Ashdon Primary

Sharon Dalby Alderton Infants

Jonathan Furness Ivy Chimneys Primary

Stephen Hale Chigwell Row Infants

Chris Jarman St John's CE Primary

Janet Matthews William Martin Infants and Juniors

Fiona Reid St Mary's CE Primary Saffron Walden

Dianne Ryan Oak View Special School

Karen Wallace Moreton Primary

Chair Isobel Barron (Roseacres Primary)

Vice-Chair George Athanasiou (Great Sampford Primary)

Treasurer Mary Jo Hall (St Thomas More Catholic Primary)

Harlow Jonathan Tye (Churchgate CE Primary)

Uttlesford North Mary Jo Hall (St Thomas More Catholic Primary)

Uttlesford South John Clements (Hatfield Heath Primary)

Epping Forest South to be advised

Epping Forest Rural Julie Lorkins (St Andrew's, N Weald)

WEPHA meeting and AGM

Election of Officers and Local Delivery Group representatives

p 2 -8

AREA AGENDA

Updates on:

- SEND Organisational Design
- Safeguarding – lessons learnt from recent Ofsted inspections
- Excellence in Essex – Review linked to School Improvement System
- Education Traded Data Package
- Elective Home Education/Flexi-Schooling Guidance
- Headteacher well-being and support
- Sale of EES

Clare Kershaw, Director of Education

Nicola Woolf

Karla Martin

P8 -10

Improving reading project- phonics

Rachel Pritchard, teachers from St Francis Catholic Primary

P11 -12

Essex Music Service

Charly Richardson

p 12 -

Understanding the demands of the exclusion process

James Hutchon, ELS

17

Key dates

WEST meetings with the Local Authority officers 2018/19 -at The Stansted Centre (Weston Homes Business Centre) Takeley

Wednesday 20 November 2019

Wednesday 11 March 2020

Wednesday 17 June 2020

WEPHA conferences – Manor of Groves

20 September 2019, 31 January 2020, 15 May 2020

Deputy Headteachers' Annual Conference 2019

Friday 4 October 2019 Colchester Football Stadium

*Page numbers refer to the full minutes (posted on the EPHA website) of the Summer term Area meetings with LA Officers and Headteachers.

**LA /ESSEX PRIMARY HEADS' ASSOCIATION WEST AREA
DISTRICT AND AREA MEETING
WEDNESDAY 19 JUNE 2019
ATTENDANCE**

Present

Ros Allsop	Clavering Primary	Bernadette Miele	Tany's Dell Primary
George Athanasiou	Great Sampford Primary/ West Vice-Chair	Christine Peden	Pear Tree Mead Primary
Gina Bailey	St James CE Primary	Teresa Phillips	Thomas Willingale School
Dale Bateman	Coopersale & Theydon	Rebecca Pine	Newport Primary
Isobel Barron	Roseacres Primary/ West Chair	Colin Raraty	Rodings Primary
Claire Berry	Birchanger CE Primary	Fiona Reid	St Mary's CE Primary, SW
Linda Chesworth	Milwards Primary	Linda Reid	Elsenham CE Primary
John Clements	The Learning Partnership Trust	David Rogers	Bentfield Primary
Vicky Early	Harlowbury Primary	Sonia Strickland	Little Hallingbury CE Primary/ St Mary's Hatfield Broad Oak
Mary Evans	The Henry Moore Primary	Linda Todd	Radwinter CE Primary
Lawrence Garside	Felsted Primary	Karen Wallace	Moreton CE Primary
Elizabeth Gelston	Hatfield Heath Primary	Kevin Watts	Great Dunmow Primary
Lisa Gibbs	Leverton primary	Matt Woolard	Hereward Primary
Annette Graham	Katherines Primary	In Attendance	
Ann Grisley	Limes Farm Infants	Pam Langmead	EPHA Professional Officer
Stephen Hale	Chigwell Row Infants	Rachel Pritchard	Lyons Hall/PSLN
Jane Harvey	Staples Road Primary	Leanne Gray	Downham CE Primary
Chris Jarman	St John CE Primary	Victoria Marrow	The Learning Partnership Trust
Alison Kerrell	Great Bardfield Primary	James Hutcheon	ELS
		Amy Lepite	ELS
		Joanne Gent	ELS
		Sarah Cowley	The Henry Moore Primary
		Christine Lee	The Henry Moore Primary
		Michael Dougherty	The Henry Moore Primary

