

LA /ESSEX PRIMARY HEADS' ASSOCIATION WEST AREA

WEDNESDAY 22 JUNE 2022

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, West Chair</p> <p>ESSEX FIRE SERVICE – EDUCATION OFFER WEPHA meeting and AGM Election of Officers and Local Delivery Group representatives EPHA updates</p>	<p>Welcome to the following Headteachers: Todd Miladinovic Colin Raraty Darryl Crawley Ruth Baugh Hallingbury (Interim)</p> <p>Farewell to the following headteachers: Justine Brooks Shaun Kelliher Alison Kerrell Sarah Noden Sarah Roffey Hannah Wheatcroft Louise Curtis</p> <p>Isobel Barron, Pam Langmead</p> <p>Chair Vice-Chair Treasurer Harlow Uttlesford North Uttlesford South Epping Forest South Epping Forest Rural Garnon Primary)</p>	<p>Little Parndon Primary Flitch Green Academy (Interim headteacher) Rodings Primary (Acting head) St Mary's Hatfield Broad Oak and Little</p> <p>Thaxted Primary Holy Family Catholic Primary Great Bardfield Primary Lambourne Primary High Beech Primary Rickling and Farnham Federation</p> <p>Isobel Barron (Roseacres Primary) George Athanasiou (Great Sampford Primary) Mary Jo Hall (St Thomas More Catholic Primary) Jonathan Tye (Churchgate CE Primary) Mary Jo Hall (St Thomas More Catholic Primary) Matt Curzon (St Mary's CE Primary, Stansted) Joanne Willcox (Hillhouse CE Primary) Dale Bateman (Coopersale and Theydon</p>
<p>p 2</p>	<p>AREA AGENDA LA updates on current priorities including:</p>	<p>Clare Kershaw</p>
<p>p 3</p>	<ul style="list-style-type: none"> • DfE White Paper, Schools Bill Policy documents and 2022/23 Implementation Plan 	
<p>p 6</p>	<ul style="list-style-type: none"> • Education Taskforce: Year of Reading Update 	<p>Robin Harbord, Tony Taylor</p>
<p>p 8</p>	<ul style="list-style-type: none"> • SEMH Strategy Team – Finding the right support and new CAMHS Service 	
<p>p 9</p>	<p>SEND update including:</p> <ul style="list-style-type: none"> • SEND and Alternative Provision Green Paper 	<p>Ralph Holloway</p>
<p>p 10</p>	<ul style="list-style-type: none"> • Inclusion Conference • Inclusion Framework and Ordinarily Available updates • Top-up funding – introduction of a new system for Essex • Harlow Futures 	<p>Nicola Woolf</p>

p 13 **Key dates**

WEST headteacher meetings 2022/23

Wednesday 9 November 2022

Wednesday 1 March 2023

Wednesday 14 June 2023

Deputy Headteachers' Annual Conference 2022

Friday 7 October 2022 Colchester Football Stadium

Headteachers' Annual Conference 2023

Friday 24 March 2023 Chelmsford City Race Course

*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 22 JUNE 2022

ATTENDANCE

Present

Debbie Attridge
Gina Bailey
Isobel Barron

Emily Bartram
Natasha Bartram
Nikki Batt
Justine Brooks
Bryony Collins
Sarah Cowley
Casey Cox
Matt Curzon

Michael Doughty
Vicky Early
Jodie Evans
Elizabeth Gelston
Kim Hall
Katie Henson
Clare Griffiths
Claire Jackman
Alison Kerrell
Llewellyn Lawson

LA Officers

Clare Kershaw
Nicola Woolf
Ralph Holloway
Jo Barclay
Robin Harbord
Chris O'Nions

Lianne Canning
Anthony Sapping
Daisy Alexander

Ongar Primary
William Martin School
Roseacres Primary/
West Chair
Radwinter CE Primary
Wimbish Primary
Moreton CE Primary
Thaxted Primary
Felsted Primary
Henry Moore Primary
St James CE Primary
St Mary's CE Primary,
Stansted
Milwards Primary
Harlowbury Primary
High Ongar Primary
Hatfield Heath Primary
Henham and Ugley Primary
St Andrew's North Weald
Dunmow St Mary's Primary
Great Easton CE Primary
Great Bardfield Primary
Dr Walker's CE Primary

