

# **ESSEX ASSOCIATION OF CHANGE RINGERS**

Minutes of the Recruitment and Training sub-committee meeting 6th July 2022 7.30pm Writtle

Present: Beth Johnson, Anne Bray, Richard Wilson, Sarah Chin-a-Loy, David Sparling, Roy Threadgold, Christina Brewster, Andrew Brewster, Ian Kerwin

Apologies received from Helen Bridgman, Andrew Kelso, Zoë Purdie-Wood, Yvonne Towler

## **1. MATTERS ARISING FROM MINUTES OF PREVIOUS MEETING**

No further matters from the minutes of the May 25th 2022 meeting were raised.

## **2. RECRUITMENT AND RETENTION**

A full discussion took place regarding recruiting of new ringers and their teaching. It is acknowledged that teaching juniors is quicker and easier (and more rewarding) than teaching adults but one has to recognise that juniors are not necessarily going to give the best long-term retention. Ian Kerwin expressed his concern at the quality of teaching at some towers (see point 4 below); the principle of charging a fee for lessons was once again endorsed.

Sarah Chin-a-Loy mentioned that in the past the Prittlewell ringing School had linked up with the local adult education college and run courses which had been successful. The experiment had not recently been repeated and members of the committee thought there may now be too many hurdles to jump in putting on courses.

There is a concern that if new ringers are placed at a local tower for teaching, they may not come back to the original tower later. Those involved with ringing schools felt this was not a fair criticism but it might be a good myth to debunk. BJ mentioned a proposed 'buddy' scheme where a new ringer, learning at another tower could have a buddy from the home tower to help smooth the transition back to the original tower.

It was also felt imperative that towers know the profile of the ringers they want to recruit and can support them through training, especially the initial stages and early development.

It was decided that offering a recruitment and retention workshop would be a good idea - we can offer and see what take-up we get. Beth to review available workshops (eg via ART or CCCBR) and recommend how to go forward.

Schools plan - Zoë Purdie-Wood's update is attached. Please check with your District towers to see who would like to approach a local school and liaise with Zoë. It would be good to have a small pilot scheme ready for the autumn.

Zoë raised the prospect of Duke of Edinburgh's award ringers. Several committee members said that although they would never refuse a prospective learner, the DofE can be seen as a target which once achieved is ticked off and the junior does not continue ringing. These young adults tend to have multiple calls on their time and can often find it difficult to fit in ringing once their challenge is met. Therefore it was not thought that EACR should do anything apart from be ready to follow the CCCBR stance.

### **3. TRAINING COURSES**

Further handbell workshop by Paul Cammiade November 12th TBC

ART M1 Bell handling 30th July Writtle - only two places left; booking will close July 15th.

Beth has given a further push via email lists.

ART M2 Foundation skills 3rd September Thorley (Herts) - four places left booking will close August 19th.

BJ to re-advertise asap

Raising and Lowering in summer - plan attached. Several courses already underway, others in planning. It was considered to be worthwhile and should be in the diary for next June/July. Also two courses (in peal and solo) to be included on November training day.

Training Day 2022 - NE District are hosts - four towers in this district plus others spread around the county; draft proposal discussed - see attached. Last year we discussed raising the fee from £10 to ensure that costs were covered. Discuss next meeting.

### **4. TRAINING FACILITIES IN THE COUNTY**

Discussion was held about the likelihood/success of towers banding together in the sectors shown on the map, however it was decided that the training sectors plan had legs and we should press on with refining the groupings.

Please comment on proposed groupings - with your local knowledge, can you see towers that would be better switched from one sector to another? Also can we start looking at individuals or groups who might manage/be contacts for these sectors. Anne Bray agreed to work up some words to define how these training sectors might work. Sarah Chin-a-Loy was excited by the idea of an interactive local map so towers in need could find help. Consider presenting to Management Meeting in October.

Responses please to Richard Wilson by 20th July.