LA Officers

Clare Kershaw	Director of Education
Nicola Woolf	Assistant Director West
Karla Martin	Head of Education and EY
Chris O'Nions	SEND West quadrant
Iain Birtwell	SE Partner (West)
Derai Lewis-Jones	Attendance Specialist
Charly Richardson	Essex Music Services
Peter Lovell	Essex Music Services

Apologies

Ian Kendal	St Luke's/St Alban's Catholic Primary schools
Julie Lorkins	St Andrew's North Weald

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 19 June 2019

1. WELCOME

Welcome to the following Headteachers:

Anne Marie Black	St Alban's Catholic Academy (Head of School)
Bryony Collins	Felsted Primary (Co-headteacher)
Jackie Diggle	Freshwaters Academy
Shaun Kelliher	St John Fisher Catholic Primary (Acting)
Anne Marie Kendal	St Luke's Catholic Academy (Head of School)

Farewell to the following Headteachers:

Gary Brown	Ashdon Primary
Sharon Dalby	Alderton Infants
Jonathan Furness	Ivy Chimneys Primary
Stephen Hale	Chigwell Row Infants
Chris Jarman	St John's CE Primary
Janet Matthews	William Martin Infants and Juniors
Fiona Reid	St Mary's CE Primary Saffron Walden
Dianne Ryan	Oak View Special School
Karen Wallace	Moreton Primary

Isobel Barron, the West Area Chair welcomed headteachers to the meeting. She asked everyone to complete the evaluation form, which is used to help EPHA shape future meetings, to ensure that they are useful and positive for headteachers.

2. WEST EPHA ANNUAL GENERAL MEETING

a) CHAIR'S REPORT

Isobel Barron, Chair of West EPHA, gave the following report.

Review of the year

I cannot believe that we are nearing the end of yet another academic year!

Each year seems to disappear faster than the next!

Every time fitting in more and more- juggling even more balls, spinning even more plates- doing even more with even less but always aiming high- for the BIG TOP!

Life as a 'head' is like being a trapeze artist- a complicated, awe inspiring balancing act, treading a thin line, keeping up a high end performance with a smile on our face every time, every day and making it all look so easy and effortless!

This year has seen significant changes in Local Government Pay, pension contributions for teachers, budget cuts, a consultation on a new Ofsted Framework and the 'pushing' of a skills based curriculum.

Reflecting on that we now have:

- Curriculum: the 3 Rs,
- Ofsted: the 3 Is
- LA: 2Es S!! (EES)

ERRIIISERS—ERIISE SIRS.. Erasers! just the job!

And the Local Authority has undergone another restructuring, and who can forget the staff sickness insurance issues!!! Anyone know what is happening with EES for Schools?!!!!

WEPHA conferences: this year...

Values based curriculum- we must not forget- what we all came into the job for and to hold onto the values we hold most dear.

What sort of education do we want our young people to have?

Do they bounce into school each day with a smile on their faces?

Which child slips their hand into yours and beams up at your face delighted to see you in the playground?

Which child delights in that special moment when they have tried something new for the first time and succeeded?

We mustn't lose heart by the pace of change- but focus on what really matters- the children and each other!

Andrew Hall spoke to us about the importance of safeguarding not just of children but of ourselves.

The pace of change is extraordinary – what we cope with on a daily basis- is extra- ordinary- the workload- momentous and never ending but it does in the end take its toll.

I will never forget Andrew telling us about a man who had suffered a mental breakdown – worn down by the job he loved- but utterly burnt out by his experience and the daily challenges and burdens of dealing with the most vulnerable in extremely challenging circumstances.

The man turned out to be him!