Director of Education
Assistant Director West
ECC SEND Strategy
Education Safeguarding
Interim Head of Education
SEND Quadrant Manager,
West
ECC SEMH Team
SEP
Attendance Specialist

Lucy Mawson
Christine Peden
Teresa Phillips
Julie Puxley
Simon Rance
Colin Raraty
David Rogers
Marnie Tait
Linda Todd
Emma Vincent
Kevin Watts

In Attendance

Pam Langmead
Laura Curtis
Christine Lee
Kathy Moy

Apologies

Dale Bateman
Chris Jarman
James Kenyon
Sarah Noden
Joanne Willcox

Stebbing Primary
Pear Tree Mead Primary
Thomas Willingale School
Katherine Semar Junior & Infants
Ashdon Primary
Rodings Primary/Flich Green Academy
Bentfield Primary
Manuden Primary
Elsenham CE Primary
RA Butler Academy
Great Dunmow Primary

EPHA Professional Officer
Essex Fire and Rescue Service
Henry Moore Primary
St Thomas More Catholic Primary

Coopersale & Theydon Garnon Primary
St Mary's CE Primary
Water Lane Primary
Lambourne Primary
Hillhouse CE Primary

Jima Fotopoulou ECC Early Years
Derai Lewis-Jones ECC Attendance Specialist
Debbie Makepeace ECC

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 22 JUNE 2022

1. WELCOME

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

Welcome to the following Headteachers:

Todd Miladinovic	Little Parndon Primary
Colin Raraty	Flitch Green Academy (Interim headteacher)
Darryl Crawley	Rodings Primary (Acting head)
Ruth Baugh	St Mary's Hatfield Broad Oak and Little Hallingbury (Interim)

Farewell to the following headteachers:

Justine Brooks	Thaxted Primary
Shaun Kelliher	Holy Family Catholic Primary
Alison Kerrell	Great Bardfield Primary
Sarah Noden	Lambourne Primary
Sarah Roffey	High Beech Primary
Hannah Wheatcroft	Rickling and Farnham Federation

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. ESSEX FIRE SERVICE – EDUCATION OFFER TO SCHOOLS

Core programmes - collaborative with Essex Police

- Home safety (Fire prevention/Home safety crime reduction)
- Arson and Hoax Call prevention
- RTC/Pedestrian safety
- Cyber safety
- Hate crime
- Gang awareness
- Knife Crime
- Healthy relationships

Annual campaigns

- Sparks and spooks (including firework and bomb safety, and Halloween anti-social behaviour)
- Summer safety/Water safety

Juvenile Fire Setters

- Targeted interventions for children who are known to play, experiment or set fires
- Fire setting can be reported from in the home, school or community
- 2 JFS advisors provide education and awareness of risk to the young person, either at home or in

- an appropriate setting
- Assessed for risk reduction and/or signposted to other support services

Contact **Louise Curtis**
Business Development Manager
Essex County Fire and Rescue Service
Kelvedon Park, Rivenhall
Witham
Essex
CM8 3HB
Mobile: 07885 249516
Email: louise.curtis@essex-fire.gov.uk

3. WEST EPHA ANNUAL GENERAL MEETING

a) CHAIR'S REPORT

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

Review of the year

Well what can I say... a year like no other...

The last three years have just accelerated at an astronomical pace, with challenges of a magnitude not thought possible. The re-imagined education landscape has continued to shift and change with the unrealistic expectation, particularly at primary level, that we can just 'do it all' with less and less.

I believe that this year has been one of the hardest for schools, having to run a dual education system for those in school and those at home, along with constantly changing government guidelines for testing and isolation periods, together with continual and significant staff absence. I have decided that this can be condensed into 3 Cs: Contrast, Confusion and Challenge.

And more Cs: Covid, Complaints and Concerns, Constant Change.

There have been some highs, but also many lows – the challenges for headteachers have been astronomical, particularly in relation to providing for children with special and additional needs, and managing the budget. Schools are continually expected to cope with more, with less: fewer resources, fewer staff and less support from specialist services. Headteachers are expected to wear numerous hats, but often without focused training and support.