### **5. GRANTS**

An application from Great Tey was reviewed and unanimously approved. The committee commended the work the band at Great Tey are putting in to making the tower more manageable and acquiring recruits. The grant of £250 is subject to PCC and Archdeacon approval which Great Tey are in the process of procuring. A revised application form will be needed at that point.

BJ has advised Sarah Knights of Great Tey

### **6. TRAINING RESOURCES CENTRE**

Made contact with George Vant (thank you Anne) to look at how to manage the wealth of training material that is available. Update next meeting.

### **7. REVIEW OF ESSEX RINGERS WHO HAVE ATTENDED AN ART COURSE**

Mike Worboys is currently planning his approach to a selected group of people who have taken an ART course but not proceeded to accreditation, so we can see what the stumbling blocks are and how we might improve take-up.

BJ/David Sparling to monitor

## **8. DATES FOR NEXT MEETINGS**

It was decided to try a Sunday evening (7.30pm) instead of a week night for one of the upcoming meetings. Also the dates below have been adjusted to give more variety of days, recognising that there will always be someone who can't attend due to practice nights.

As the meetings are quite long - there is always much to discuss - it was decided that ringing before a meeting, as tried this time, was not good use of members' time.

Next meetings are:

Sunday 11th September, 7pm via Zoom  
Tuesday 25th October, 7.30pm via Zoom  
Thursday 8th December, in-person for Christmas! Location TBA  
Monday 6th February 2023 - Zoom  
Wednesday 12th April  
Friday 26th May  
Sunday 9th July

Let's revisit the 2023 dates at the end of the year.

## **AOB**

University ringing. There is no contact in the Essex Universities to encourage student ringing. This has been tried in the past but the results were not remembered as being a good experience.

Anne Bray has a contact at University of Essex at Colchester.

The meeting closed at 10pm

## UPDATE FROM ZOE PURDIE-WOOD ON SCHOOLS PROJECT

The focus of both Jason Hughes (developing materials for the CCBR) and Ken Heymer (Moreton) is Primary age children.

Jason's plans are for Year 5 and are still in the development stage, with Key Stage 3 (Year 7) plans to be considered after that. As yet he had nothing to share, and was waylaid by his own children taking GCSE's and A Levels. However, we have arranged to have a Zoom call, some time in late July/early Aug (exact time tbc), where we'll share ideas.

Ken's ambitions to get into his local primary were scuppered by the pandemic and heart surgery. However, he will be meeting the headteacher, also a bellringer, in the Autumn and it seems planning will happen then. The idea is for these sessions to be a "Golden Hour" activity (1 to 2 hrs of free choice learning time on a Friday p.m.) for groups of about 6 Year 6 children at a time. It is a church school. As with Jason, I have offered collaborative working, in the hope that Moreton could almost be a trial of some materials and can offer feedback on how activities and sessions were delivered and received. I have said I'll send anything I develop to Ken for that purpose, and will aim to be in touch with the headteacher, Nikki Butt, personally if I can.

So, it seems that there may be some plans by Autumn, fingers crossed.

EACR Training Day November 26th 2022 NE District hosts four towers, other courses elsewhere

|                   |   |
|-------------------|---|
| <b>Course no.</b> |   |
| <b>1</b>          | Foundation skills to include ringing by places not bell numbers   |
| <b>2</b>          | Moving on with plain hunt - ringing on six with no tenor cover  |
| <b>3</b>          | Call changes with a difference (picking up on new Call Change toolbox; calling by places, jump changes etc)   |
| <b>4</b>          | Bob Doubles - from plain courses to touches. Ringing a plain course for those who are proficient at treble. Learning the bobs for those competent in plain courses. Consider 'self-evaluate' process to set course programme. |
| <b>5</b>          | Treble bob hunting to a method- learning by ringing the treble to treble bob methods such as Kent   |
| <b>6</b>          | Other doubles methods eg St Martins/St Simons/Rev Can't, with standard bobs   |
| <b>7</b>          | Minor methods request show!   |
| <b>8</b>          | Original - ringing a method you cannot 'learn'.   |
| <b>Plus:</b>      | Recruitment and Retention workshop  |
|                   | Raising and lowering in peal  |
|                   | Raising and lowering beginners  |
|                   | Ask if people would like repeat of steeple keeping workshop (not on training day)   |

