

# It Up

March 2002

**S** Schools **n** in Norfolk **a** at **p** Primary **p** phase  
The newsletter from the group that represents headteachers in the Primary Phase in Norfolk

## NO EXCUSES BUT WE'RE NEARLY THERE

It has taken us some time to get the group and mechanisms for communications right but we are now nearly there. Thank you for your patience and thank you to those colleagues who have contacted us about their concerns. The more of you that communicates with us the bigger BITE we have.

If you would like to be considered to assist with any LEA committees or working parties on behalf of SNAPP please contact John Ward – Clackclose Primary School so that he can add you to our database. **We want a wide representation at LEA level and supply cover is usually provided.**

## SUPPORT FOR HEADTEACHERS

A very positive meeting with Jeff Gough has indicated a considerable range of support that is available to headteachers who find themselves in difficulties. The SNAPP executive, as an independent group, is developing a complimentary strategy that will be fully confidential and enable headteachers who have concerns to receive prompt mentoring/support from experienced colleagues.

### **Main items discussed at previous meeting: Meeting of Liaison Group 7.3.02**

1. Performance Pay – Threshold Pay scale  
Recent Estelle Morris letter has not allayed concerns at present best to liaise with you professional organisation.
2. Major discussion on the Budget and Standards funds  
Areas designated for funding explained in detail to the satisfaction of the committee.
3. SNAPP website  
Coming soon – watch out for the SNAPP crocodile on ESINET to keep in touch
4. Reorganisation  
Still a major concern in the East. No final decisions reached. Please make your views known through the appropriate channels.
5. NEW e' mail system.  
ICT aware of slowness and general difficulties. Speed improvements on the way.
6. Communications.  
Good feedback from all parts of the service indicating a lot to do. This is in process and it is hoped improvements will be seen soon. Keep us informed!!

### **New Improvement Partnership Forum Starts With Strong Debate**

The new Partnership Forum started on 6.2.02 at the Coleman Abbey with Dr. Slater outlining the new Norfolk Education Plan (EDP2). Fred Corbett provided detail on the school improvement aspect of the plan and then small group (12 – 15) representing all sectors of the education service including parents. Many views were expressed which, it is hoped, will feed back to make the EDP2 more effective.

### **FIND OUT WHAT IS GOING ON!**

Have you ever felt that you didn't know what was happening at county level? Me too! Well now you can find out by accessing the attached website.

[http://www.esinet.norfolk.gov.uk/improvement\\_partnership/](http://www.esinet.norfolk.gov.uk/improvement_partnership/)

This will give you up to date minutes, names of group members, terms of reference etc. If you need to get something off your chest call a group member.

Look out for our CROCODILE LOGO on ESINET for up to date SNAPP information!

### **Classroom Assistants Revised Local Agreement**

A group of headteachers, senior managers and personnel officers have been working to update the general role description for LSAs/Classroom assistants. They are negotiating with UNISON before taking an agreement to the County Council members. If the proposals are accepted there will be a total of 9 role descriptions (not all applicable to schools, with qualifications, experience, linked to a pay range of Scale 1 to Scale 5.

As headteachers you will be in a position to place staff in the appropriate job description and pay scale with the usual protection issues in place. If negotiations go well revised agreements will be issued early in the new financial year

### **Who to contact and how?**

#### **South Eastern Area:**

David Osborne (Chairman) – Wroughton Middle – 01493 662756 – [head@wroughtonmiddle.norfolk.sch.uk](mailto:head@wroughtonmiddle.norfolk.sch.uk)

Pat Warr - Peterhouse First - 01493 662339 - [head@peterhousefirst.norfolk.sch.uk](mailto:head@peterhousefirst.norfolk.sch.uk)

Keith Weston - Ditchingham Primary - 01986 893277 - [head@ditchinghamprimary.norfolk.sch.uk](mailto:head@ditchinghamprimary.norfolk.sch.uk)

#### **Central Area :**

Catherine Whalen - Mousehold First - 01603 4271012 - [head@mouseholdfirst.norfolk.sch.uk](mailto:head@mouseholdfirst.norfolk.sch.uk)

David Watkins - Bignold Middle - 01603 625721 - [head@bignoldmiddle.norfolk.sch.uk](mailto:head@bignoldmiddle.norfolk.sch.uk)

Mary Anne Massey - Sprowston Middle - 01603 425150 - [head@sprowstonmiddle.norfolk.sch.uk](mailto:head@sprowstonmiddle.norfolk.sch.uk)

Ashley Best - Thorpe Hamlet Middle - 01603 433014 - [head@thorpehamletmiddle.norfolk.sch.uk](mailto:head@thorpehamletmiddle.norfolk.sch.uk)

