

## The Future of DAPH – Results of Consultations

QUESTION	AC Reps Meeting	DAPH Conference
<p>1/ DAPH as a name may need reviewing, what do you think ?</p>	<ul style="list-style-type: none"> <li>- two groups felt that there was no need to change, not important</li> <li>- other groups gave suggestions:  # DPH Devon Primary Heads  # APHID Assoc. of prim Heads in Devon  # CoPH Council of Prim Heads  # Prim Heads Devon</li> </ul>	<ul style="list-style-type: none"> <li>- by changing does it mean DAPH was a failure ?</li> <li>- name doesn't matter</li> <li>- PHD Prim Heads of Devon</li> </ul> <p style="text-align: center;"><b><u>Ode to DAPH</u></b></p> <p>Please don't laugh  We're calling it DAPH  We're staying the same  It's only a name  We looked for inspiration  With trepidation  South Hams was a no no  But with DAPH we can go go  Creativity the name of the game !</p>
<p>2/ What are your thoughts about the proposed structure? What is missing? What could be improved? What do you like?</p>	<ul style="list-style-type: none"> <li>- not keen on word 'officer'</li> <li>- heads need a good dialogue with LO</li> <li>- good to work through Acs</li> <li>- mustn't forget link with secondary</li> <li>- more direct consultation through AC board</li> <li>- feedback from working parties necessary</li> <li>- pictorially schools at top / middle</li> <li>- is there sufficient emphasis on curriculum?</li> <li>- HT support not clear, needs to be separate or independent</li> </ul>	<ul style="list-style-type: none"> <li>- must keep DAPH alive , we need a voice</li> <li>- all ACs represented @ top</li> <li>- feedback from committees necessary</li> <li>- communications a problem, key is how LO links up with regions, area conf.?</li> <li>- Problems of ACs changing chairs, reps do not have to be chair...must participate</li> </ul>

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<p>3/ The steering group is temporary. What should replace it? Members elected? Regionally? Reps from varied ACs ?</p>	<ul style="list-style-type: none"> <li>- ACs very important</li> <li>- Reps from every AC</li> <li>- Open elections</li> <li>- Elected from AC</li> <li>- Regional groupings, chair elected</li> <li>- Chaired by LO</li> <li>- A board elected from AC reps, regionally</li> <li>- AC and LEA diary linked</li> <li>- Agendas need to be proactive</li> <li>- Termly meetings funded by ACs</li> </ul>	<ul style="list-style-type: none"> <li>- each AC to send a rep to termly meetings</li> <li>- subgroups set up on a needs basis</li> <li>- we should avoid an all powerful permanent steering committee</li> <li>- concerns about who sets agenda. There should be a mechanism for ACs to direct their reps to take agenda items to the meeting .</li> </ul>
<p>4/ The links with the HT support need clarifying. Should they be what they are now, a bought back service ?</p>	<ul style="list-style-type: none"> <li>- separates welfare side from professional</li> <li>- should be an entitlement for all heads</li> <li>- needs to be buy back , therefore independent</li> <li>- accountable to DAPH</li> <li>- central funding, should be provided by LEA</li> <li>- portfolio not clear what we are buying back</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- important service, a safety net</li> <li>- should be extended for deputies, but could create conflict ...HT vs DH</li> <li>- costs fair, governors letter good</li> <li>- national problem of investment</li> <li>- links with legal, HR important</li> <li>- centrally funded as aright for all HT</li> <li>- if costs increase would HT join</li> <li>- Service must continue, pay rise for PN!!</li> </ul>

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<p>5/ How can the link officer support you in school? What would you like included in their job description? Where should the LO be based? How will you communicate ?</p>	<ul style="list-style-type: none"> <li>- links with AC important, must be seen</li> <li>- based at home or school, not county hall, but touchdown desk at CH</li> <li>- facilitator, somebody who can help</li> <li>- develop strong communication links with AC reps</li> <li>- indep. of LEA, update LEA about effectiveness of policies</li> <li>- filter information and highlight key issues</li> </ul>	<ul style="list-style-type: none"> <li>- listen to schools agenda</li> <li>- relations with LEA too formal , lost pastoral role</li> <li>- a roving base, not in CH , at home or a school</li> <li>- be pro-active</li> <li>- communicate by own e-mail, not Jackie Herd !</li> <li>- newsletter target reps – post , then put on website for all</li> </ul>
<p>6/ To sustain the longer term role of the link officer and the association may mean we become subscription funded. Would you buy in ? What is value for money?</p>	<ul style="list-style-type: none"> <li>- not sub funded but top sliced, heads decision not governors</li> <li>- VFM not an issue, we need supporting</li> <li>- Sub would work if next 3 years successful</li> <li>- Should be LEA funded as part of consultation with schools</li> </ul>	<ul style="list-style-type: none"> <li>- LEA should provide...centrally funded</li> <li>- Maybe part funded so we could keep some independence</li> <li>- Pupil weighted fee</li> <li>- Buy back may depend on who is LO</li> <li>- Role needs to be promoted, contract more permanent</li> <li>- Close links with ACs, provide link to LEA</li> <li>- We are too busy to com. With LEA, LO convey our views after AC meetings</li> <li>- New heads need a DAPH pack</li> </ul>

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<p>7/ ACs are a natural forum for communications between schools and LEA. How can we do this effectively? Will financed meetings with reps be realistic? Would it be helpful to have a year planner of meetings?</p> <p>8/ HT reps on working parties need co-ordination and a mechanism to consult widely in order that they are representative across the county. What is realistic , manageable and effective?</p>	<ul style="list-style-type: none"> <li>- year planner</li> <li>- communication via steering group will be two way if all AC represented</li> <li>- close links between DAPH and ACs needed</li> <li>- LEA need to fund ACs adequately</li>   <li>- long term planning</li> <li>- work load spread amongst HT</li> <li>- feedback from LO via ACs</li> <li>- use of website</li> </ul>	<ul style="list-style-type: none"> <li>- ACs should be ‘active’</li> <li>- Reps rotating</li> <li>- Finance – pay for reps</li> <li>- Area forums chaired by LO</li> <li>- Need for clustering</li> <li>- Annual plans linked to events</li> <li>- Longer lead in for consultation</li>   <li>- communications via e-mail, to AC reps</li> <li>- notice of meetings with briefing papers before and minutes after</li> <li>- programme of working parties in advance</li> <li>- fast response</li> <li>- mechanism for no response</li> <li>- individual consultation best</li> <li>- indiv. Response with face to face consultation at some AC meetings</li> <li>- seeing a difference at the end of it</li> <li>- regional meetings with Tony and HT</li> <li>- attendance at meetings should be in the day and funded for small school HTs</li> </ul>