## RAISING AND LOWERING COURSES SUMMER 2022

| Course number |                                     | Tutor           | Assistant tutor | Students                  | Tower             |
|---------------|-------------------------------------|-----------------|-----------------|---------------------------|-------------------|
| 1             | Raising and Lowering in peal        | Steve Nash      | David Sparling  | Hilary Walls              | Waltham Abbey     |
|               | Willingale                          |                 |                 | Sarah Coogan              | Barley            |
|               | Contact Peter Topman                |                 |                 | Simon Ward                | Grays             |
|               |                                     |                 |                 | Kim Reason                | Goldhanger        |
|               | 3rd July 2022                       |                 |                 | John Wright               | Burnham on Crouch |
|               | 1.30 to 4.30pm                      |                 |                 | Tim Forsey (AWAY)         | Pentlow           |
|               |                                     |                 |                 | Ian Apps (AWAY)           | Epping            |
| 2             | Following                           | Andrew Kelso    | Vicki Hipwell   | Jeff Reason (Nov?)        | Goldhanger        |
|               | Goldhanger                          | 5 students max  | Sarah Scannell  | Kim & Graeme Eyre (Nov?)  | Bradwell on Sea   |
|               | Couldn't get a date that worked     |                 |                 |                           |                   |
| 3             | Folowing                            | Mike Worboys    |                 | Carol Knott               | Broomfield        |
|               | Sandon                              |                 |                 | Tim Peckham               | Shalford          |
|               | 2, 9, 16th July                     |                 |                 | Philip Hand (not well)    | Bradwell on Sea   |
|               | 2-4pm                               |                 |                 | David Greenstreet         | Grays             |
| 4             | Following                           | Roger Collins   |                 | Ro Kelsell                | Sawbridgeworth    |
|               | Saffron Walden                      |                 |                 | Mark Whitehead            | Great Chishill    |
|               | TB ARRANGED                         |                 |                 | Justin Jewitt             | Anstey            |
| 5             | Solo/confidence building            | Beth Johnson    | Ian Stockwell   | Susan Cordingley          | Grays             |
|               | Downham                             |                 |                 | Barbara Wright            | Rettendon         |
|               | 16/7am & 28th August 2.30 to 4.30pm |                 |                 | Rosie Walden              | Ingrave           |
|               |                                     |                 |                 | Louise Farthing (too far) | Wivenhoe          |
| 6             | Raising and Lowering in peal        | Claire May      |                 | Gerald Bird               | Little Cornard    |
|               | Thorley                             |                 |                 | Trevor Haynes             | Thaxted           |
|               | Evenings 4/7 & 11/7                 |                 |                 | Vanessa Ellams (away)     | Great Totham      |
|               |                                     |                 |                 | Pamela Ayling             | Shalford          |
| 7             | Solo/confidence building            | Anne Bray       |                 | Deborah Tyler             | Burnham on Crouch |
|               | St Osyth?                           | Midweek         |                 | Elizabeth Coates          | Prittlewell       |
|               | TO BE ARRANGED                      |                 |                 | Mandy Mickleson           | Great Totham      |
| 8             | Confidence building                 | Richard Wilson  |                 | Susan Holmes              | Broomfield        |
|               | Springfield                         |                 |                 | Yvonne Owen               | Broomfield        |
|               | First session Sat 23rd              |                 |                 | Cheryl Bird               | Little Cornard    |
|               |                                     |                 |                 | Jim Burmby                | Tollesbury        |
|               |                                     | Prefer November |                 |                           | Kate Barker 4     |
|               |                                     |                 |                 | Charlotte Billington 2    | Epping            |
|               |                                     |                 |                 | Ron Galloway 3            | Bradwell on Sea   |
|               | Unable to place these students      |                 |                 |                           |                   |