SUMMER 2025



HERTFORDSHIRE GOVERNANCE NEWSLETTER

Governance Helpdesk - **01438 544487** Governance Training - **01438 544478** Clerking - **01438 544459**

WELCOME

Dear Governors

As we approach the end of the spring term, we are delighted to share the latest updates and achievements within HFL Education and the wider education community. This term has been particularly notable for the very successful Governance Leadership briefing, which saw an impressive attendance of over 200 chairs of governors from across Hertfordshire. The event provided a valuable platform for sharing insights, discussing best practices, and fostering collaboration among our dedicated leaders. Additionally, almost 100 governing boards have received their in-house training sessions this term, significantly increasing the skills and confidence of their board members. We look forward to building on this momentum and continuing to support our schools in delivering excellence in governance.

We would like to extend our heartfelt thanks to all our governors for their hard work and dedication. Your commitment is truly making a difference. As we head into the Easter break, we encourage you to take some well-deserved time for yourselves to rest and recharge.

Please remember that the HFL Governance team is here to support you every step of the way.*

Governance Helpdesk
governance@hfleducation.org
01438 544487

Governor Training gov.courses@hfleducation.org 01438 544478

* Article written with assistance from Copilot. Following training this term, HFL staff have been exploring how AI can support us in our work. To read a blog on how governors can better understand the use of EdTech and AI in their schools please **click here**.

GOVERNOR TRAINING UPDATE

INDUCTION TRAINING

We now offer separate induction courses for governors of **maintained schools** and **academies**. Each course last two hours.

THINKING OF MAKING CHANGES....?

The updated Understanding the Landscape in-house session is great for maintained schools considering their options and includes information around joining a MAT as well as the option to federate. We continue to offer UTL which focuses on joining a MAT (suitable for maintained schools and SATs).

For schools considering Federation, the training team have launched a course to support maintained boards. The training is suitable for boards who have identified who they are federating with and those considering researching federating as an option.

RACE EQUALITY AND ANTI-RACISM: GOVERNORS TRAINING – LAUNCHING SUMMER TERM 2025

Governors play a crucial role in ensuring that schools meet their legal duties regarding race equality and anti-racism. This course will equip you with the knowledge and tools to effectively oversee and promote race equality within your school. You will gain a comprehensive understanding of what race equality and anti-racism mean for the curriculum, school policies, and recruitment and retention practices. Additionally, you will learn about the specific responsibilities of the governing body in fostering an inclusive and equitable school environment.

Outcomes include:

- Understanding the legal duties of schools regarding race equality and anti-racism.
- Exploring the implications of race equality and anti-racism for the curriculum, school policies, and recruitment and retention.
- Clarifying the role of the governing body in promoting and monitoring race equality.
- Developing confidence in implementing and overseeing race equality initiatives.
- Opportunity to discuss challenges and share best practices with expert support.

GOVERNANCE LEADERSHIP UPDATE

KEY DATES FOR YOUR DIARY: TERMLY GOVERNANCE LEADERSHIP BRIEFINGS

(FORMERLY CHAIRS BRIEFINGS)

Tuesday 17th June 2025, 6-8pm (online) For more information and to book click here.



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GOVERNANCE LEADERSHIP NETWORKS – RUN BY HERTFORDSHIRE CHAIRS FOR HERTFORDSHIRE CHAIRS

Three networks have been set up to cover Hertfordshire

- Each network has a District Chair recruited from Herts Chairs
- Meetings are termly, free to attend and follow the Governance Leadership Briefings
- For further details and to book your place on GovHub click here
- Meetings are hosted remotely on MS Teams

For further details and to book click here.



BEING AN EFFECTIVE GOVERNANCE LEADER TRAINING (FORMERLY BEC)

We are excited to announce a **completely new BEC training course** that has launched this autumn, with the aim to **scaffold confidence in governance leadership roles**. This course is free to all Governance Leadership Service subscribers with no limit on the number of places for your board, whether to **support those newly in position, support succession planning or as a refresher for those with experience!** We would be delighted to get your feedback on this completely revamped course.



Spring and summer term 2025 **remote*** training dates can be **booked here**. (* **Remote (three sessions)** – **all three sessions need to be completed**)

OUR LATEST GOVERNANCE BLOG IS READY TO READ!

Working together with the fabulous Lucy Makins from our HR recruitment team this is the first of two blogs exploring possible approaches to flexible working for both school staff and also school leadership. With a focus on what boards need to consider, and case studies from a number of Hertfordshire schools, we hope you find this a useful introduction.

Embracing flexible working – a governor's guide (Part 1) | HFL Education

HFL Governance blogs:

- Published half-termly
- Range of topics to support governors and stimulate board discussion
- Average readership 300+ (some have achieved 1200+)
- Opportunity to move away from formal support and advice to something a bit more subjective/ opinionated!
- You can read our and all other HFL blogs from other teams here.



MODERN GOVERNOR

- Access to 75+ modules, included within Herts Governance training package to compliment the "real time" training available.
- Training pathways available for a structured training approach.
- Content to support governor's strategic role including:
 - Finance and budget setting
 - Investigations, complaints and exclusions
 - Introduction to governance
 - Safeguarding
 - Effective governance
- GCP / Clerking specific modules to support this valuable role.

Supporting effective governance with:

Wednesday 12th November 2025 ONLINE 1-5pm

Explore reading fluency through the lens of world-leaders in their fields:

Professor Tim Rasinski; Christopher Such; Sarah Green; Matt Goodfellow and many more.

- Recently updated modules include Effective Governance, for both academies and maintained settings, EYFS and Conflict Resolution.
- Ofsted module has been updated to a webinar version. This has been created from requests for more of this type of content.
- Catalogue of modules available on subscription within Getting Started section.
- Check the right governors are set up, accessing and making the most of their training.

Contact the team via email at: support@moderngovernor.com

HFL UPDATES

fundamentally shaped how fluency is understood and taught in classrooms worldwide. Our own HFL Reading Fluency Project delivery team including Juliet McCullion and Kathy Roe will also be contributing and sharing their expertise.

THE READING FLUENCY SHOWCASE 2025

This is an unmissable conference for primary and secondary headteachers, heads of English, reading leads and those with a keen interest in improving reading pedagogy. Fluency and comprehension will be explored for the benefit of all learners, including those identified as struggling readers from Key Stage 1 to Key Stage 4. Tickets cost £95 +VAT per delegate with additional tickets in same order costing £60 +VAT per delegate.

Join us online on Wednesday 12th November 2025 for an afternoon of inspiration, learning, and collaboration as we bring together some of the most prestigious names in the field of reading fluency instruction including Professor Tim Rasinski, whose pioneering research has

Find out more.

HFT Part of the HFL Education family





COMPLAINTS SERVICE UPDATE

Here is a summary of a range of things that complainants have been complaining about this year:

- Allegations around the making of reasonable adjustments.
- Allegations regarding individual members of staff.
- Allegations of poor communication.
- Attendance and term time holiday issues.
- Behaviour-related matters, e.g. how allegations of bullying are dealt with.
- Conduct of other parents and guardians.
- Equality-related complaints involving allegations of discrimination.
- Issues around Parental Responsibility and Safeguarding.
- School journey/residential trip issues.
- Special Educational Needs and Disabilities (SEND) provision issues.
- Responses by schools to enquiries made by an external agency, e.g. Ofsted or DFE following parental approach.

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The HFL Complaints Toolkit provides

- A low-cost, high value self-service annual subscription to manage school-based complaints.
- Tailored to setting type providing step by step guidance for the full complaints process.
- Template responses for all stages.
- Essential dos and don'ts.
- Access to complaints advice, tailored to your individual complaint.
- Termly complaints webinar.
- Each subscription gives access for up to five people. E.g. Headteacher, Chair of Governors and School Business Manager or Internal Complaints Coordinator.

Full details of the complaint services and feedback available here.



TERM TIMES, ISSUE 4 IS OUT NOW!

We are committed to providing a high-quality service and working in an open and accountable way. If you have any feedback, queries or require any support with anything covered in *Term Times* please call us on 01438 544464 or email **info@hfleducation.org**

Sign up to receive the next edition direct to your inbox.



TAKE PART IN THE HFL KS3 MAKING FLUENT AND FLEXIBLE CALCULATORS PROGRAMME TRIAL WITH THE EEF

HFL Education are partnering with the Education Endowment Fund (EEF) and The Policy Institute at King's College London in a part-funded evaluation of our Making Fluent and Flexible Calculators Programme for KS3. If you're part of a state school in England (whether maintained, MAT, SAT or free school) with low prior attaining Year 7 students in 2025 why not take part in the evaluation? This whole-class programme targets lower-attaining Year 7 students, offering them a critical early intervention designed to build their confidence and proficiency in maths.



Find out more and register your interest today. Places on the trial are limited so sign up as soon as possible! If you'd like more information email **fluentandflexible.eef@hfleducation.org**

DFE, HCC AND OTHER NATIONAL UPDATES

HERTS CONSTABULARY CYBER SECURITY TRAINING FOR SCHOOL STAFF, LEADERS, GOVERNORS AND PARENTS.

