

## **NPhA – South West**

(National Primary heads Association)

### **General Meeting 24<sup>th</sup> May 2002**

Bindon Country House

Represented:

Norman Watts	Plymouth (PAPH)
Alan Lock	Torbay
Barry Knock	Wiltshire
Stephen Williams	Dorset
Mike Sandy	Dorset
David Paterson	Hampshire
June Brown	Hampshire
Pat Bostock Smith	Cornwall
Anne Watts	Isle of Wight
Barbara Fox	South Glos
Phil Perks	Gloucester
Beth Williams	Gloucester
Jan Buckland	Gloucester
Deana Holdaway	Sandwell
Ann Whitlock	Sandwell
Tracy Ruddle	Dudley
Brian Trust	Somerset
Gareth Morgans	Somerset
Chris Watts	NPhA – Portsmouth
Cliff Jones	
Gordon Aspland	Devon

Chair:	Jenny Thomas
Secretary:	Cliff Jones
Treasurer:	Barry Knock
Vice Chair/NPhA rep:	John Gawthorpe

Welcome to members new and old!

Apologies:

Anne Orme	Wiltshire
Colin Zimmerman	Wiltshire
Christine Twigg	Porstmouth
Sandra Pidoux	Somerset
Dave Hayward	Somerset
Phillip Pope	BANES
Walter Lewis	N Somerset

#### **Treasurer's Report to May 2002**

Very little activity in the account to report.

Invoices for the 2002 subscriptions circulated

Includes optional affiliation subscriptions to NPhA – national

Recommended £10 per school

However, this will initially cause problems for some LEAs who are differently funded and large ... agreed that subscriptions could start at £2 per school ...

#### **NPhA (National Association) – John Gawthorpe**

There have been some changes in office at national level

John Gawthorpe is Chair

June Brown Vice Chair

Barry Knock Treasurer

South West is very well represented

Individual membership is £20

This can be waived if an LEA group has affiliated membership

Recommended £10 per school but can be built up from £2 per school

Finance is secure

Now starting to encourage other areas across the country to organise in a similar manner to NPhA – SW... there are many areas that do not have organised head teacher groups at all

NPhA has been getting quite a high profile in press

Jenny Thomas was surprised that Head teacher groups are not as active across the country as the South West – need to

Access to Web site:

[www.primaryheads.org](http://www.primaryheads.org)

Please have a look...

- Contains information about the NPhA
- NPhA policies
- Chat room!

## Funding Issues - Chris Watts

No real answers available yet - when NPhA first met with Jonathan Anstey he was not in favour of Activity Led Funding BUT after talking with us has considerably changed his outlook and the department has now commissioned a working group to investigate activity led funding - a lot of NPhA research indicates that funding between primary and secondary is disproportionate - when Jonathan Anstey was asked what would be done if the working party indicated that activity led budgets would cost more than was allocated he pointed out that he did not anticipate that it would!

At the moment some funding is based on Free School Meals, which is not considered fair. They are looking towards using Income Support as an indicator but this is not going to help. Some factors that will be used are sparsity - housing costs

The report is due for release in June and consultation taking place during September  
Look at DfES website

## Stress Management - Anne Watts

Isle of Wight have just produced paper which supports every group apart from Head teachers - having to address the issue - e.g. in Gloucester there are two full time seconded Head teachers funded 50 - 50 from LEA and schools - major stress situations are dealing with parents and management of exclusions - in Gloucester property management and paperwork was top of the list for producing stress!

Many Head teachers are leaving through stress - many LEAs are using existing Head teachers to run the schools - great disparity across the LEAs on how this is managed

## General Teaching Council - June Brown

Rosemary Clarke from GTC spoke to NPhA - national - reported on latest developments - we need to work on encouraging more elected members than nominated who are currently teaching

The payment of fees is misunderstood and people are ignorant of what is involved  
Some LEAs are giving differing advice on payments

Important that GTC is a truly independent body

## E communications

Devon have just appointed an officer to be in charge of e government - vast majority of communication is now by email - can cause issues by having too many! In Cornwall 2 groups regulate what is allowed to be sent by email - size etc... There are still some postings of large documents

**ACTION: Jenny Thomas to write to CEOs - talk a little about NPhA and ask that NPhA News continues to be distributed**

**An email could be sent to Head teacher reminding Heads when News is published on web site with link...**

## David Bell - Chief HMI

Welcomed to meeting.

Role of Inspection and bringing about improvement

Inspections do not bring about improvement - it is the schools themselves  
Schools are improving

In the past the theme has been 1/3 very good 1/3 satisfactory 1/3 unsatisfactory

Mike Tomlinson has reported 96% of teaching is reported as at least satisfactory  
Substantial improvement in leadership and management

HMI are pleased to have supported schools who are now leaving serious weaknesses

Previously schools were inspected on average every 200 years!! Interesting moving to a system of all schools being inspected over 4-year period. Short inspections have now been introduced. Parent summaries are being improved but still needs working on. Individual reporting on individual teachers not so high profile. There have been many changes.