Schools, and in particular head teachers, have been stretched to their absolute capacity or beyond, juggling all the balls and keeping the plates spinning, coming up with creative solutions in order to keep the school open every day, as well as providing 3-4 hours structured learning for those isolating at home. An added frustration being that upon return, few if any of the pupils had completed the work which meant they were behind when they came back to school- a pointless exercise in box ticking forced upon us by the government.

The DfE continued to spew out guidance after guidance for schools to follow. We were still the font of all knowledge for diagnosing coughs over the phone, managing isolation periods and registering LFD results for staff.

Ofsted returned in September and some schools have had a torrid time. The latest news from HMCI is sobering. There seems to be a constant desire to knock the confidence of schools. Comparing the 'Outstanding' inspection result to Michelin Stars at restaurants is quite an interesting dynamic. Schools are continually being asked to take on more and more, with less and less. We are the social care hubs, health hubs, education hubs and staff well-being hubs. The role of the Headteacher does

not compare to what it was 5 years ago, let alone 10 years ago.

We are facing a leadership crisis in schools this year. More and more of us are leaving the job within 5 years of taking it on. The casualty rate this year has been high - frankly I can't blame anyone who has had enough. Add to this the number of Heads who are retiring this year after many years of dedicated service, so we shall begin to see the significant problem in front of us.

Finances this year have been brutal for some schools. Energy and transport costs are crippling what schools can offer and the fact that schools are being expected to absorb this with no help from the government has meant very tough choices for schools indeed.

EPHA has been here throughout for you all. We continue to sit at the table with the LA and other professional associations fighting for Primary Education. We stand firm on ensuring children get a great education from schools, that Heads get the support they deserve and that you are kept up to date with the critical information that you need.

At this point I would like to thank Pam on behalf of us all. Without her EPHA would not run. The termly briefings are both a joy and a terror! Her ability to make us all laugh and provide comfort when needed are second to none.

The other key to survival is headteacher colleagues, who really understand what the role entails, and the toll it takes every day. I applaud every single one of you for being you, for still running your schools, for making a difference to the lives of your community, children and staff. You are the ones who matter and EPHA will continue to do all that it can to 'watch your back' and provide the support you need.

Another year, like no other, bites the dust and let's hope that next year really is a bit more like normal so that we can concentrate on our job of educating the people who really matter... THE CHILDREN.

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	Matt Curzon (St Mary's CE Primary, Stansted)
Epping Forest South	Joanne Willcox (Hillhouse CE Primary)
Epping Forest Rural	Dale Bateman (Coopersale and Theydon Garnon Primary)

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.

4. EPHA UPDATES

a) Expanding the Colleague Support programme and other wellbeing support

The EPHA Colleague Support programme currently offers support to new and acting primary, nursery, infant and junior headteachers in Essex. EPHA recognises the importance of supporting new heads in their early days of headship and wants to ensure that every new head feels able to connect with a Colleague Supporter, without having to draw on their school's budget. The Colleague Supporter is an experienced headteacher in an Essex primary school, who is doing the job now, and therefore fully understands the challenges and responsibilities you are facing, as well as knowing the satisfaction

and sense of pride that the role gives every head.

Colleague support is free for participating headteachers. At the same time, EPHA remunerates a Colleague Supporter's own school, so that they are able to commit to a professional role knowing that they are contributing financially to their school, as well as benefiting professionally.

If you are an experienced headteacher, but this is your first post in Essex, you may not need or want the full package of the Colleague Supporter programme. However, every local authority does things a bit differently, and you will probably have questions from time to time about the local systems. Your first port of call is the EPHA Professional Officer who can give you advice about the people and structures in Essex Local Authority. If you would also like to link with another headteacher to act as your buddy in the early days, please let us know, and we will match you with a colleague.

