

The Hertfordshire Headteacher Updates March 2018 - Programme

Refreshments on arrival	
Hertfordshire Perspective, including: <ul style="list-style-type: none"> ▪ Elective Home Education ▪ DfE Social Mobility ▪ Hertfordshire Bees ▪ Launch of HfL Governors Portal 	Jenny Coles – Director of Children’s Services Simon Newland – Operations Director, Education Sally Orr – Head of Family Services Commissioning Sue Lowndes – Head of Adoption and Fostering
Ofsted Updates	Debra Massey, Headteacher, Howe Dell School
Refreshment break	
Safeguarding Updates	Frazer Smith, Team Manager: LADO & CPSLO
HR Updates	Dave Windridge, HfL Head of HR & Recruitment Services
Hertfordshire Catering Limited	Ian Hamilton, Chief Finance Officer

The Hertfordshire Headteacher Updates

March 2018

Hertfordshire Perspective

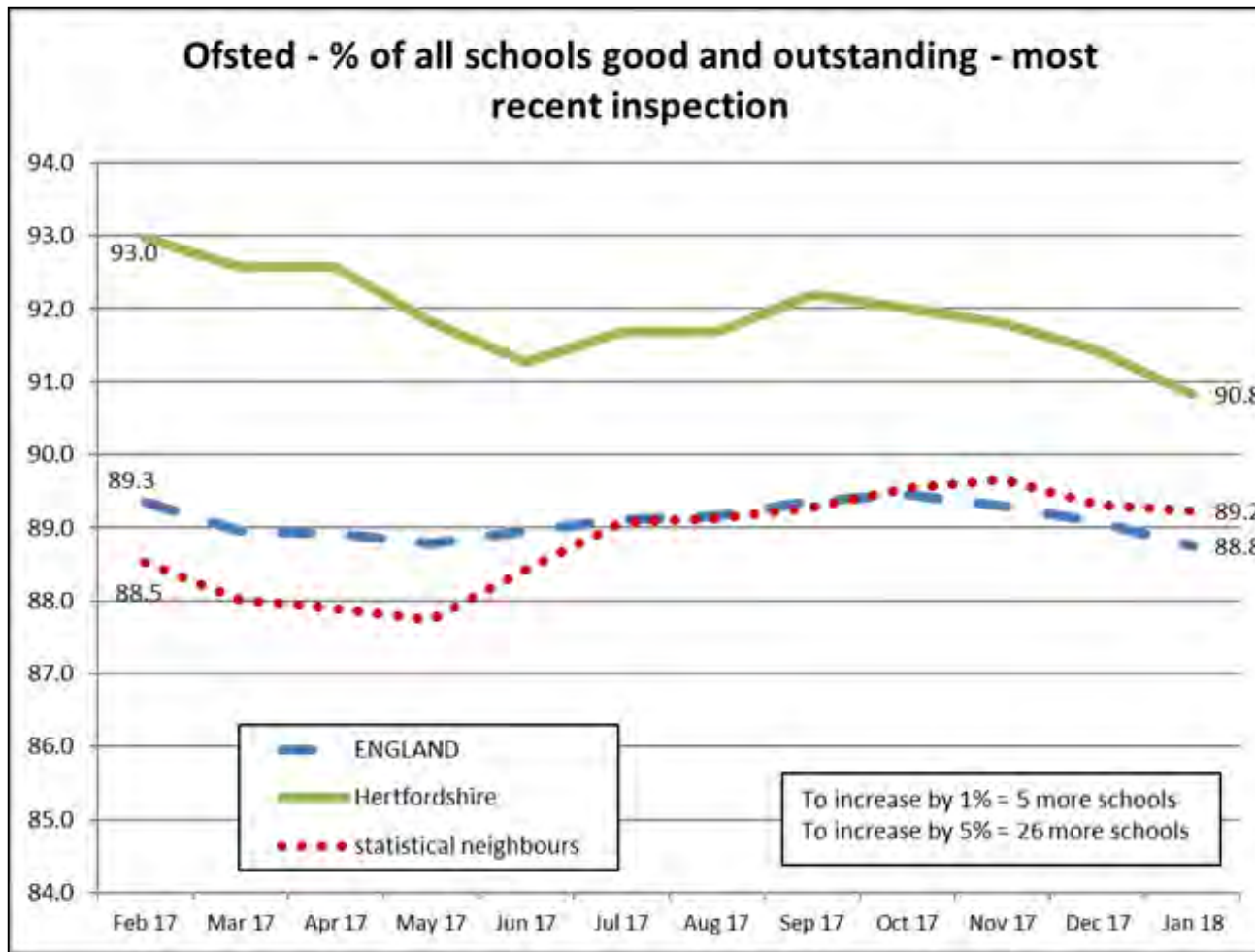
Jenny Coles – Director of Children’s Services

Simon Newland – Operations Director, Education

Sally Orr – Head of Family Services Commissioning

Sue Lowndes – Head of Adoption and Fostering

Good and Outstanding Schools – last 12 months



Standards: KS2

Expected standard, R, W & Maths – non-disadvantaged

- National rank: 37, Quartile B
- Declining marginally relative to national and stat neighbours

Standards: KS2

Expected standard, R, W & Maths – Disadvantaged Pupils

- National rank: 77, Quartile C
- Declining marginally relative to national, equal to stat neighbours

Standards KS4

Attainment 8, non-disadvantaged

- National rank 23, Quartile A
- Improving relative to national and stat neighbours

Standards KS4

Attainment 8, Disadvantaged

- National rank 84, Quartile C
- Declining relative to national and stat neighbours

Secondary transfer – allocation day

- 521 extra Hertfordshire applicants – 17FE
- 274 extra out-county applications
- Satisfaction rates steady – 78% received first ranked school

Finance

Cumulative real terms budget reductions for schools

	2016-17	2017-18	2018-19	2019-20
Cumulative reduction	-2.6%	-4.6%	-5.7%	-8.4%
Including ESG loss impact	-2.6%	-c5.6%	-c7.7%	-c10.4%

SEND

- Early Years SEND consultation this summer on allocation of existing & additional funding
- SpLD Bases consultation now closed, considering response
- Schools Forum agreed new allocation formula and extra funding for Primary Behaviour (+£0.65m) and Secondary Behaviour (+£1.3m)

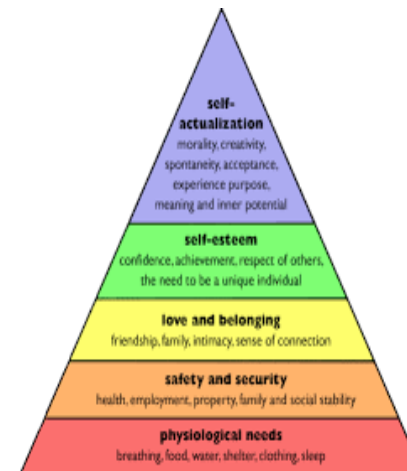
Over the Counter Medicines

- The new over the counter medicine guidance was ratified by the East and North Herts CCG in January
- Herts Valley CCG is making a final minor amendment
- Document will be ready to send out to schools
- Link to The Grid will be provided

Outcomes Bees Framework



The layout broadly reflects the psychologist Maslow's thinking about needs, with the most fundamental needs along the bottom, moving up to happiness (or self-actualisation) at the top.



Who did we test it with?



**Children, Young
People and Young
Adults**

**Local School
Partnerships**

Parent/Carers

Some Schools

Internal CS Staff

**Health
(East and North Herts
CCGs)**

Public Health

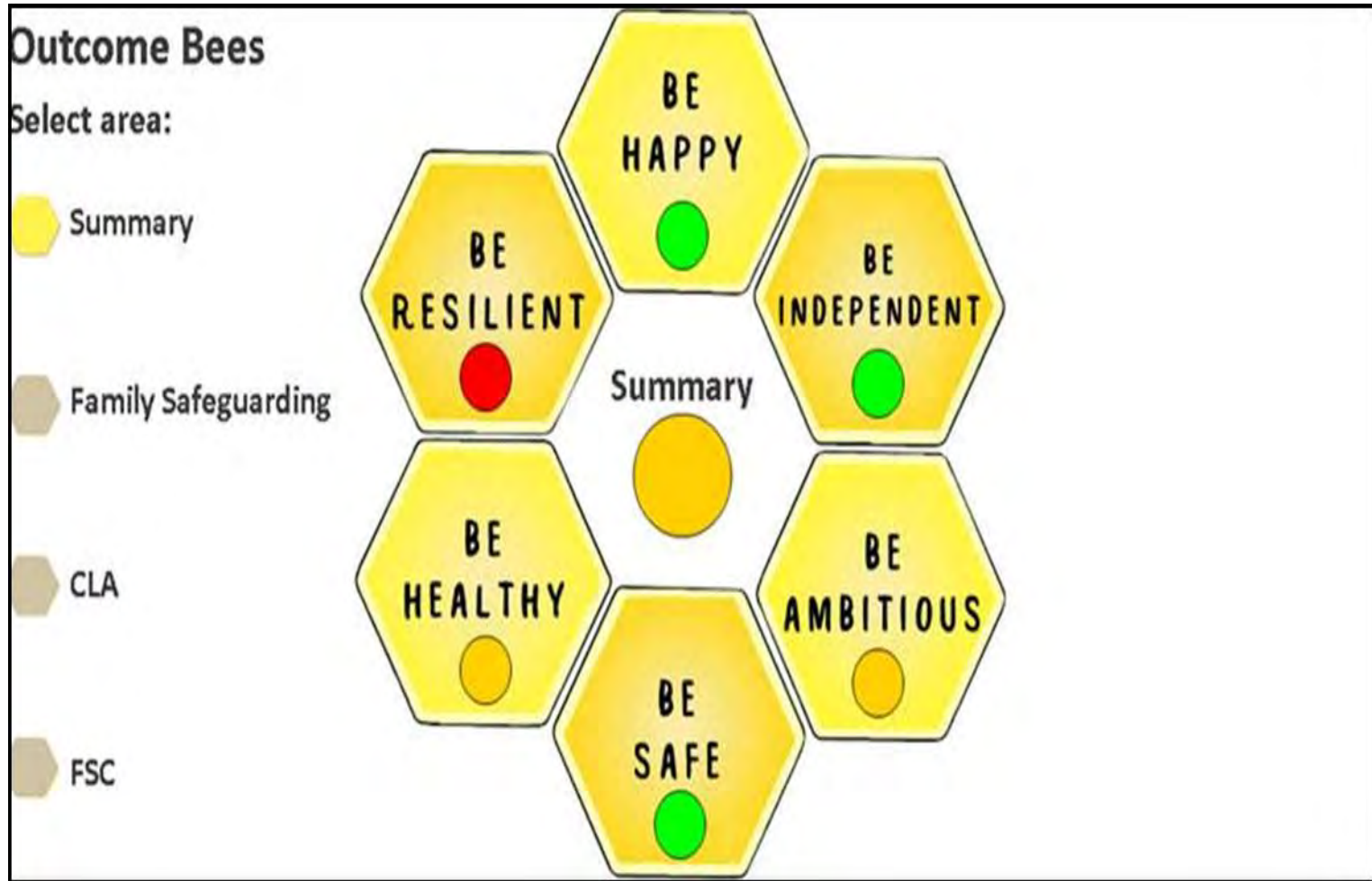
**Providers
(HCS, HPFT, Semi-
independent, In-house
residential, District
Housing Colleagues)**

HCS Commissioners

Helping us to **be ready** for inspections!



Helping us to **measure outcomes** in our performance reporting



The Hertfordshire Headteacher Updates

March 2018

DfE Updates

www.hertfordshire.gov.uk



Elective Home Education (EHE)

- There has been a significant and sustained increase in the numbers of Electively Home Educated pupils in Hertfordshire over the last three years:

Year	No. EHE Pupils	Diff
Sep 15	521	
Sep 16	708	+ 187
Sep 17	1032	+ 324

Reasons

- The majority of parents (60%) opting for EHE do not give a reason for their decision to home educate. They are not required to by law.
- For those giving a reason, dissatisfaction with the school system (16%) was the most common reason given.

The LA Role

- LAs do not have the power to routinely monitor home education being provided
- The LA has a duty to serve a warning notice where it is believed that a suitable education is not being provided. HCC has two EHE advisers that provide a professional view as to the suitability of the education parents are providing.
- LA's may make 'informal' enquiries of home educating parents to confirm that education is in place, but families are not under an obligation to work with the local authority.

Issues

- There has been a national year on year increase in the numbers of home educated children
- The home schooled population is fluid. Between 60 – 70 new notifications of EHE are received in Hertfordshire each month.
- Clearly when children move back into the school system a number of challenges for both student and school result particularly where there have been long periods of absence from the school system
- Potential Safeguarding concerns around EHE given parents do not need to engage

Next Steps in Herts

- Local Authority support via EHE advisers has been increased to add capacity
- A task-group is being set-up with representation from Schools, Health, Social Care, SEN and ESTMA.
- In the longer-term the intention is to:
 - Provide early advice and guidance to parents prior to them removing their child from school
 - Increase the level of support to children whilst being home-educated
 - Increase the level of support to parents who no longer wish to home educate and want their child to return to the school system

Next Steps Nationally

- Lord Solely, a Labour peer has moved a private member's bill - '*The Home Education (Duty of Local Authorities)*' Bill.
- The Bill is progressing through parliament and is at the committee stage
- If enacted, the Bill will institute a duty for local authorities to monitor the educational, physical and emotional development of children receiving elective home education in England and Wales, and for a parent to register home-educated children with the local authority.

Links

2007 Guidance

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/288135/guidelines_for_las_on_elective_home_educationsecondrevis_ev2_0.pdf

'The Home Education (Duty of Local Authorities) Bill

<http://researchbriefings.files.parliament.uk/documents/LLN-2017-0084/LLN-2017-0084.pdf>

DfE Regional events, funding, and consultation

- Removing unnecessary teacher workloads – regional event being held on 14 March in Cambridge
- Leadership equality and diversity fund
 - Funding available for lead schools to co-ordinate school lead projects in their region
- Strengthening qualified teacher status and career progression – consultation closes 9 March. Further details on DfE briefing handout

DfE Update

Improving Social Mobility through Education

Unlocking Talent, Fulfilling Potential

A plan for improving social mobility through education

Overarching Ambition
No community left behind. Putting real emphasis on the range of places where resources and additional targeting are needed the most, with our Opportunity Areas at the sharp end to tackle the most entrenched disadvantage.

Life Stage Ambitions

Ambition 1. Close the word gap in the early years.
Children with strong foundations start school in a position to progress, but too many children fall behind early. We need to tackle development gaps, especially key early language and literacy skills.

Ambition 2. Close the attainment gap in school while continuing to raise standards for all.
The attainment gap between disadvantaged children and their more affluent peers at school is closing. But, these pupils still remain behind. We will build on recent reforms, and raise standards in the areas where it is now most needed.

Ambition 3. High quality post-16 education choices for all young people.
We need a skills revolution with business to make technical education world class. More people go to university than ever before, including more disadvantaged young people, but we need to expand access further to the best universities.

Ambition 4. Everyone achieving their full potential in rewarding careers.
We need to improve access for young people from lower income backgrounds to networks of advice, information and experiences of work. Working with employers, we will support adults to retrain/upskill during their careers.

Ways of Working

Identifying and spreading what works
Putting evidence at the heart of our approach; embedding and extending successful reforms; developing our evidence base further; and spreading best practice to where it is needed.

Building lasting success through partnership
Asking key partners - whether employers, business, educators, or civil society - to step up and join a united coalition which will rally behind this plan and these ambitions to unlock potential for all.

There are 4 ambitions

- Close the word gap in the early years
- Close the attainment gap in school while continuing to raise standards for all
- High quality post-16 education
- Everyone achieving their full potential in rewarding careers.

Further DfE updates have been provided in your handouts

Families First Update 1: Local Launches

District	Date	Venue	Attending
East Herts - Bishop Stortford - "central"	8 th March	Charis Centre, Bishops Stortford	Public and Professionals
	TBC	TBC	Public and professionals
Welwyn Hatfield	April / May	TBC	Professionals
St Albans	Mid/late May	St. Albans District Council Offices	Public and Professionals
Stevenage	May / June	TBC	Professionals
North Herts, Hertsmere, Dacorum and Watford and Three Rivers	Talks in progress to host at later date		

For more information contact:

familiesfirst.support@hertfordshire.gov.uk

www.hertsdirect.org



Families First Update 2: Safer Places working with Schools

- 1 Domestic Abuse Practitioner, employed by Safer Places, in each district, to be a **"go to" person for domestic abuse related** queries for schools (10 workers in total)
- the same Domestic Abuse Practitioner to be **co-located in 1 or 2 schools in each district** of the county for half day per week.



www.hertsdirect.org

District	School(s)
Three Rivers	TBC
Watford	TBC
Hertsmere	Hertswood Academy
Welwyn Hatfield	Pear Tree Primary School and Onslow
Broxbourne	St Mary's High School
East Herts	Stort Valley & Villages CC Group*
Stevenage	Interested parties include: Barclay, Marriotts, Camps Hill and the ESC
North Herts	Fearnhill School
	The Highfield School
St Albans	Townsend School and Fleetview Junior School
Dacorum	Cavendish School

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OF EDUCATION**

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Governor Hub – Standard

- Database of key information
- Newsfeed
- £free to all maintained schools
- £150 annual charge for academies

Governor Hub - Premium

Upgrade for an extra £75:

- Interactive platform
- Secure storage of papers – no more emailing!
- Ownership from each governor
- Electronic access during meetings
- Download app to tablet/phone

Feb

- Clerks training and access
- Ensure accurate data ahead of migration

Mar

- Free trial of **premium package** for clerks and governors
- Contract services – indicate standard or premium

Apr

- Your Governor Hub system is ready to use!



Further information.....

Email:

governance@hertsforlearning.co.uk

if you would like further details

Thank you

Questions?

The Hertfordshire Headteacher Updates March 2018

Ofsted Updates

Debra Massey

Headteacher, Howe Dell Primary School

www.hertfordshire.gov.uk



Ofsted Update

Bold beginnings



The report draws upon HMI visits in the summer of 2016. It covers the following elements:

- The curriculum,
- Teaching
- Language and literacy
- Mathematics
- Assessment
- Initial teacher education

Ofsted Update

HMCI report 2016/17




The year ahead:

- Developing the 2019 inspection framework
- Undertaking research into underperforming schools.
- Continuing the programme of curriculum research
- Continuing to minimise any burdens of inspection.

Ofsted Update

Staff and Pupil Survey questions



Pupil survey questions: schools

Schools give out online questionnaires when they're being inspected. This document lists the questions they ask their pupils in these online questionnaires. It is for reference only.

* Indicates influence on next question

1 Year group
Drop down menu of options (Years 1 - 14)

2 I enjoy school
All the time
Most of the time
Some of the time
Almost never
Never

3 Teachers help me to do my best
In every lesson
In most lessons
In some lessons
In very few lessons
In none of my lessons


4 My teachers give me work that challenges me
In every lesson
In most lessons
In some lessons
In very few lessons
In none of my lessons

5 I enjoy learning at this school
All the time
Most of the time
Some of the time
Almost never
Never

6 Teachers listen to what I have to say in lessons
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

Pupil survey questions: schools
January 2018, No. 190004

1



Staff survey questions: schools

Schools give out online questionnaires when they're being inspected. This document lists the questions they ask their staff in these online questionnaires. It is for reference only.

* Indicates influence on next question

1 Management level/role (Leave blank if you are worried this would identify you)
Drop down menu:
Senior leader
Middle leader
Teacher
Support staff - teaching
Support staff - other
Other

2 Were you working at this school when it was last inspected?
Yes*
No

3 Do you think this school has improved since it was last inspected?
Yes - a lot better
Yes - a little better
Neither better nor worse
No - a little worse
No - a lot worse

4 I am proud to be a member of staff at this school
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

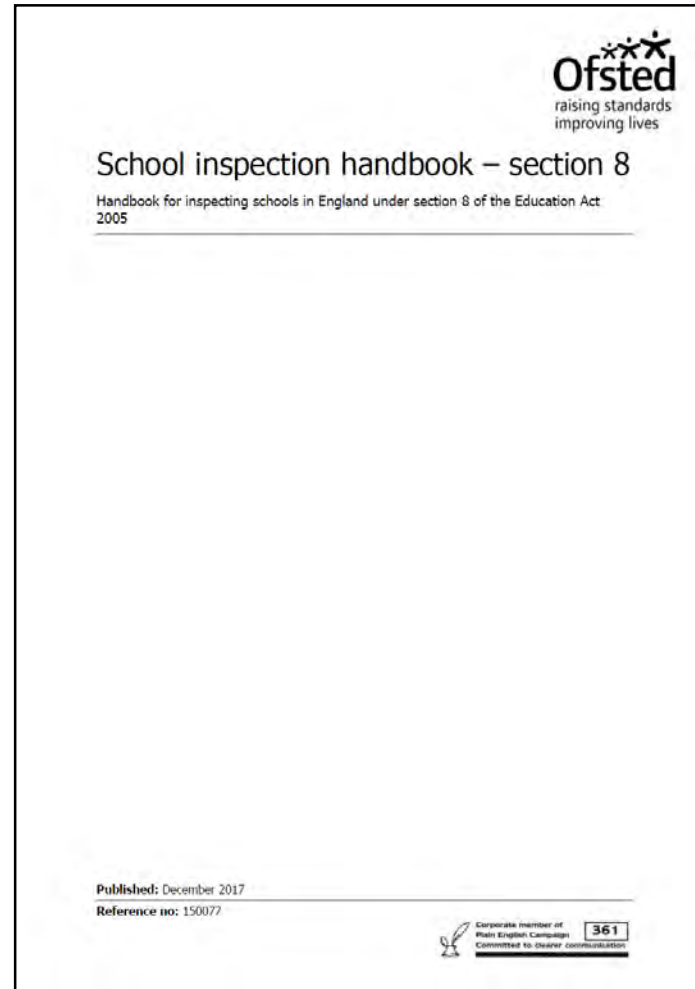
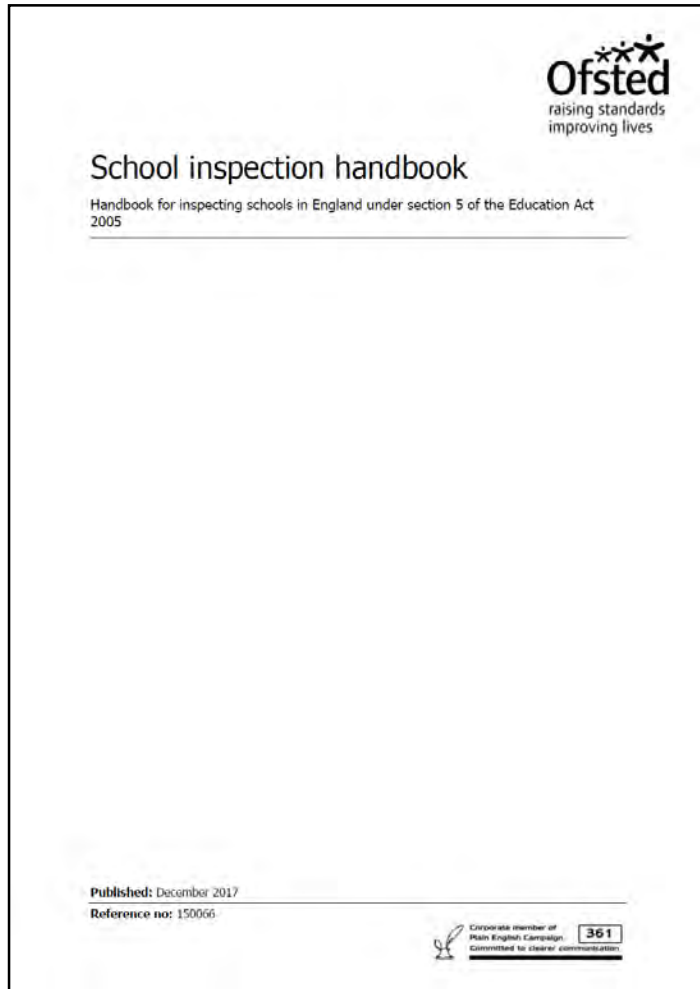
5 Pupils are safe at this school
Strongly agree
Agree
Neither agree nor disagree*
Disagree*
Strongly disagree*

Staff survey questions: schools
January 2018, No. 190005

1

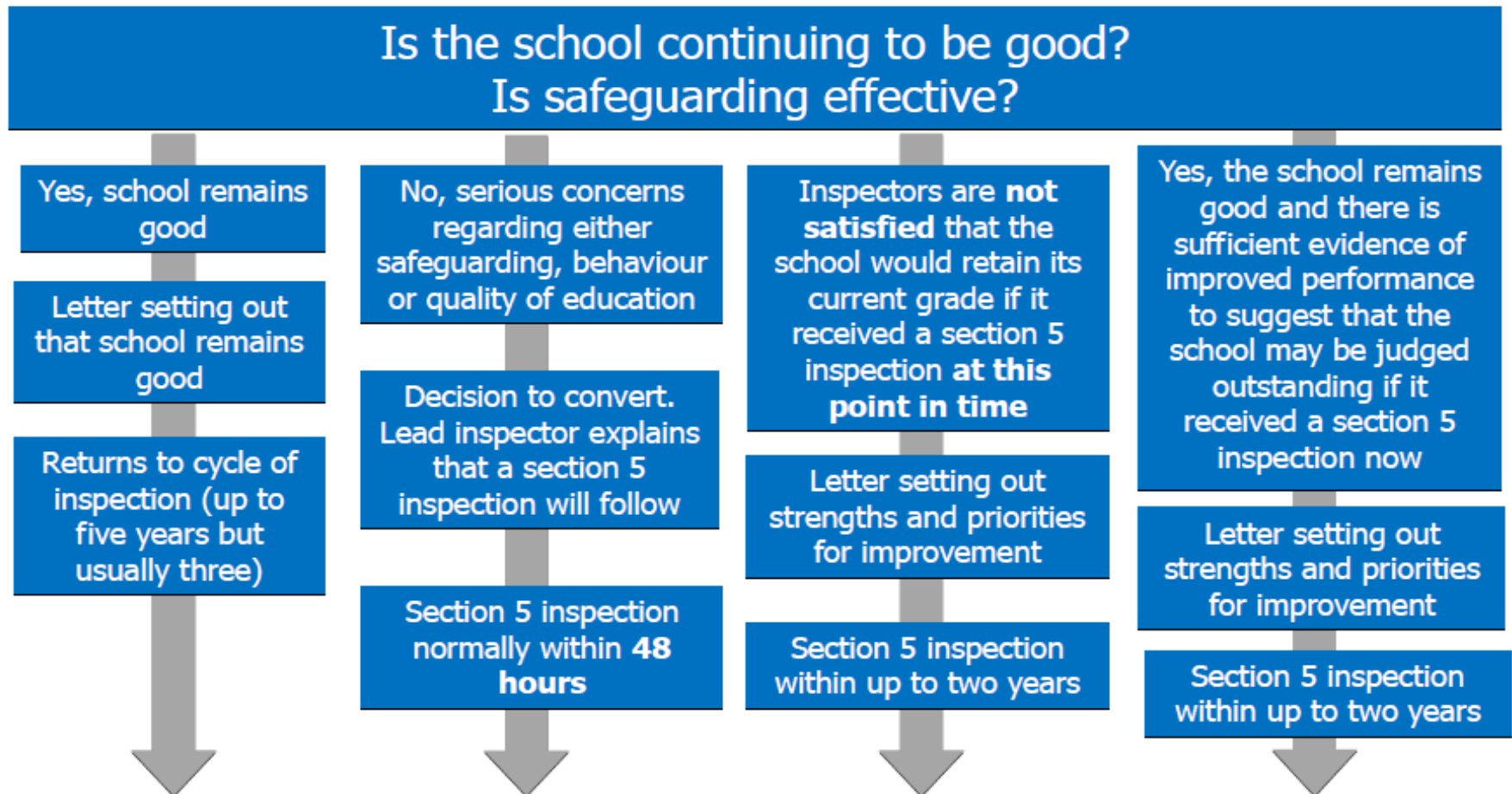
Ofsted Update

January 2018 Section 5 and 8



Ofsted Update

Four possible outcomes from a Section 8 short Inspection



Questions?

The Hertfordshire Headteacher Updates

March 2018

Safeguarding Update

Frazer Smith

Team Manager: LADO & CPSLO

Safeguarding Training 2018

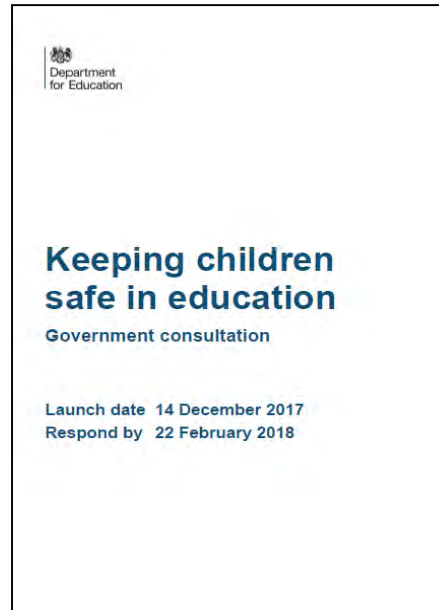
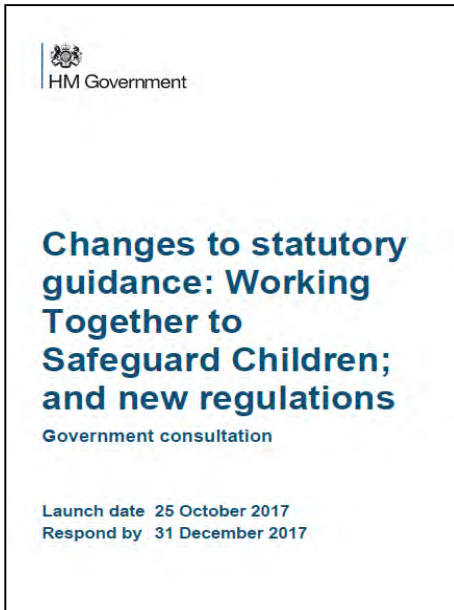
- Spring term training took place in January and February
- 482 attendees
- 98.8% rated the sessions good/excellent
- What next?
 - Spring term 2019
 - Recap on 2017 session to capture new colleagues
 - Private fostering and safeguarding
 - Gangs/trafficking

New Toolkits

- Draft toolkit to support Headteachers in allegations of criminal activity
- Allegation against staff where the threshold for complex police involvement is met
- Not a public facing document but will be made available where it is judge that this document will be beneficial

Safeguarding Updates


There has recently been consultations of or publication of three key documents:



Consultation – Working Together to Safeguard Children (HM Government , 2015)

- Consultation has now closed
- Replacement of LSCBs with local safeguarding partners
- New regulations on local and national reviews
- Responsibility for child death reviews to move from LSCB to child death review partners
- Minor changes

www.hertfordshire.gov.uk



HM Government

Changes to statutory guidance: Working Together to Safeguard Children; and new regulations

Government consultation

Launch date 25 October 2017
Respond by 31 December 2017

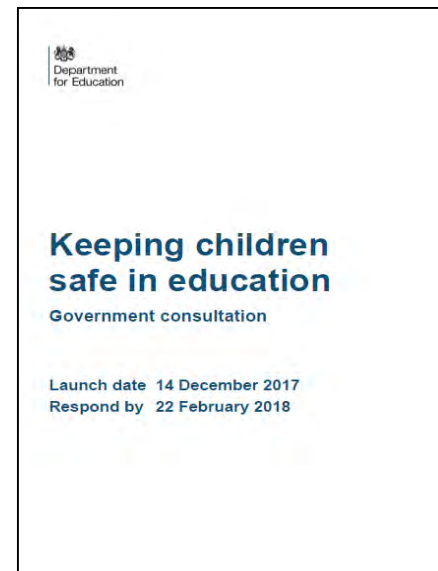
Consultation – Keeping Children Safe in Education (DfE, 2016)

- ensuring that schools have more than one emergency contact number for pupils
- when restraint is used on children with SEND
- DBS and a barred list check for parents for exchange/homestays
- CP Policy reflects local circumstances
- No need for separate SCR for each school in MAT (additional columns can be added)



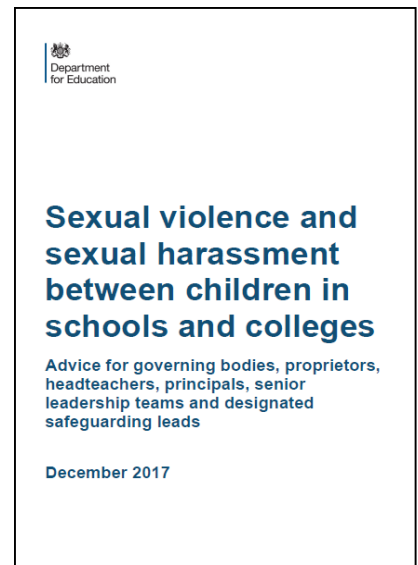
Consultation – Keeping Children Safe in Education (DfE, 2016)

- Role of deputy DSL is included in their job description
- DSL has sufficient independence from proprietor
- Additional information on some specific safeguarding issues
- Comments requested on content of SCR, references and overseas checks



Published – Sexual violence and sexual harassment between children in schools and colleges (DfE, 2017)

- The advice highlights best practice and cross-references other advice, statutory guidance and the legal framework.
- It is for individual schools and colleges to develop their own policies and procedures. (Likely to be part of CP policy)
- Case studies are provided
- Makes links to other guidance, advice and resources



Questions?

The Hertfordshire Headteacher Updates

March 2018

HR Update

Dave Windridge

HfL Head of HR & Recruitment Services

www.hertfordshire.gov.uk



HR Service update

Last time I spoke about:

Our focus this term – from feedback visits

- Helpdesk accessibility
- Occupational Health
 - Targeting reduction of 25% DNA
 - Case conferences coming soon
- Portal & policies development
- New training products from Jan 2018
 - Effective communication techniques (half-day)
 - Recruitment skills (Day 1 of 2)
 - First e-learning

This time:

- Service update
 - Team
 - Business Matters e-comms replacing HR Newsletter
- Recruitment Fairs – please cheer on!
- Support staff pay review
- Serco
- Occupational Health
- IR35
- GDPR
- April 2018 legal changes

Herts for Learning - HR Services Team



Dave
Windridge



Chris
Williams



Chris
Brown



Ali Stevens
(mat leave
until 21/5/18)



Jo Read



Lisa Witt
(Administrator)



Julie
Thompson



Emma
Bawden



John
Berwick



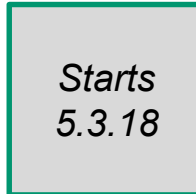
Raj
Kooner



Sami Khair
(Grad advisor)



Zoe Clark
(Grad advisor)



Louise Brace

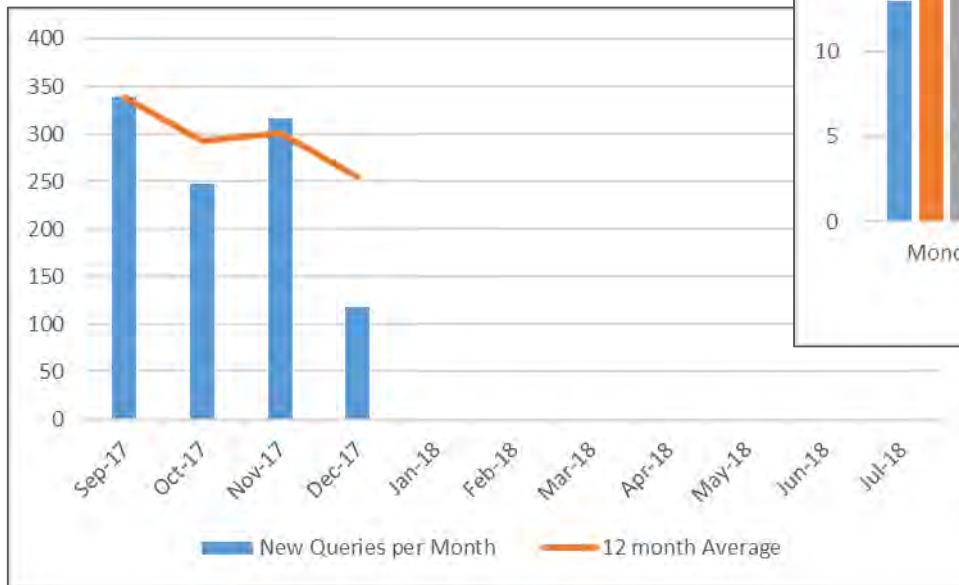
*Starts
5.3.18*

HRServices@hertsforlearning.co.uk

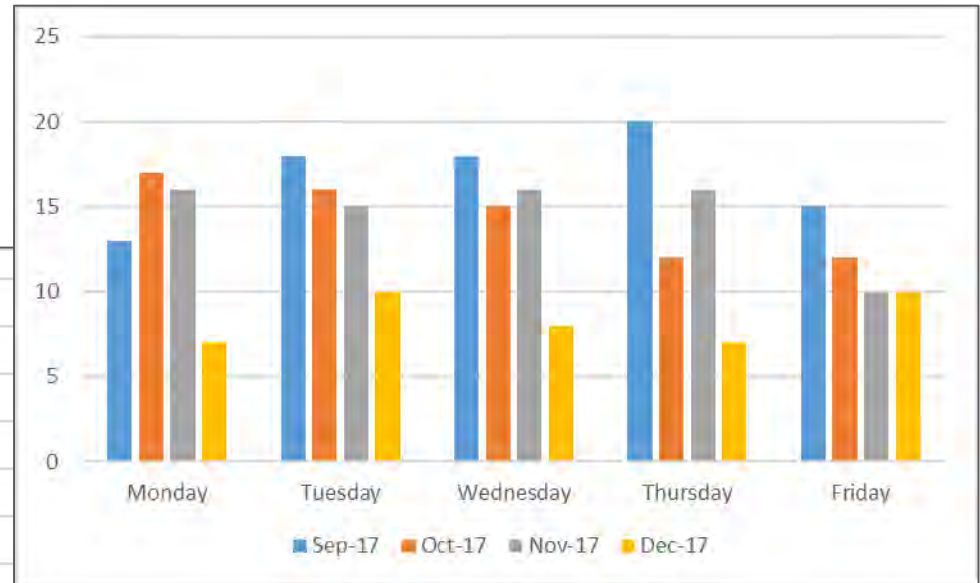
01438 844873

Accessibility & tracking how responsive we are

New queries logged & 12mth trending



Average call volumes by day of the week



Reminder of our Teacher Recruitment Fairs 2018



**Saturday 10th
March, HDC**

10am-2pm

Main Fair - Hertfordshire Development Centre, Stevenage

Our first 'satellite' southern Fair was held on 3rd February at Parmiter's School, Watford)

Please support us through social media through this week to encourage delegate attendance

teachinherts@hertsforlearning.co.uk

www.hertfordshire.gov.uk



Support Staff Pay – April 2018

For individuals on LG pay & conditions; also applies to schools that have adopted terms
Currently ongoing – live consultation between employers & employee representative bodies;
due to conclude mid-March

National process – no local consultation

Two-year deal put forward by employers

1 April 2018 - 'Year One':

- *Bottom-Loading on SCPs 6-19 (H1-H4 in Herts)*
 - The Employers considered it was necessary for higher increases on the lower pay points in order to continue to close the significant gap with the National Living Wage (NLW).
 - Therefore this part of the offer would result in a new bottom rate of £8.50 per hour on SCP6 (+9%)
- *SCPs 20+ (H5 and above) - a flat-rate increase of 2.0%*

IR35

Reminder: Since April 2017 it is now the **duty of the school to assess the status of off payroll workers** to see whether they are covered by the new regulations

- Questionnaires issued in November 2017 to all schools to assess level of understanding, controls and risk
- Information & resources for HCC schools available via the Grid - also in Schools Bulletin

HCC have supported HfL to develop a 'foundation' training activity for schools;

- HCC have shared questionnaire themes with HfL to focus on pertinent needs e.g. Gov.uk test, substitutes
- Aim to create sessions for HTs / SBMs / Admin teams to establish better understanding
- We can help HCC schools in most needs be directed back for follow-up assistance
- Cluster sessions across the county – 26 March, 17 & 24 April (1.5hr slots)
- Academies – also welcome to attend as a traded offering
- If interested please register **IR35 training** via HRServices@hertsforlearning.co.uk

Serco working group – from your feedback

Cross-agency working group –

- Focus on mutually improved performance on payroll & contracts
- Remove common pain points & ensure processes/forms correct
- Improve communication & training support

- School representatives sourced & engaged
 - 1 HT
 - 3 SBMs – Primary / Secondary / Special
 - 1 School Finance Advisor
- HCC Representatives
- Serco A/C Manager & representatives
- HfL Representatives

First meeting held 27th February

Occupational Health – from your feedback

- 1. Re-procurement - March 2019-** questionnaire & comms from HCC March 2018 as part of renewals
- 2. DNAs:**
 - We've asked OH that appointments are booked at least 3 working days' in advance.
 - Please help to confirm their attendance.
- 3. Pre-call from OHA to HT/Line manager:**
 - Useful for the Advisor to make contact with the school to discuss the referral in some more detail. Your opportunity to input.
 - OH will aim to call the school shortly prior to the time of the employee's assessment (on the day itself)
 - Help give better understanding of the role & what adjustments would be reasonable for the school to accommodate.
 - Please ensure correct contact details are provided on the referral form AND details of employee's line manager.
- 4. Nurse Drop-ins:**
 - Senior nurse practitioner – Irene Johnston - at HDC every 3rd Wednesday of the month for a case drop-in session.
 - This can either be for us to discuss particular cases/concerns or invite schools to call in and talk through a case. Please use this opportunity if you have a live case....

The screenshot shows a web browser window displaying the Herts for Learning website. The browser's address bar shows the URL <https://www.hertsforlearning.co.uk>. The website header features the "herts for Learning" logo, a shopping cart icon with "0 items", a search bar, and a "Log in" button. A navigation menu includes links for "About us", "Leadership & Management", "Teaching & Learning", "Business Services", "Training & Events", "Resources", and "News & Blogs". A breadcrumb trail below the menu reads "Home > Business Services > Data management services > GDPR support service". The main content area has a teal background on the left with the heading "GDPR support service" and the text "Designed by educationalists, supported by legal experts (Winckworth Sherwood)". To the right is a photograph of a woman in a dark blazer sitting at a conference table with other people, looking towards the camera. The Windows taskbar at the bottom shows the time as 21:10 on 25/02/2018 and various application icons.

GDPR: Support for schools in Hertfordshire

- HfL will be providing training March onwards for:
 1. Heads – briefings via HfL Business Services
 2. DPOs - carrying out the role
 3. SBMs and office staff – GDPR overview / implications for schools

Funded by the LA for maintained schools; traded to academies

- Online toolkit for schools/DPOs now available to purchase – we will ‘add to’
- HfL working with key suppliers (Capita; RM etc) to ensure compliance
- Please register for mailing list updates if your school hasn’t already
- **gdpr@hertsforlearning.co.uk**

Coming in April 2018

Gender Pay Gap reporting

- Schools/MATs with 250+ workers in-scope
- Reporting differences in average pay between genders
- Must be registered on Government website by 30th March 2018
- Summaries plus a covering statement on your public-facing website
- Reporting from 30th March 2018 onwards for previous year
- Resources available at: <http://www.acas.org.uk/genderpay> and <https://gender-pay-gap.service.gov.uk/go/actions>

Settlement Agreements

- HMRC changes effective from 6th April
- All pay in lieu of notice (PILON) will be liable for tax & class 1 NI
- The first £30k of a termination payment continues to be exempt from income tax

Questions?

The Hertfordshire Headteacher Updates March 2018

HCL – Hertfordshire Catering Limited

Ian Hamilton
Chief Finance Officer

www.hertfordshire.gov.uk



Meal prices from 1st April

- Letter sent to all Headteachers in February
- Cost pressures
 - Food costs - inflation
 - Labour costs – NLW, auto enrolment
- Junior meal price rising to £2.40
- Infant meal price to remain at £2.30
- Annual subscription
- Capital Equipment Replacement scheme

Incentive Schemes

- Why they were introduced
- Large school scheme – over 250 meals daily
- Increased uptake scheme
- Maintaining a high uptake

Safeguarding

- HCL is committed to the safeguarding of all pupils and students in schools.
- All staff have relevant safe staffing pre-employment checks – agreed with HCC.
- Mobile staff carry badges confirming checks
- For kitchen staff, the school will be issued with a Safeguarding Compliance Certificate.
- Used for the school's Single Central Record.

Thank you

Any questions?