

The Hertfordshire Headteacher Updates

March 2019

Programme

Hertfordshire perspective	Jenny Coles/Simon Newland
Ofsted update	Tania Rawle
DfE updates	Tania Rawle
SEND transformation	David Butcher/Jo Fisher
Safeguarding update	Frazer Smith
HR update	David Windridge

The Hertfordshire Headteacher Updates

March 2019

Hertfordshire Perspective

Jenny Coles – Director of Children’s Services

Simon Newland – Operations Director, Education

Changes in Hertfordshire

- Staffing changes in Children's Services
 - Lindsay Edwards, Operations Director, SCYP retiring at end April
 - Jo Fisher now in post as Operations Director Designate

Hertfordshire County Council Children's Services Board

Jenny Coles

Director of Children's Services



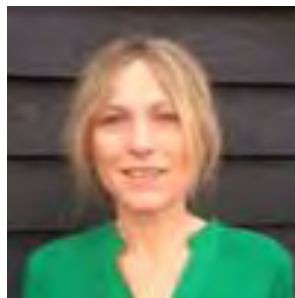
Simon Newland
Operations
Director, Education

Lindsay Edwards
Interim Operations Director,
Services for Children & Young
People

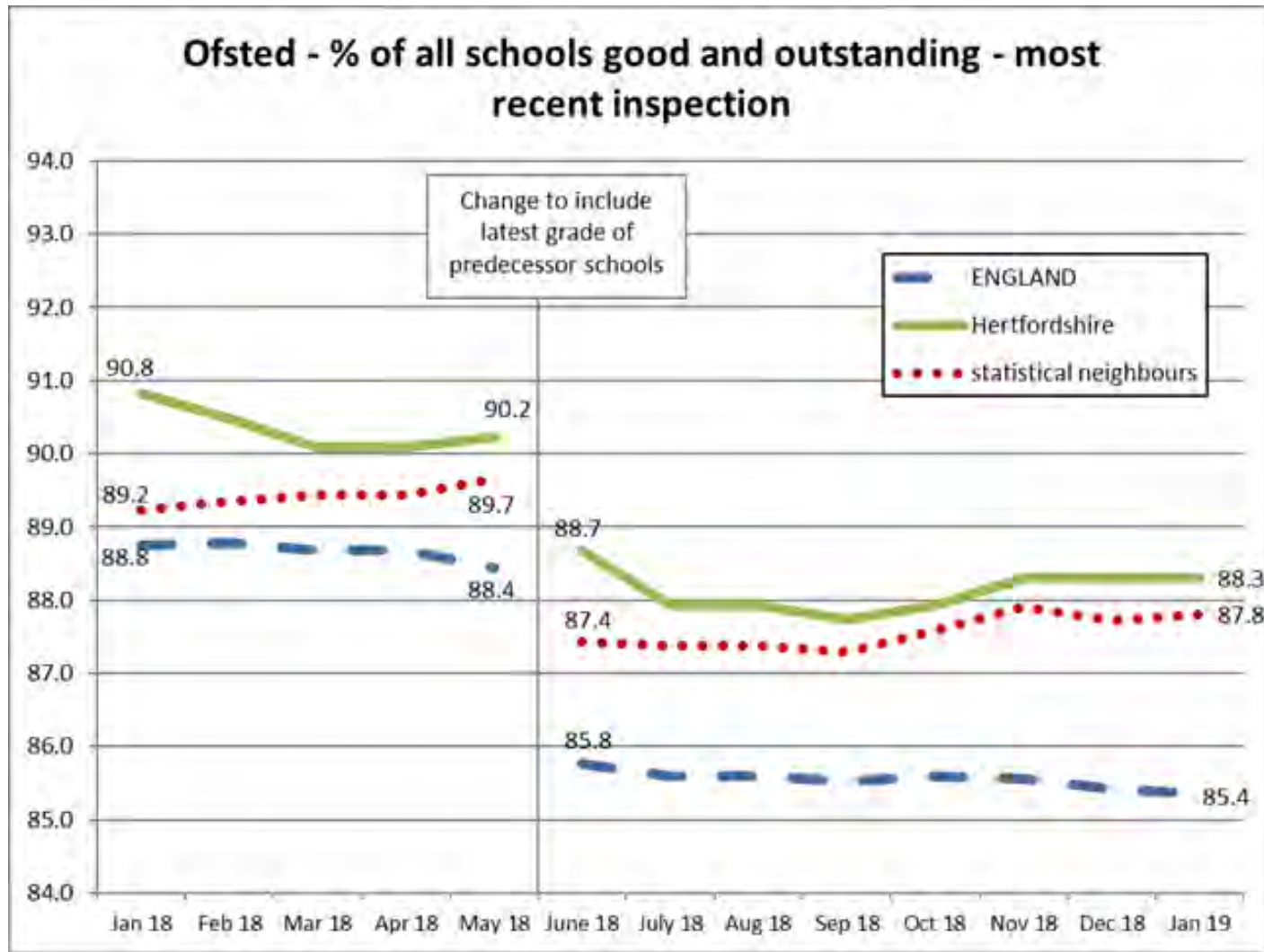
Jo Fisher
Operations Director, Services
for Children & Young People