EPHA is planning to expand the colleague support offer, and needs help and support from headteachers and senior leaders in Essex schools. We want to:

- Offer colleague support to any headteacher in Essex, to help their confidence and wellbeing – please contact the Professional Officer if you would like to participate.
- Broker support for occasional and time limited support from headteachers, deputies, senior leaders and SENCos, to help out another school on an ad-hoc basis. This is not intended to solve a long-term staffing problem, but offers a way of sharing expertise and capacity across schools, and perhaps helping out in a crisis. Small schools may be in particular need of support on occasion, but this offer will be considered for any school, on a case-by-case basis.

Headteachers were asked to complete an expression of interest form if they felt that they and their school could participate in the Colleague Support programme.

- b) The current HeartHealth programme and potential subsidy from EPHA and the Education Taskforce**
Pursuit Wellbeing is running a Heart Health programme, following the successful pilot with Essex primary headteachers. The Education Taskforce is offering support to small school headteachers who want to take part in this programme.

Contact Maria Brosnan at <https://pursuitwellbeing.com/contact/> to find out more.

- c)** In addition, a new programme has been developed and is being run by Andrew Morrish (Headrest) and Maria Brosnan (Pursuit Wellbeing), called **balanced**:
The Authentic Leadership, Health & Wellbeing Programme for Headteachers
with Maria Brosnan and Andrew Morrish

The Current Challenge

Never before have schools been more VUCA: volatile, uncertain, complex, and ambiguous workplaces. Getting the balance right as leaders has never been so challenging.

Not addressing the impact of this can impede performance, waste resources, and dangerously impact health.

The **balanced** solution

A leadership development programme combining the following elements:

- Initial needs analysis, induction and training on the use of bio-feedback technology, proven to reduce the impact of stress;
- Health & wellbeing and coaching;
- Leadership performance coaching;
- Ongoing opportunities for deliberate practice application and feedback.

By the end of the programme, you will be able to:

- Reduce anxiety, panic, stress, or feelings of overwhelm the moment they occur;
- Improve your ability to lead yourself and others to bring about meaningful change with demonstrable and sustainable impact;

- Embed the four-part Authentic Leader Model in your school and cultivate a purpose-driven culture where everyone thrives;
- Achieve a sense of balance in the workplace, within yourself, with others, and at home.

Maria and Andrew are skilled educational professionals, using evidenced based tools to help make your life as a School Leader healthier, happier and more balanced.

Contact or visit www.balancedleader.co.uk for an information pack.

Maria Brosnan

Founder of Pursuit Wellbeing

Counsellor, Coach, Author

Email: Maria@pursuit-wellbeing.com

Phone: 07790 054 230

Andrew Morrish

Founder of Makana Leadership

Former Headteacher and CEO of MAT

Email: hello@makanaleadership.co.uk

Phone: 07971 171515

- d) The Summer term EPHA newsletter**, including dates for the 2022/23 school year, was circulated to headteachers in advance of the meeting -these can also be found on the EPHA website www.essexprimaryheads.co.uk.
- e) EPHA Annual Subscription**
Funding for EPHA will be continue to 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.
<https://essexprimaryheads.co.uk/files/what-headteachers-get-in-return-for-their-epha-contribution-2020-21.pdf>
- f) EPHA County Annual General Meeting**
The EPHA county AGM will be held on Thursday 29th September at the Lion Inn, Boreham.
- g) Conferences**
Headteachers were reminded that the Deputy Headteachers’ conference will be held on Friday 7 October 2022, at the Colchester Football Stadium (key note speakers Helen Youngman and Adrian Bethune) and next year’s annual Headteachers’ conference will be held on Friday 24 March 2023 at Chelmsford City Race Course.

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

There will be a conference for the Small Schools Support group on Wednesday 19th October at the Lion Inn, Boreham.

6. FUTURE DATES

WEST meetings with the Local Authority officers 2022/23

Manor Suite, Manor of Groves

Wednesday 9 November 2022

Wednesday 1 March 2023

Wednesday 14 June 2023

WEPHA Conferences, Collonade Suite, Manor of Groves

Friday 30 September 2022

Friday 27 January 2023

Friday 19 May 2023

Deputy Headteachers' Annual Conference 2022

Friday 7 October 2022 Colchester Football Stadium

Headteachers' Annual Conference 2023

Friday 24 March 2023 Chelmsford City Race Course