Angela Stephenson – Brundall Primary – 01603 712597 – [head@brundallprimary.norfolk.sch.uk](mailto:head@brundallprimary.norfolk.sch.uk)

#### **Western Area:**

John Ward - Clackclose Primary - 01366 383824 - [head@clackcloseprimary.norfolk.sch.uk](mailto:head@clackcloseprimary.norfolk.sch.uk)

Carolyn Howard - Tilney St Lawrence Primary - 01945 880405 - [head@tilneystlawrenceprimary.norfolk.sch.uk](mailto:head@tilneystlawrenceprimary.norfolk.sch.uk)

Nick Butt - St Edmund's Community Primary - 01533 – 772018 - [head@stedmundsprimary.norfolk.sch.uk](mailto:head@stedmundsprimary.norfolk.sch.uk)

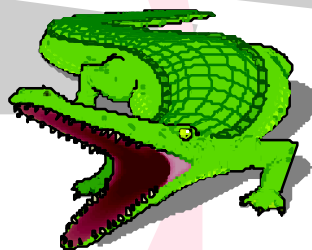
#### **Northern Area:**

Kenneth Kay - Horning First - 01692 630470 - [head@horningfirst.norfolk.sch.uk](mailto:head@horningfirst.norfolk.sch.uk)

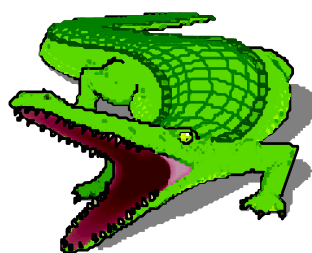
Peter Simmonds – Bure Valley School (Aylsham) – 01263 733393 - [head@burevalley.norfolk.sch.uk](mailto:head@burevalley.norfolk.sch.uk)

Dominic Cragoe – Sheringham Primary - 01263 823848 – [head@sheringhamprimary.norfolk.sch.uk](mailto:head@sheringhamprimary.norfolk.sch.uk)

**NEXT SNAPP Meeting 8/5/02.**



**Putting the  
BITE back  
into education  
in Norfolk**



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## **Schools in Norfolk at Primary Phase (SNAPP)** **Constitution**

**Title:** The association shall be called **Schools in Norfolk at Primary Phase**

**Objects:**

- Represent the views and needs of Norfolk primary phase schools more widely
- Foster and improve the quality of teaching, learning and management in primary phase schools
- Improve communication between individual schools
- Take an active role in decision and policy making through early and improved two-way communication and partnership between primary phase schools and Norfolk LEA/DfES
- Represent the primary phase view on all relevant LEA consultative groups
- Ensure equitable funding for all pupils
- Achieve the necessary capital and revenue resources for quality education

**Membership:**

Membership is automatic for all Head Teachers in Norfolk primary phase schools.

**Committee:**

SNAPP will be managed by a committee made up as follows:

- Four head teachers from each of the four county areas (South East, Central, Western, Northern) One head teacher shall represent each Key Stage (Foundation, 1, 2 & 3)
- Up to six co-opted members

**Selection of Committee and Terms of Office:**

Committee members shall be elected to serve for a term of three years. All serving heads shall be entitled to vote. Where vacancies occur mid-term the remaining committee members may co-opt replacements. **Members who are absent for three consecutive meeting and whose apologies are not accepted will be asked to step down.**

**Officers:**

The committee shall elect a Chairman, General Secretary and other officers as it deems necessary. These elections shall be annual at the first meeting of the Autumn term.

**Meetings:**

The committee shall meet once per term. There will also be a termly liaison meeting with representatives of the LEA. The agenda of the committee meeting will include preparation for the liaison meeting.

**Quorum:**

The quorum for each meeting shall be twelve members.

**Decision Making:**

Where a consensus cannot be achieved a vote shall be taken. Decisions will be made on a majority basis. If there is no clear majority the Chair shall have a second (casting) vote.

**Communication:**

The committee will publish a termly newsletter that will be distributed to all primary phase schools.

**Representation on Focus Groups/Working Parties:**

When the LEA requires headteacher input at primary phase for focus groups or working parties they will consult with the SNAPP officers. Recommendations for these groups will be made by SNAPP and they will be expected to provide feedback on decisions reached based on the following criteria

- ◆ Skills/interests in the focus area
- ◆ Availability (often at quite short notice)

Every attempt will be made to involve a wide range of headteachers from within the Norfolk Primary phase.

**Finances:**

Although SNAPP is an organisation that is independent of the LEA its 'reasonable' expenses will be met by the LEA

**Adopted by SNAPP Executive February 2002.**