He did not recognise it until it was too late- but here in front of us, a man of such humility, strength of character, and moral purpose- brought to his knees by the job.

His story really touched and shocked me.

Emotional health and wellbeing has to be the number one priority for head teachers moving forward – we need to protect ourselves but we need others too, to champion our rights because without us, all the great work achieved so far will come crashing down, and us with it. We owe it to ourselves, and each other, to fight this very worthy cause and make sure that our schools, and our curriculum reflect and protect the fragile humanity of our very being.

For me- the only way I believe we can do this and champion our cause is through EPHA- through our networks, partnerships and collaboration.

EPHA, Pam, and the head teacher representatives have taken on the extra load in order to make a difference for you; for all head teachers, schools and children, and I wish to pass on my sincere thanks to the all the EPHA Executives, head teacher representatives and especially Pam, who continue to work tirelessly on behalf of us all and the Exec

What's next? Who knows?

- Brexit
- new prime minister
- new education secretary
- More money for the education sector
- Proper recognition and respect for the teaching profession?

My thoughts. I know what will happen- headteachers will:

- continue to give of their all
- continue to achieve the very best outcomes for their pupils whatever the challenge
- will become even more adept at spinning plates and juggling balls;

But take some time out and have fun while you do it!
Wishing you all a fun packed summer holiday with family, friends and laughter.

Take time out. Recharge those batteries!

Give yourselves a massive pat on the back for all you have achieved this year.
WELL DONE!

To parting colleagues- thank you, good-bye and good luck in your next life's adventure- if you get a bit strapped for cash consider street art- entertaining others with your amazing juggling skills!!

I wish you all a brilliant summer holiday when it comes. Thank you all for your support again this year.

b) ELECTION OF OFFICERS AND LOCAL DELIVERY GROUP REPRESENTATIVES

Chair	Isobel Barron (Roseacres Primary)
Vice-Chair	George Athanasiou (Great Sampford Primary)
Treasurer	Mary Jo Hall (St Thomas More Catholic Primary)
Harlow	Jonathan Tye (Churchgate CE Primary)
Uttlesford North	Mary Jo Hall (St Thomas More Catholic Primary)
Uttlesford South	John Clements (Hatfield Heath Primary)
Epping Forest South	to be advised
Epping Forest Rural	Julie Lorkins (St Andrew's, N Weald)

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

- c) The Summer term EPHA newsletter**, including dates for the 2019/20 school year, was circulated to headteachers at the meeting -these can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.

d) EPHA Annual Subscription

Funding for EPHA will be top-sliced from the Delegated Schools Grant. Area meetings will continue to be "free" to all primary headteachers, as will the website, headteacher briefings and advice and support from the Professional Officer.

e) Conferences

Headteachers were reminded that the Deputy Headteachers' conference will be held on Friday 4 October 2019 at the Weston Homes Community Stadium (key note speakers Chris Quigley and Adam Kay) and next year's annual Headteachers' conference will be held on Friday 20 March 2020 at Stock Brook Country Club.

The programme and booking form for the Deputy Conference will be posted to schools at the end of June.

f) Seven-minute staff meetings

The Professional Officer reminded headteachers about the EPHA Seven-minute staff meetings published on the association website. The latest ones that have been produced are:

- The new Ofsted inspection framework; and
- County Lines.

<https://essexprimaryheads.co.uk/info-and-documents/seven-minute-staff-meetings/>

- 3. FUTURE DATES**
- WEST meetings with the Local Authority officers 2018/19 -at The Stansted Centre (Weston Homes Business Centre) Takeley**
Wednesday 20 November 2019
Wednesday 11 March 2020
Wednesday 17 June 2020
- WEPHA conferences – Manor of Groves**
Friday 20 September 2019
Friday 31 January 2020
Friday 15 May 2020
- Deputy Headteachers’ Annual Conference 2019**
Friday 4 October 2019 Colchester Football Stadium
- Headteachers’ Annual Conference 2020**
Friday 20 March 2020 Stock Brook Country Club, Nr Billericay