Matt Ansell
Operations Director, Children &
Families

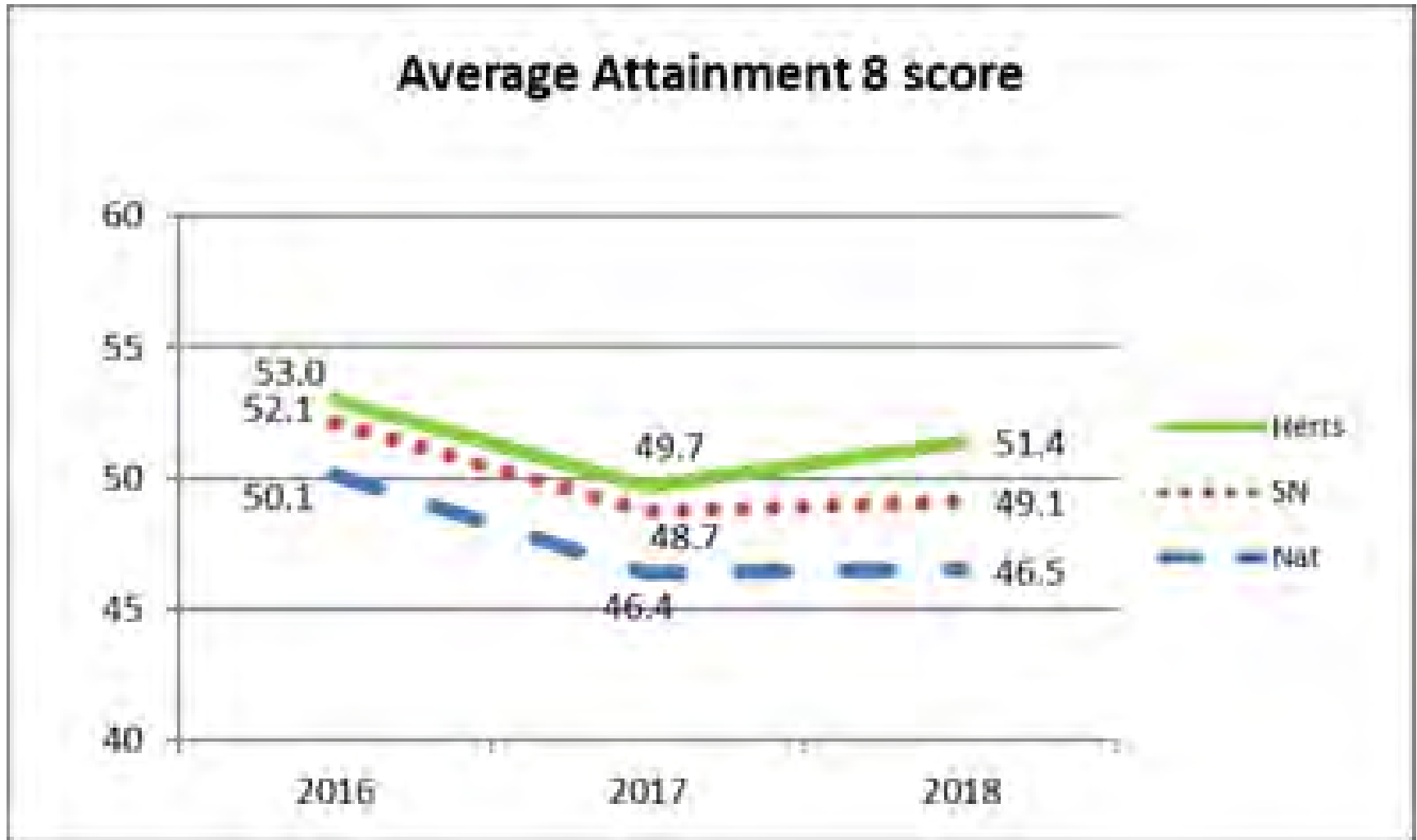
Marion Ingram
Operations Director,
Specialist Services



Ofsted: Latest G & O Schools



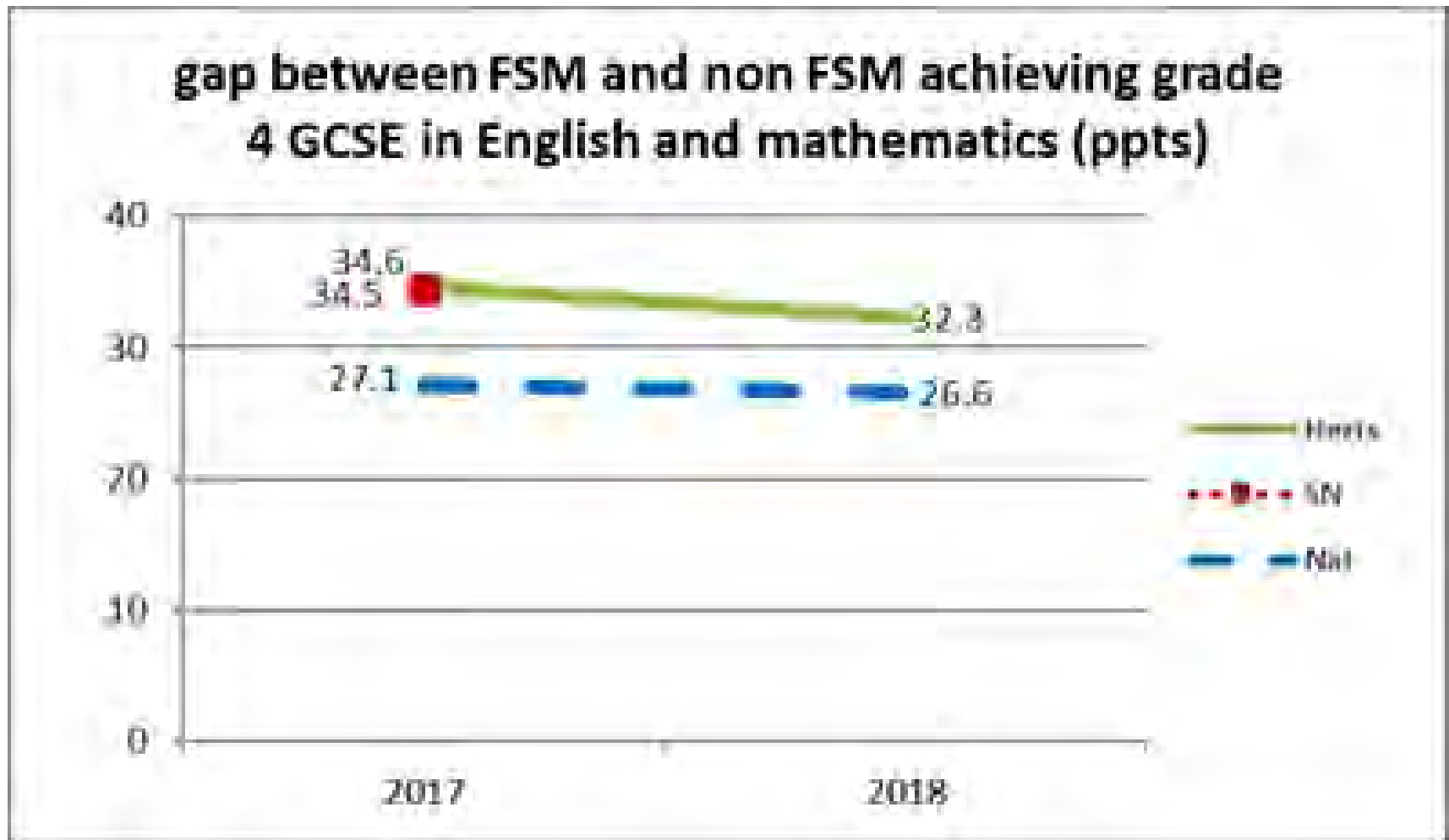
Final secondary attainment data



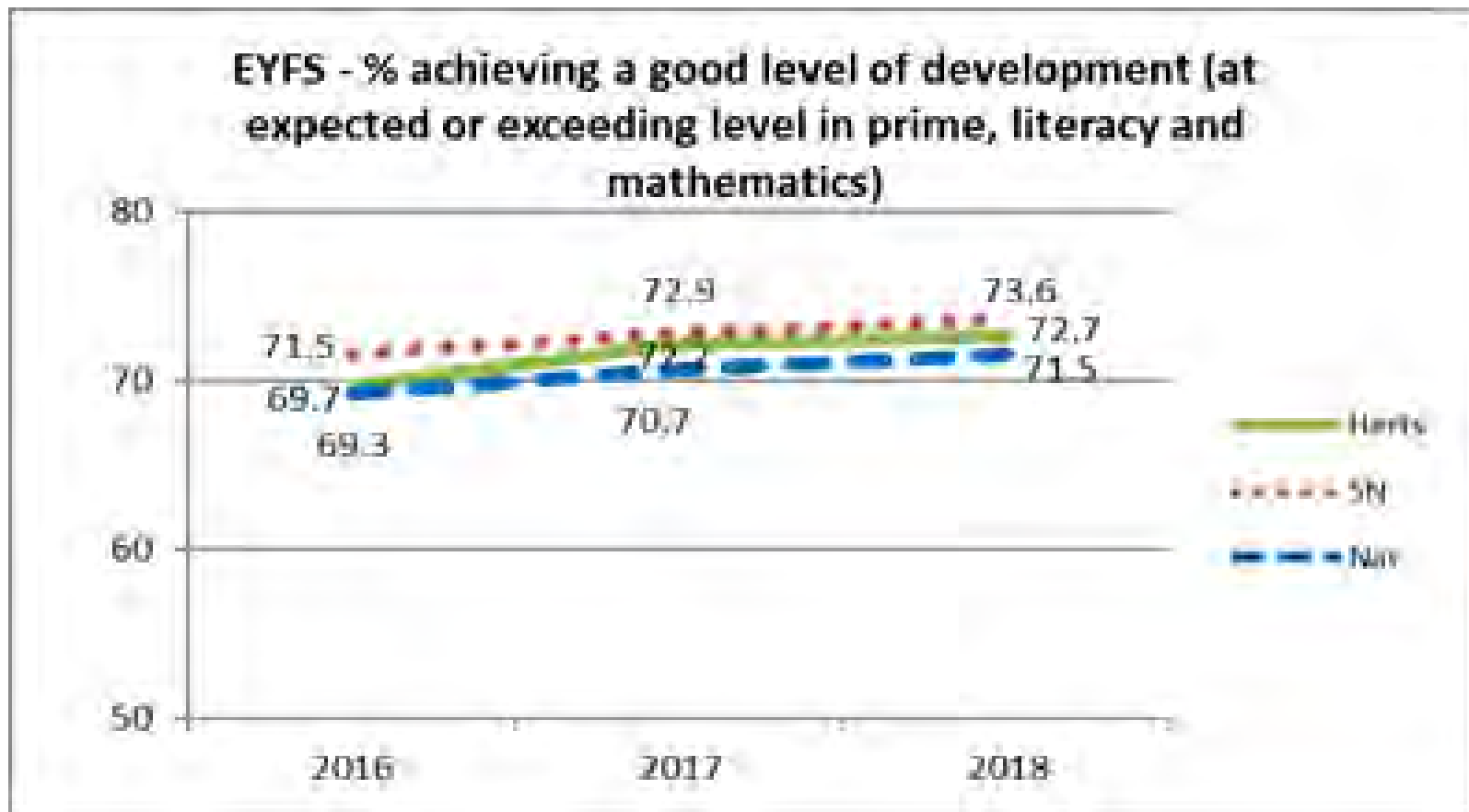
Final secondary attainment data



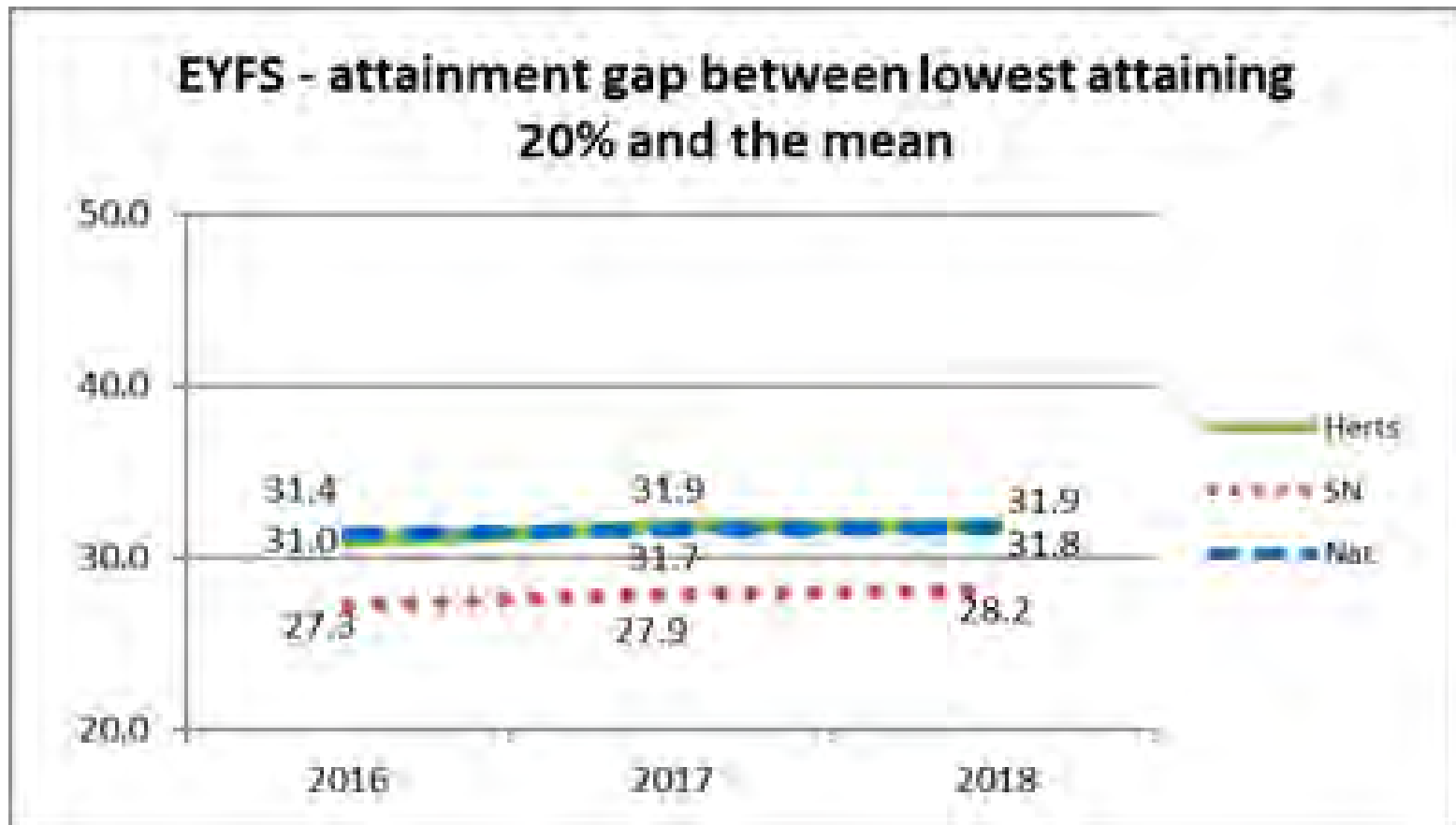
Final secondary data; disadvantage



Early Years and the transition and attainment project



Early Years and the transition and attainment project



Financial position update

- Final position a 1.1% real-terms reduction in per pupil funding
- Addition of £1m to primary low prior attainment factor, within the above (£1m is about 0.1% of the Schools Budget).
- Large DfE one-year only commitments for 2019/20 – TPS, Teachers Pay
- DfE affordability guidance of 2% for next years STRB
- Importance of lobbying activities

Applications and allocations data

- Secondary applications this year rose by 3.8% / 539, i.e. 18 Forms of Entry
- Primary applications remain absolutely flat, though we had expected a small decline.

Schools Forum HLN decisions

- HLN budget proposals agreed
- £2m set aside for future High Needs Banding review and complex needs in mainstream
- £0.3m immediately for pupils waiting for a special school place
- £0.5m EYs SEND

Schools Forum HLN decisions

- £0.4m to support Speech and Language Base review
- Support for anxiety/mental health
- £0.25m additional funding for DESC and the Links

Other Schools Forum decisions

- Modernisation of the Grid
- Enhancement of staffing for Integration Team
- Extension of service provided by Safe Space

[Schools forum | Hertfordshire County Council](#)
[| www.hertfordshire.gov.uk](http://www.hertfordshire.gov.uk)

Visits and support to maintained schools

- Introduction of programme of visits funded by HCC
- Topics selected based on our intelligence
- Governance, Standards, EYs, Finance
- Intended to support schools, enhance our understanding
- Complements existing activities, such as HIP visits, sustainability workshops etc.

Hertfordshire Schools Apprenticeship Levy Statistics

Sandra Barley – Business Delivery Manager

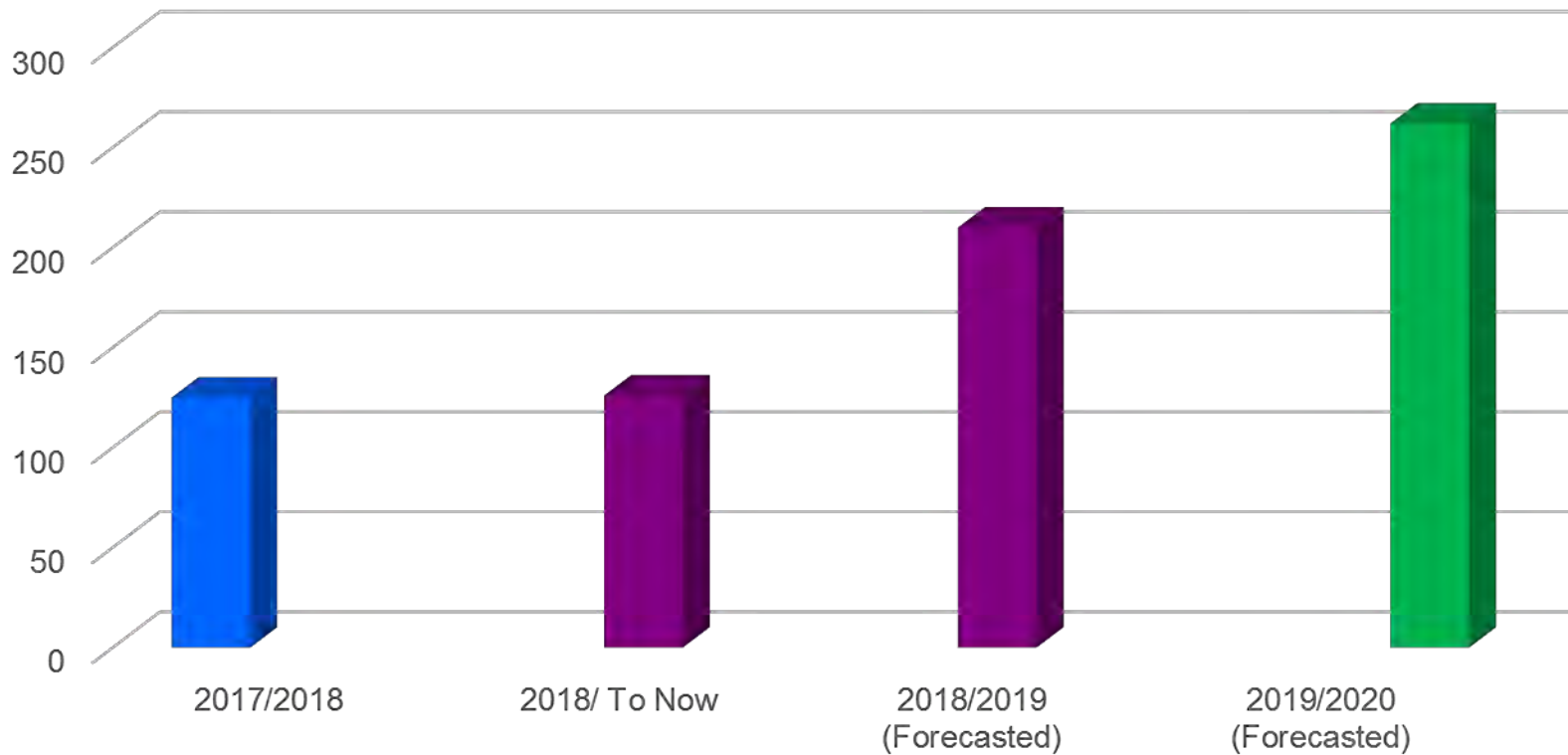
www.hertfordshire.gov.uk



Apprenticeship Qualifications Delivered Across Hertfordshire Schools

- **2017-18 School Year:**
 - 125 Apprenticeship Qualifications were delivered across 79 Schools
- **2018-19 School Year – to Feb:**
 - 126 Apprenticeship Qualifications being delivered across 68 Schools to date

Apprenticeships Delivered Across Hertfordshire Schools



Apprenticeship Qualifications Delivered Across Hertfordshire Schools by Subject

Qualification	2017/2018 school year	2018/2019 school year
Activity Leadership Level 2	25	10
Business Administration Level 2		2
Business Administration (Level 3)	2	1
Business & Professional Administration Level 4		1
Children and Young people's work force Level 2	4	2
Children and Young people's work force - Early years educator Level 3	9	7
Community Activator Coach Level 2		5
Digital Industries -- infrastructure technician (Level 3)	7	1
Facilities Management Level 3	1	
School Business Professional Level 4		7
Supporting Teaching and Learning in Physical Education and School Sport (Level 3)	32	21
Supporting Teaching and Learning in Schools (Level 2)	20	16
Supporting Teaching and Learning in Schools (Level 3)	25	25
Teaching Assistant Standard Level 3		28
Total Qualifications	125	126

Mental Health in Hertfordshire

Whole School Approach



- Every school should have a Mental Health Lead and a Deputy Lead. Please inform CAMHS-Schools Link Managers by emailing: SchoolMHTraining@hertfordshire.gov.uk
- MH Leads and deputies are asked to complete a Level 2 training in the first instance. This requires updating every 2 years by attending a short session.
- A Whole School Approach, self review tool and kite mark is available on the Healthy Young minds in Herts website. All staff can register and access the website, which also provides a range of toolkits, information, resources and worksheets: www.healthyyoungmindsinherts.org.uk ; once registered please go to “schools” section and click on Mental Health Leads Toolkit.
- **Launch Event of Healthy Young Minds in Herts Mental Health and Emotional Wellbeing** kite mark to take place on the morning 3rd April 2019 at the Fielder Centre in Hatfield. All schools invited, 1 place per school. Please email SchoolMHTraining@hertfordshire.gov.uk to book.
- All schools staff need to complete 2 MindEd online training via www.minded.org.uk (Schools learning path): https://www.minded.org.uk/Catalogue/Index?HierarchyId=0_36571&programmeld=36571
- Mental Health Leads and deputies are asked to deliver a 90 minutes mental health level 1 awareness training to all school staff following attendance to the Mental Health Leads Level 2 training. This training is valid for 2 years.

Questions?

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March 2019

Ofsted updates


Tania Rawle
Head of Standards and Accountability

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Ofsted Update

School Inspection Update – November 2018



School inspection update

November 2018 | Issue: 16

Message to inspectors from the National Director, Education

Welcome to the latest edition of 'School inspection update'. This issue follows the fairly recent 'special edition', but with the end of the calendar year and Christmas approaching, there are important items I would like to share and clarify before we enter the New Year.

In this edition, we focus on segregation. Unlawful segregation has made headlines in recent months, resulting in lots of uncertainty and questions from the sector on the approach that Ofsted will take during inspection. With this in mind, from September 2018, the key messages are:

- any school segregating pupils unlawfully will have this addressed in the inspection report
- a school cannot be outstanding or good in their leadership and management where there is unlawful segregation of pupils.

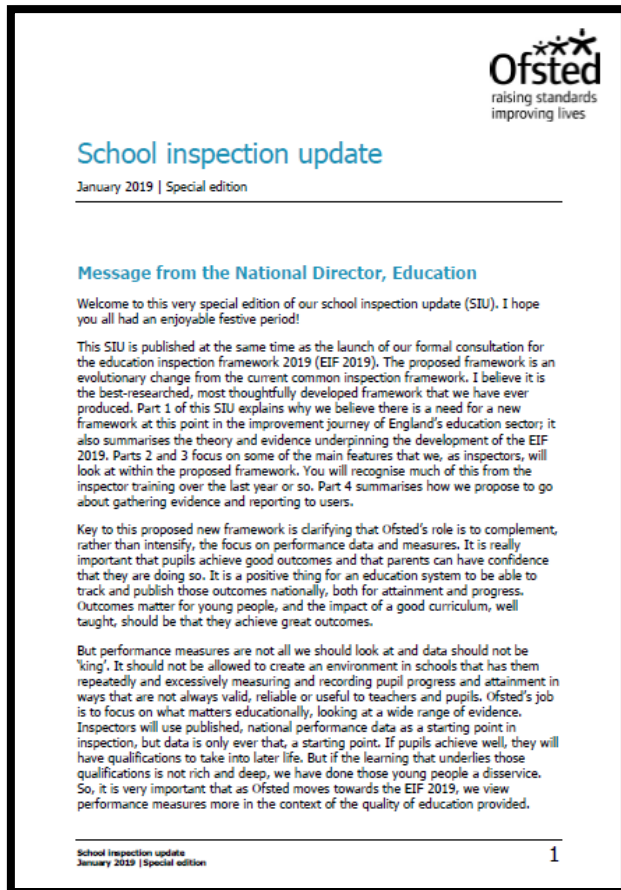
This edition also includes the latest information on: the launch of electronic evidence gathering (EEG) for school inspections; and a link to a letter from Ofqual to headteachers and examinations staff about the summer 2019 exam series, including how Ofqual might support schools better.

As you know, we are developing a new education inspection framework for 2019 (EIF2019). We have already started to share our thoughts with the sectors and invited views. In January 2019, we will be consulting on, both, the framework and individual handbooks for schools, early years and further education and skills. This plays a really important part in the process of sharpening our focus on the curriculum even further.

This update includes guidance on;

- Segregating by gender
- Launch of the EEG for school inspections
- Ofqual letter to HTs re: summer examinations and support
- Safeguarding reminder
- Schools causing concern guidance
- School census data
- Careers statutory guidance
- Respectful schools toolkit
- Mental health and behavior in schools

Ofsted Update - School Inspection Update - Special Edition - January 2019



Topics include:

- The Education Inspection Framework 2019

Theory and Evidence

- Part 1
 - The case for change
 - Curriculum and progress
 - Developing knowledge and understanding not just memorising facts
 - Curriculum design and sequencing
 - Vocabulary
 - Skills
 - Social justice

What inspectors will look at

- Part 2
 - Curriculum flexibility
 - Curriculum design and sequencing
 - Cultural capital
 - The foundations: reading and mathematics

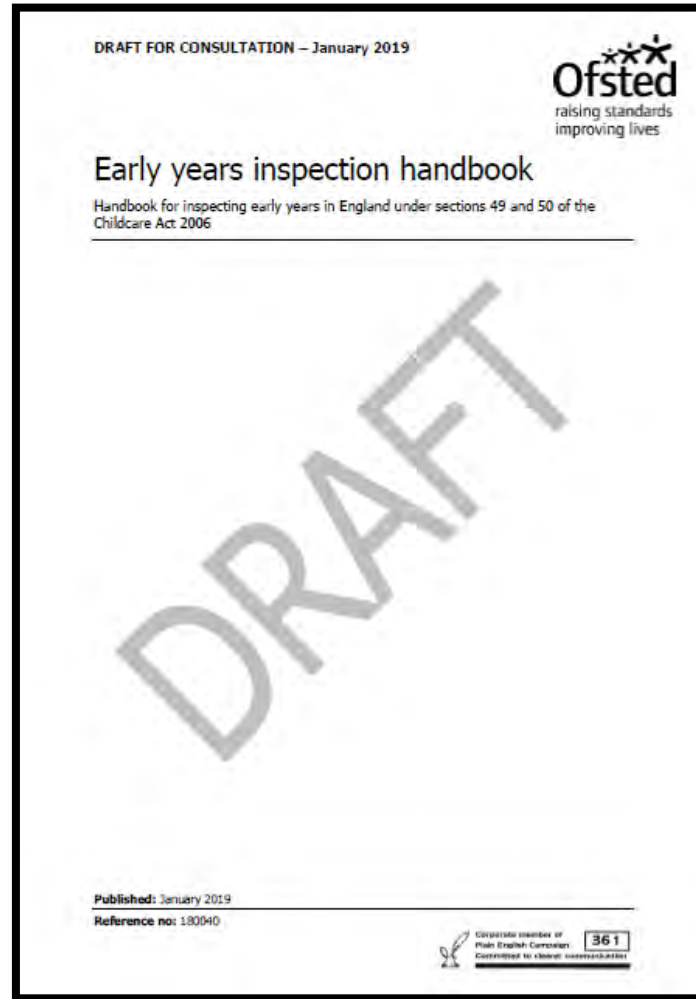
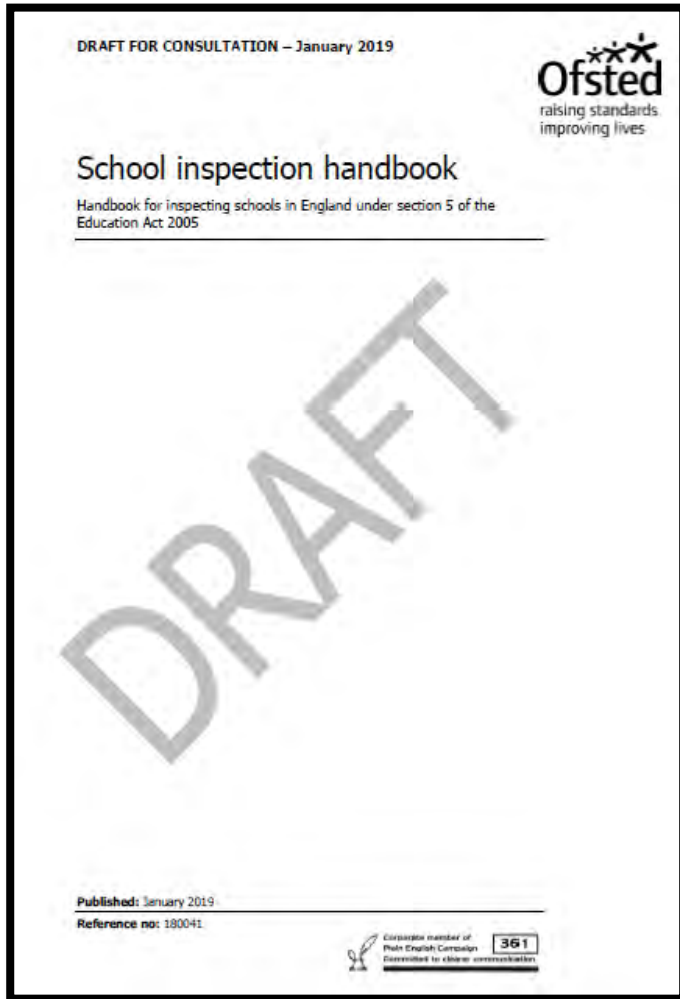
How inspectors will address inappropriate practices in school

- Part 3
 - Curriculum narrowing
 - Gaming
 - Off-rolling
 - Addressing staff workload and well-being issues through inspection
 - Burdensome use of data

How inspectors will go about collecting evidence and reporting

- Part 4
 - Curriculum plan – sequencing and structure, implementation of the intended curriculum by subject theme, topic
 - Evaluation of the quality of schools' practice, not their mastery of curriculum language.
 - First hand evidence: more lessons observations and looking for impact pupils
 - Inspectors will make a single judgement on the quality of education
 - Internal performance data for current pupils will not be used as evidence
 - Reporting directly to parents

Draft inspection handbooks for consultation (January 2019) Ofsted Update



HMCI Commentary



- HMCI's response to PAC and the review of the short inspection model to ensure it provides sufficient meaningful assurance about schools' effectiveness.

Questions?

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DfE Update

Tania Rawle

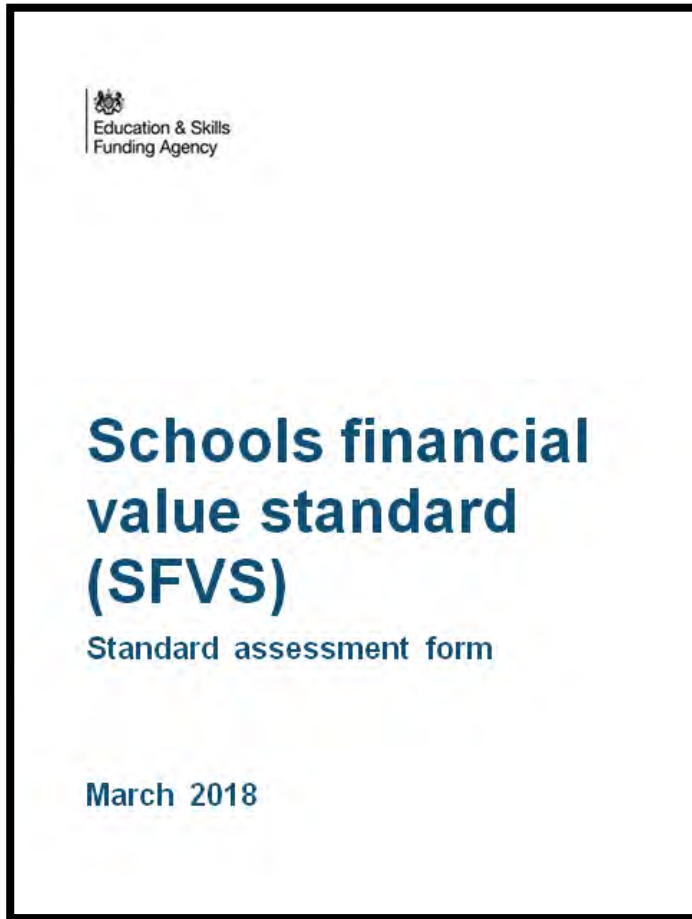
Head of School Standards and Accountability

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DfE Update

Schools Financial Value Standard SFVS



- The SFVS helps schools to manage their finances and to provide assurance to the LA that they have secure financial management in place.
- Part of broad guidance on ***supporting excellent school resource management*** with advice on workforce management and better value procurement.

DfE Update

Find or join a school business professional network

Provides information about how to find and join a school business network.

Networks listed in RSC regions, 2 in Herts:

- Hertfordshire Association of School Business Management
- Dacorum School Business Managers Network

DfE Update

School Complaints Procedures

- Best practice guidance for schools complaints procedures.
- Model documents
- Guidance on how to deal with complaints and campaigns

DfE Update

Health and Safety in Schools

Updated guidance on H&S, includes

- Controlling access to school premises
- Health and Safety on educational visits; and
- School security and emergency preparation

DfE Update

Mental Health and Behaviour in Schools



- The advice aims to help schools support pupils whose mental health problems manifest themselves in behaviour
- Sets out roles and responsibilities
- Provides guidance on working with external agencies
- Provides links to additional tools.

DfE Update

Due Diligence in academies and maintained schools



Education & Skills
Funding Agency

Due Diligence in academies and maintained schools

Best practice guidance for Governing
Bodies of maintained schools, local
authorities and Academy Trusts.

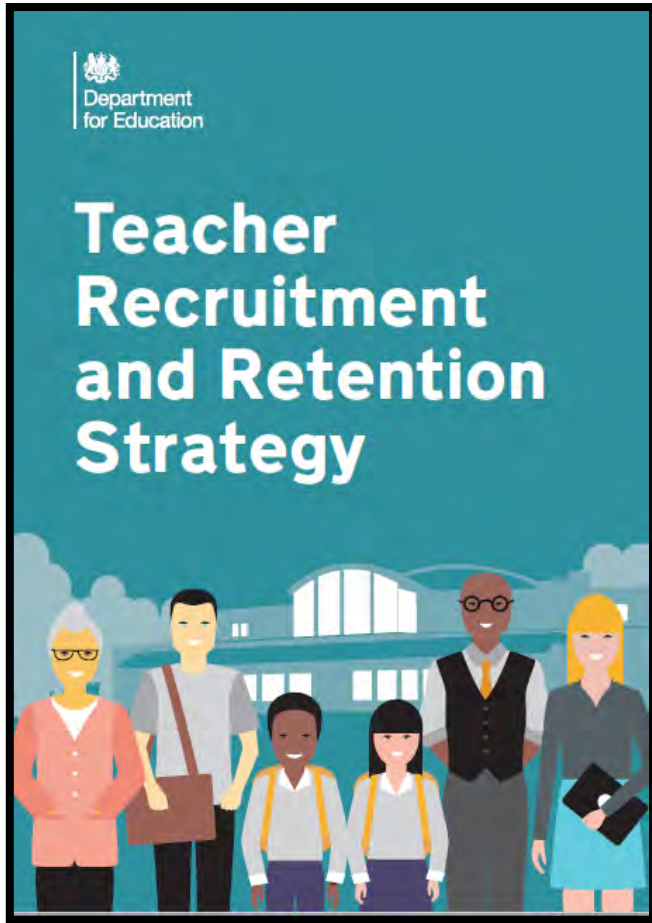
February 2019

Sets out what and the purpose of due diligence for schools and Trusts wishing to convert to academy status.

- A two-way process; an individual school should collect information on the Trust it wishes to join
- 2 stage process; desktop and then deeper information gathering from the school/LA/Trust

DfE update

Teacher recruitment and retention strategy



- A strategy to support teacher recruitment and retention.
- Developed with head teachers, teachers and representative bodies.
- 4 priorities
 - Create the right climate
 - Transforming support for new teachers
 - Continue to have an attractive career offer
 - Make it easier for people to become teachers

Questions?

Refreshment Break

The Hertfordshire Headteacher Updates

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Transforming SEND Services in Hertfordshire



Jo Fisher
Operations Director
(Services for CYP)

David Butcher
Head of Transformation
(SEND)

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Ofsted condemns 'disjointed' special educational needs provision

Thousands missing out on vital support, report says, with pupils being removed illegally

The chief inspector's findings come at a time of mounting anger among parents of children with SEND who say **vital support services are being withdrawn**. A number of parent groups around the country have already launched legal action against their local authorities to try to resist further cuts planned for SEND provision.

Children in special needs education face £1.6bn cash shortfall

Crisis looms despite £350m boost as court appeals by parents for vital funding surge

A crisis in support for children with special educational needs and disabilities could result in a £1.6bn funding shortfall and a surge in parents resorting to legal action for help, the *Observer* can reveal

New figures reveal there has been a 20% increase in special education needs tribunal appeals against council decisions since last year. Parents are also winning the vast majority of cases.

The number of children and young people with Education, Health and Care Plans or statements – documents that detail the extra care they need – has increased by 35% from 237,111 in 2013-14 to 319,819 in 2017-18. The numbers educated in special schools and colleges has risen by 24% during the same period.

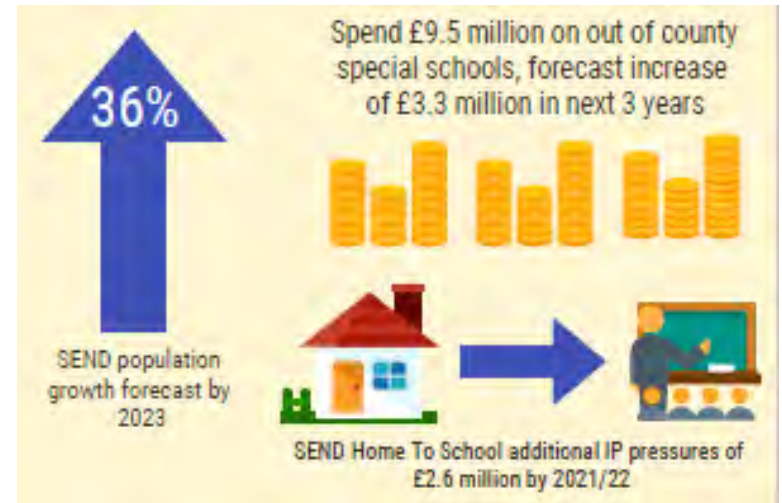
December 2018

www.hertfordshire.gov.uk

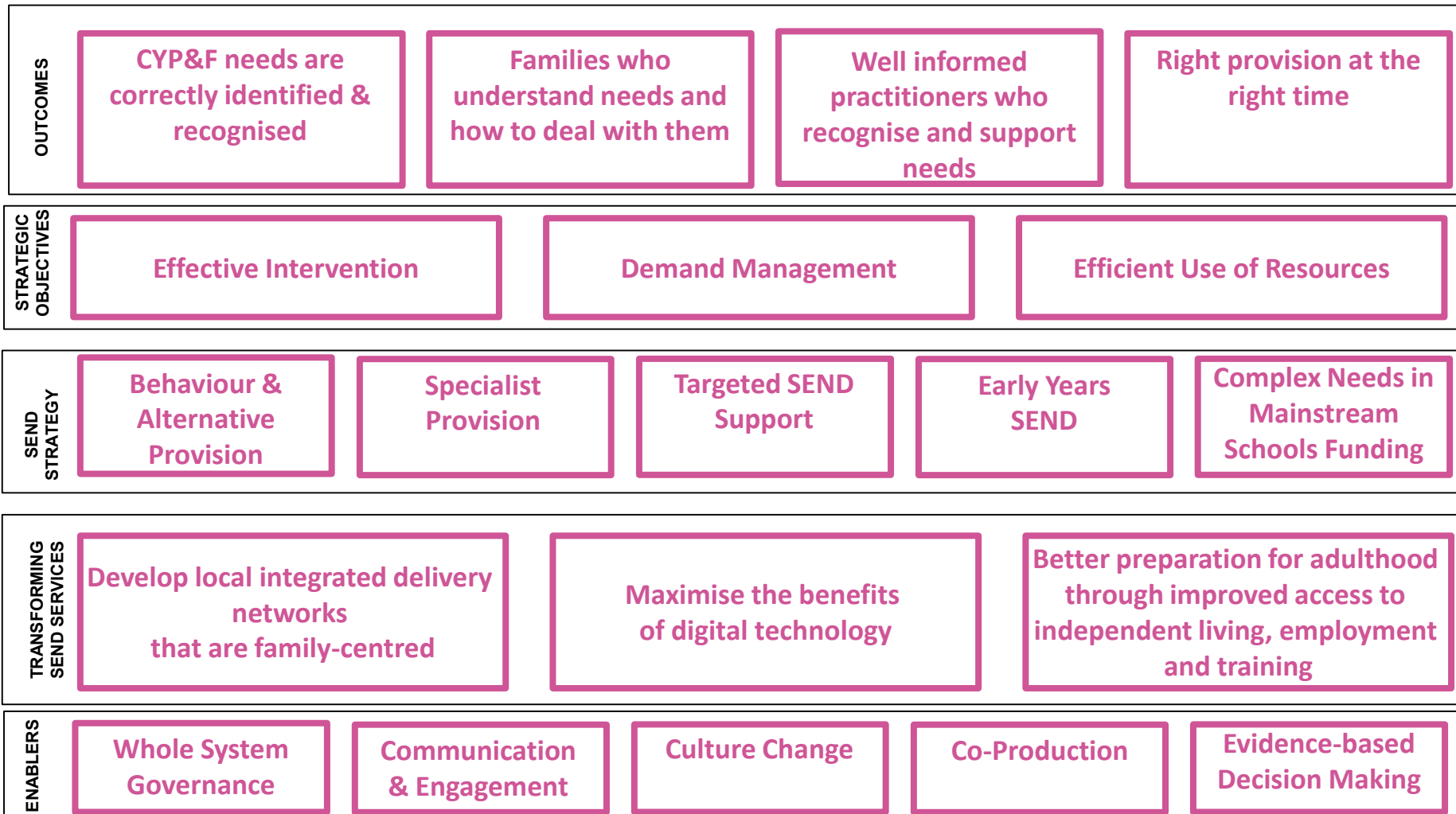


The case for change: trends in need and spending

- Current pressures on budgets driven by rising demand for services & wider demographic change
- Numbers of EHC increase: 36% between 2018-23
- Correlation between SEND and school exclusion, low attainment, NEET
- Movement of young people with SEND out of mainstream schools to more specialist and independent schools
- Focus of school inspection and changes to curriculum
- Pressure on support services: CAMHS, Speech & Language, Family Support
- Parental dissatisfaction at disjointed and inconsistent support that is hard to navigate



TRANSFORMING SEND SERVICES IN HERTFORDSHIRE: TOWARDS A COLLABORATIVE, INCLUSIVE APPROACH FOR SEND



Local Delivery Networks

• Outcomes Sought

- More children with SEND are educated within a local school and participate in their local community
- Improved support to local mainstream schools for inclusion and flexible provision
- Clearer pathways to access support

Core Activities:

- Evolve existing local partnership arrangements to establish **clearer delivery pathways** and **core offer** for seamless support across home and school boundaries
- Developing and implementing a **pattern of specialist provision** to meet needs as locally as possible
- **Re-configure local authority services** to deliver local support aligned to these networks
- **Increased commissioning** to enable more independent access to social, leisure, and community services

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Maximising the Benefits of Digital Technology

• Outcomes Sought

- Families feel there is a personalised offer from a system designed around their needs and those of their child
- Schools and parents don't have to spend so much time navigating the system through clear, integrated access routes
- