



GOVERNANCE NEWSLETTER.

Spring 2023

Governance Helpdesk - **01438 544487**

Governance Training - **01438 544478**

Clerking - **01438 544459**

Welcome

As we approach the end of 2022 and find ourselves thinking about the festivities and celebrations to come, we encourage you to reflect on the positive impact you have all had as governors over the past term and the difference that has made with improving the outcomes for the pupils in our schools.

As the end of 2022 approaches, we urge you to make the time to reflect on everything that you have achieved over the past year. The world is a very different place than it was this time last year, but as the Christmas festivities in schools take place governors can take pride in the work that they have done to support schools now more than ever.

The Governance Team has been pleased to support boards in Hertfordshire and beyond as they plan and prepare for the year ahead. This term saw our annual conference "Raising the Bar" for effective governance attended by 140 governors, and a record 300+ Chairs attending the autumn Chairs Briefing. Quality training for governors remains high on our agenda with new courses both "live" and online being produced to support governors with current issues and hot topics.

This issue contains the usual mix of useful information, reminders, updates, and interesting articles, so we hope you find it useful and then have a great Christmas and New Year!

Governance services will be taking a break over Christmas so the phones will not be manned during w/c 26th December but we will be open for business on Tuesday 3rd January 2022. The Governance email, however, will be checked between Christmas and the New Year so if you have an urgent matter that you need support with, please email governance@hfleducation.org.

HERTS FOR LEARNING LTD IS NOW.....

The autumn term 2022 has been a period of transition where the Herts for Learning brand was also in use, but from early 2023, the transition will be complete, and all current Herts for Learning services will be available through HFL Education.



The change in name signifies an important step in the development of our organisation and supports our new strategy. We are seeking to expand our reach nationally on a digital basis, however this will always be alongside our work in Hertfordshire, and only where there are clear benefits in the long term for our Hertfordshire stakeholders. We remain a social enterprise, driven by our purpose that that every young person, through access to a great education, should be able to realise their potential, regardless of where they live, their background or circumstances.

Our new website www.hfleducation.org will run parallel with the existing website www.hertsforlearning.co.uk



and for the time being, this will be where you access subscriptions e.g. the HR Portal. Governor Training and the Chairs Service will still be accessed through GovernorHub and will not be changing.

BLACK HISTORY MONTH

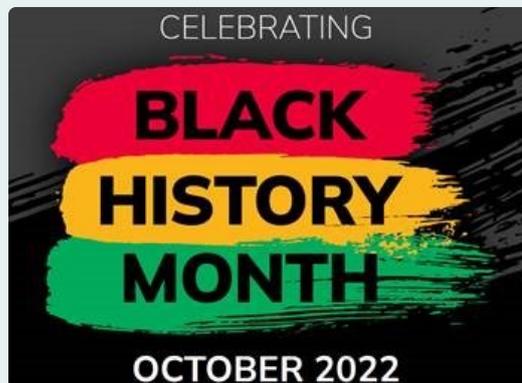
In October HFL Education celebrated Black History Month.

Black History Month in the UK was first officially celebrated in 1987 and coincided with the 150th anniversary of Caribbean emancipation of slavery and the 25th anniversary of the Organisation of African Unity.

Reflecting on the identity crisis that many black British children faced, Akyaaaba Addai-Sebo, a Ghanaian activist and coordinator for special projects for the Greater London Council, along with and Ken Livingstone, the then leader of the GLC, brought the American annual celebration to the London area.

The decision to celebrate in October was twofold;

- Traditionally, October is when African chiefs and leaders gather to settle their



HFL UPDATES

differences, so Akyaba chose this month to reconnect with black people's roots in the continent.

- Many also thought that, since it was the beginning of the new academic year, October would give black children a sense of pride and identity.

During October, HFL staff were encouraged to support this initiative with focused activities and communications. Our commitment remains to become an anti-racist organisation and to do

all we can to eradicate systemic racism within education. Whilst we are proud of what we have achieved, we recognise that we have much left to do, and will continue to invest time and resources behind this critical work, underpinned by our purpose and belief that every young person, through access to a great education, should be able to realise their potential, regardless of where they live, their background or circumstances.



NATIONAL RACE EQUITY CONFERENCE: TIME TO ACT.

How to take meaningful action to achieve race equity in your school

Wednesday 15th March 2023

Online

This national event is fully-funded for HFL Education shareholder schools through our Common Good funding

2023 NATIONAL RACE EQUITY CONFERENCE: A TIME TO ACT

How to take meaningful action to achieve race equity in your school.

Wednesday 15th March - Online

School leaders, staff, governors and trustees who are ready to address racial inequity are invited to attend this event where we will offer guidance, support and strategies to help you create change. With keynote speakers

- David Olusoga OBE, historian and broadcaster
- Reni Eddo Lodge, journalist and author
- Jeffrey Boakye, educator, writer and broadcaster

This national event is fully-funded for HFL Education shareholder school governors, staff and trustees, through our Common Good funding as part of our commitment to anti racism and race equity.

Please visit the [HFL Education website](#) for full details and contact your school if you would like to attend, or book [here](#) on GovernorHub.

GOVERNORS' CONFERENCE 2022

On Saturday 5th November 2022 we were pleased to welcome 140 Herts Governors to our annual conference which focussed on raising the bar of Effective Governance.

A series of workshops covered Effective Governance where we heard from Kathy and Jonathan about their ideas and thoughts on best practice, Attendance where Richard Woodward from HCC discussed strategies to enable effective challenge and support to improve attendance, Succession Planning where Chris Brown discussed tips and tools to help with 'talent management' and finally Bill Moore led a discussion on boards statutory responsibilities with regard to religious education.

We also had two keynote speakers; Jo Goodman from the Education Endowment Foundation led a wide ranging presentation on how effective boards can be in supporting their disadvantaged pupils and ensuring the performance gap to their more able

peers is reduced and the conference was closed by Dr Stuart Lawrence who explored the importance of diversity on your board and governors responsibilities with regard to Equalities and ended with a wonderful analogy comparing the success and management of schools to that of his favourite football club!

We would like to thank all the presenters, organisers and most importantly the governors who attended for making the conference such a success.

If you didn't manage to attend on 5th November, please have a look at the slides and handouts [here](#) on GovernorHub.

ADVERTISE GOVERNANCE AND CLERKING VACANCIES ON TEACH IN HERTS FOR FREE!

Did you know that **your school has** a subscription to the popular Teach in Herts website? This site, which is owned and managed by HFL Education, enables settings to publish unlimited vacancies to a large, targeted audience and benefit from HFL's ongoing promotion via a wide range of media as well as in person events.

With over 7,000 vacancies per year and around 50,000 site users per month, www.teachinherts.com is the number one recruitment platform for the education sector in Hertfordshire and a great place to advertise for governors and clerks.

Your Headteacher and/or administrative staff will already have access to the site and can post any governance or clerking vacancies for you – simply provide them with the advert copy and closing date. Should you need any additional advice or support, you can also contact teachinherts@hfleducation.org

Teach in Herts



HFL UPDATES

SPOTLIGHT ON TRAINING - NEW COURSES FOR THIS ACADEMIC YEAR

EXCLUSIONS BRIEFING**

WEDNESDAY
18TH JANUARY 2023
6-7.30PM

The DfE Exclusions Guidance (Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement) was updated in July 2022, with some amendments in September 2022.

This briefing session will provide an overview of the main changes for schools and academies. The session will focus particularly on the changes as they pertain to school governors, including new duties for governors in ensuring the government's ambition to create high standards of behaviour in school and that permanent exclusion continues to be used as a last resort.

***Please note - The briefing does not cover the full Exclusion process, therefore will only be suitable for those who have completed or plan to complete the Exclusions two hour course.*

Cost

- Subscribers to the HFL Education Governor Training Subscription - £10 per delegate
- Non - Subscribers - £53 per delegate

To book, please click [HERE](#).

FINANCE BRIEFING

TUESDAY
31ST JANUARY 2023
6-7.30PM

This briefing will provide an update on school finances for 2023/24 as we approach the time to set school budgets and is applicable to governors in maintained schools.

The session will cover the following:

- Update on Dedicated Schools Grant (DSG) for 2023/24.
- How schools are informed of what they will be receiving.
- Importance of the three-year forecast.
- How governors can add value or scrutinize their school's budget and three-year forecast.
- Top Ten Planning check for Governors – what is this? How do we use it?

Cost

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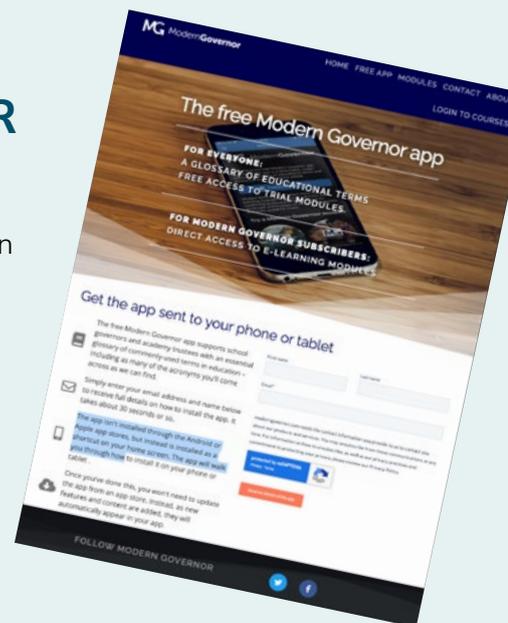
NEW PODCASTS ON MODERN GOVERNOR

We are pleased to announce the launch of **four** new podcasts to add to our existing podcast range which can be accessed via your Modern Governor link. These four podcasts support 'effective governance' and the topics covered are:

- Headteacher performance
- Under-performance across the school
- Meeting the school development plan
- Financial performance

These complement our current range of Podcasts launched last term to support with being 'Ofsted ready'.

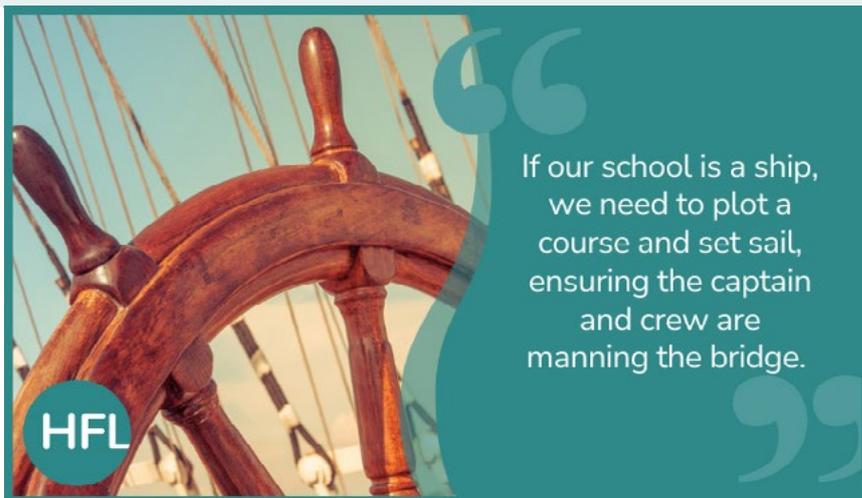
Do you know how to access our Podcasts? Once logged in [here](#), you can either use the navigation buttons in the middle of the screen and select **"Video and Audio Learning"** or you can click on these words using the menu along the top blue band to navigate to the podcast area. Remember these can be accessed via our **Modern Governor App** as well so you can listen to them on the go.



GOVERNANCE BLOGS

October's Governance blog entitled "Keeping the board's vision in focus" is available to read [here](#), and the December update will be added to our website in time for you to read over the Christmas break.

[Click here for more Governance blogs](#), and to subscribe straight to your inbox click [here](#).



LET'S TALK ABOUT MENOPAUSE EVENT

As part of World Menopause Day on 18th October 2022 our HR Services team offered a "Let's talk about menopause" event for their customers. The event was provided by Sparta Health/Educational mutual and took the form of an interactive talk aimed at breaking the stigma and building awareness. The main speaker, therapist Melanie Hall, talked about the symptoms of menopause and how they can affect daily life and encouraged delegates to chat about their personal experiences.

Depending on demand and feedback, more sessions will be arranged in the future.



DOES YOUR SCHOOL SUBSCRIBE TO THE KEY FOR SCHOOL GOVERNORS THROUGH HFL?

IF SO READ ON...



From 1st January 2023, The Key for School Governors will be known as GovernorHub Knowledge.

Nothing will change, apart from the name - so you can expect to find the same expert advice, guidance and training as you do currently on the website.

Why is the name changing?

GovernorHub became part of The Key in May 2020, and they have been working closely together ever since to support great governance on school and trust governing boards.

Members of The Key for School Governors have access to GovernorHub as part of their subscription, however, having 2 different names involved in 1 subscription can get confusing.

So, the two are being brought together in name and eventually they will be brought a little closer together technically, too, to make it even easier to get the relevant expert advice and guidance for your particular role and setting from within GovernorHub.

Exactly what will change?

On 1st January 2023, the name of The Key for School Governors will change to 'GovernorHub Knowledge'. Nothing else will change.

Your login won't be affected, and members will still have access to the same expert advice, guidance and training as before but you'll notice that the name on the website and on articles has changed.

Will I need to change my login or email address?

Logins won't be affected and existing members of The Key for School Governors will still have access to the same expert advice, guidance and training as before, using their existing contact details.

My school has other services from The Key. Does this change affect my membership?

If you subscribe to any of The Key's membership tiers, such as The Key Leaders, Leaders+ or Whole School - these won't be affected.

It simply means a change in wording:

- A subscription to The Key for School Governors becomes a subscription to GovernorHub Knowledge
- The Key Governance is now made up of GovernorHub and GovernorHub Knowledge (as opposed to GovernorHub and The Key for School Governors)

Does my board need to do anything?

No. The good news is that you don't need to do anything at all. You will notice the new name on the website and on articles, but other than that, you can carry on as you were before!

I have GovernorHub on its own. Will I have to buy GovernorHub Knowledge?

Again, no. It will still be possible to have a subscription to GovernorHub on its own - that will not change. However, there will be an option for GovernorHub users to upgrade to a subscription including GovernorHub Knowledge, if that's of interest.

What should I do if my board wants to upgrade to GovernorHub Knowledge?

You will be able to buy an upgraded subscription through HFL Education so contact governance@hfleducation.org for details.

Is GovernorHub Knowledge still part of The Key?

Yes, very much so. This change is simply a change in name from The Key for School Governors to GovernorHub Knowledge, for the reasons outlined above under 'Why is the name changing?'. Everything else stays the same.

TEACH IN HERTS RECRUITMENT FAIR 2023

Funded by HFL and Teach in Herts, this event is free to attend for all Herts schools, trusts and settings to support their recruitment of temporary and permanent staff. After a Covid-enforced break in our usual calendar, we are delighted to be hosting the event in person again this year, and the fair will take place at the Hertfordshire Development Centre on **Saturday, 4th March 2023**.

In previous years this has been a popular event for applicants to meet schools and settings face to face and has been a great boost to teacher recruitment. This year we've extended the invitation to include all **teaching, support** and **early years vacancies**.

Delegates can sign up to attend via the Teach in Herts homepage – and schools can register interest via their school's dashboard or email the team at teachinherts@hfleducation.org.

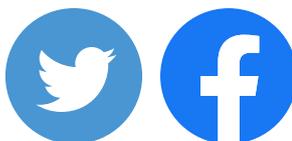


SAYING GOODBYE...

After 10 years in Governance, Kathy Dunnnett retires in December 2022. Kathy devised and set up the Chairs Service which provides essential support and guidance, and which has now grown into a hugely respected and popular resource which 85% of schools in Hertfordshire subscribe to.

Many chairs over the years have benefited hugely not only from Kathy's depth of knowledge about all things governance and her wise counsel, but from her empathy, supportiveness, and kindness. In the Governance team, we will miss Kathy very much for all of these reasons, but also because she is a funny, interesting and generous friend.

We are sure that you will join with us in wishing Kathy a very well-deserved happy retirement and more time with her precious grandchildren. She has advised us that if we offer to buy her a coffee, she will always be free for a catch-up so we will be taking her up on that!



FOLLOW HFL GOVERNANCE ON TWITTER AND FACEBOOK

We are now active on Twitter and Facebook (search HfLGovernance) where we post news, alert you to upcoming events and share content from the wider world of governance and education. This activity does not replace our usual email and Governor Hub communications but is there as a reminder of things you may be interested in and comes direct to your phone.

If you get a moment, please follow us on either Twitter or Facebook (or both!) and like/ share our posts to grow our online community of governors to receive the latest updates from the HFL Governance team.

If you would like any help engaging with our social media alerts or have any suggestions for things you would like to be alerted to or informed about please email:

jonathan.ellam@hertsforlearning.co.uk

HCC AND DFE UPDATES

SFVS RETURN 2023

The Herts GRID has now been updated ready for the SFVS submission which is due on 31st March 2023.

thegrid.org.uk/finance/internal-audit-and-sfvs/sfvs-guidance

The SFVS return is a mandatory annual requirement from the Department for Education (DfE).

To ensure that you comply with the DfE requirements please ensure that you submit your completed SFVS return to SIAS (sias@hertfordshire.gov.uk) in word format, by the above date. Updates will be posted on the Grid and via Bulletins should any further changes be announced.

Remember that there is an online course on Modern Governor which gives governors an understanding of why the SFVS is now, not only important from a compliance perspective, but also because using the tool can develop and evidence your board's practice and approach to financial security

Click here to access the course in GovernorHub if your board subscribes to Governor Training.



Want to talk about it?

Making space for
conversations
about life online

SAFER INTERNET DAY 2023 (UK SAFER INTERNET CENTRE)

TUESDAY 7TH FEBRUARY 2023

Safer Internet Day 2023 will take place on the 7th of February 2023, with celebrations and learning based around the theme 'Want to talk about it? Making space for conversations about life online'.

The UK will be celebrating by putting children and young people's voices at the heart of the day and encouraging them to shape the online safety support that they receive.

To find out more and register your support, go to: saferinternet.org.uk/blog/theme-announced-for-safer-internet-day-2023

KEY DfE UPDATES TO BE AWARE OF:

- **Keeping Children Safe in Education (KCSiE)** updated September 2022
- **Schools causing concern** updated September 2022
- **Behaviour in Schools Policy** – most recent update October 2022
- **School Suspensions and Permanent Exclusions** – September 2022
- **Working together to improve school attendance** – September 2022
- What **maintained schools/ academies** must publish online– September 2022
- **Academy Trust Handbook** updated September 2022
- **Education and Skills Funding Agency (ESFA)** provides weekly updates of information for trusts.



Department
for Education