Inspections from September 2003 will remain substantially the same – evolution not revolution

Changes: Two kinds of Inspection  
Standard Inspection – every 6 years

Slightly longer than present short inspections in response to Head teacher requests – not enough time to report on all the school wanted – also CHMI has to report on various factors

About 65% - 70% of schools will be subject to Standard Inspection every 6 years

Standard Inspections will provide enough information

Enhanced Inspection – every 4 years

About 30% will receive inspections based on present long inspection – with a few in special measure perhaps receiving more intense inspections

Decision on type of Inspection

Will depend on various factors e.g. previous inspection, progress made since the last inspection etc... but final decision will be David Bell

Secondary Schools will initially receive more Enhanced Inspections than Standard

LEA Inspections must take place although CHMI has a certain amount of freedom about how and when these take place

There will be greater emphasis on leadership and management with due regard to school self evaluation – will also take greater note of pupil opinions although David Bell has a relaxed attitude to this

Lead in time for Inspections is unlikely to change – short notice actually can cause more problems e.g. things not being typical

Pilot Inspections – schools do not have to agree to these

Self Evaluation

There is unnecessary polarisation of opinions – all good organisations to carry out self-evaluation – critical self-evaluation also

recognises value of external inspection – inspection is about public accountability as well as providing information to the schools

OfSTED website one of the most visited – second only to the royal web site

Inspectors need to be trained in what to look for in school self evaluation

An area for inspection that schools can request – optional

OfSTED will not say there is only one way to do self-evaluation – OfSTED's job is to evaluate what has been achieved not on 'have we used the correct format'

OfSTED has to be able to stand tall with regard to the values it uses – how would OfSTED fair if it were inspected?

Leadership and Management

In 1997 50% was good or better

Last report indicated that 74% was good or better

In 7% it is unsatisfactory BUT was 17%

There has been improvement!!!

e.g. some schools in serious weakness have the capacity to improve

some schools it is clear will have more difficulty and do eventually fall into special measures

Broad and balanced curriculum

Evidence is clear that curriculum has been squeezed

OfSTED have just completed a survey on broad and balanced curriculum that will be published in September 2003

About a third of heads report that links across the curriculum has eased the pressure but 2/3 are not quite there

Curriculum design is increasingly being seen as part of the leadership and management

Strong subject based teaching but with strong links across the curriculum

Whole school planning has impact

How you teach it is important

Evidence that most improvement appears to be achieved in schools that have leaders who are experienced and often have been head of two or more schools

Transition between Key Stage 2 and Key Stage 3

There has not been sufficient change – real hard evidence of dip in performance between Y6 and Y7 -there needs to be a seamless transition

#### Staffing

There is a major problem with teachers leaving the profession after 3 years

It is absolutely clear that the issues of bureaucracy need to be addressed

David Bell does not necessarily agree that pay is the major factor

Barry Knock informed David that the 4 teachers appointed at his school 2 years ago as NQTs are concerned very much about levels of pay, particularly as peers are working in industry on far better salaries

Phil Perks agrees but also added that NQTs do not have a good quality of life

David Bell is concerned that schools should be protected from unimportant issues and information

#### Questions Time

#### School Policies

David Bell agreed that School Policies do not always equate with practice – what inspectors see should always be more important

#### Target Setting

David Bell has not had time to really address this issue yet – understands the arguments that perhaps 'targets have outlived their usefulness'

#### Funding Issues

Chris Watts reminded David Bell of the moves taken so far – David Bell accepts that it appears that it is quiet on this subject at the present time

David Bell willingly agreed to receive a delegation of the NPhA executive and to receive NPhA papers

#### General Discussion

During the afternoon the meeting divided into 3 groups to discuss issues and feedback

Funding - Still the impression that Secondary Schools have better access to extra money

Contingencies in some schools are too large which does not help the case for those in difficulty

In some LEAs they are more supportive of schools in deficit budgets than others

There are often huge demands on budgets which eats up any extra money given

SEN funding – hidden costs – some LEAs expecting too much of school budgets

GTC - will enable a speaker from GTC to talk to Heads in an area

Please write to GTC about balance of elected and nominated members

#### Stress

Promote proactive schemes to support Head teachers – there are some very good schemes in some LEAs

Violence reporting – schools must report to LEAs all incidents of aggression both physical and verbal

Investigation into role/rights /demands of governors

Remove league tables

Provide sanity in Target Setting

#### Future Meetings

Bindon House Hotel, Somerset

Allow 15 minutes before important speaker to agree points for questions etc...

Friday 11<sup>th</sup> October 2002

Friday 3<sup>rd</sup> March 2003

Friday 6<sup>th</sup> June 2003

Friday 10<sup>th</sup> October 2003

Web site address for sending information via [www.primaryheads.org](http://www.primaryheads.org)