The Eastern Region Special Operations Unit's Cyber Protect and Cyber Choices team will continue to deliver their popular **free** education focused events at multiple dates throughout the next academic year. There are events for educational staff, governors/senior leaders and parents:

- Cyber security and introduction to Cyber Choices session for UK Education Staff
- Cyber Security Awareness Session for UK School Governors / Senior Leaders
- Parents / Carers Cyber Choices and Online Safety Events

Please note there are two parts to the parent events, and you will need to register for each independently.

• Parents Event - Pt1 - Introduction to Cyber Choices and Online Risks

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• Parents Event - Pt2 - Tools and techniques to improve the cyber security of your family

For further details of courses and links to register **please click here to view in GovernorHub** or contact **governance@hfleducation.org** to receive a copy by email.

REQUEST FROM THE SECRETARY OF STATE FOR EDUCATION – BRIDGET PHILLIPSON

".....as we move into this new era of accountability, I am asking leaders, teachers and parents in your communities to respond to two key consultations that will shape the next chapter of accountability and improvement in our schools:

I would like to hear your views on our proposals for school accountability reform.

And Ofsted are consulting on their plans for report cards and inspection structures. '

HFL Governance team view: Both the above consultations run in tandem and close on April 28th, 2025. Please encourage all stakeholders to complete these consultations to ensure that your school community voice is heard and helps shape any future outcomes.

PREVENT TRAINING FOR GOVERNORS AND TRUSTEES

The DfE is currently offering 'Prevent in education' **training sessions for governors and trustees**. The virtual sessions focus on the implementation of Prevent and have been designed to help those that govern to understand their responsibilities and the importance of the Prevent duty.

Places are still available for the May and July sessions:

Monday 12th May 2025, 5:00-6:15pm

Thursday 3rd July 2025, 5:00-6:15pm

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SAFEGUARDING UPDATE:

The current guidance on the use of reasonable force dates from 2015. Much has changed since then in the way that we support children whose behaviour might cause harm to themselves and/ or others. The government has prepared revised guidance that it is now consulting on.

The guidance has been updated to:

- provide new statutory guidance about recording and reporting the use of force, effective from September 2025
- provide new non-statutory guidance about the use, recording and reporting of other restrictive interventions
- provide additional clarification on the use of reasonable force to help school staff use this power safely and appropriately
- provide specific support for staff who work with pupils with special educational needs and disabilities (SEND)
- make clearer the responsibilities of school staff, governing bodies and proprietors

The draft guidance for consultation can be found here. You can contribute to the consultation here. Consultation closes Tuesday 29th April 2025

Find out more.

UPDATE FROM GOV.UK FOR: SEN AND DISABILITY DUTIES: GUIDANCE FOR SCHOOL GOVERNING BOARDS

The DfE has published guidance for school governing boards on the board's role and responsibilities supporting pupils with special educational needs.

Read the update here.

EQUALITY ACT 2010 AND DISABLED PUPILS: A GUIDE FOR GOVERNORS AND TRUSTEES.

Please click here to read in GovernorHub or contact governance@hfleducation.org to receive a copy by email.

DFE: EDUCATION FOR WELLBEING PROGRAMME FINDINGS

The DfE has **published a series of reports** which show the findings of research from the education for wellbeing programme. The programme tested the effectiveness of 5 ways of supporting pupils' mental health and wellbeing in schools. The research was conducted in three waves between 2018 and 2024.

Please **click here to read an overview** of the findings and the full reports in GovernorHub or email **governance@hfleducation.org** to receive a copy by email.

OFSTED NEWS...

BLOGS

These are a useful and quick way to understand their thinking on a wide range of topics around school inspection and can be easily accessed here Ofsted: schools and further education and skills (FES).

OFSTED YOUTUBE CHANNEL

The Ofsted YouTube channel is another useful source of support. You can view two important webinars that provide a comprehensive update on all changes announced by Ofsted in the September for both graded and ungraded inspections Ofstednews - YouTube.

OFSTED ARE CARRYING OUT THEIR OWN REVIEW INTO ARTIFICIAL INTELLIGENCE IN SCHOOLS

This research will investigate how schools and further education colleges are using AI to support teaching and learning and to manage administrative systems and processes'. Terms of reference: Ofsted research on artificial intelligence in education.

INSPECTING SCHOOLS: GUIDE FOR MAINTAINED AND ACADEMY SCHOOLS

This guide gives a summary of what schools should expect and what they need to do as part of an Ofsted inspection (updated October 2024. Inspecting schools: guide for maintained and academy schools.

INSPECTING SCHOOLS: GUIDANCE FOR PARENTS

This may be useful to put on your website or send out to parents if you are in the Ofsted window. Inspecting schools: guidance for parents.



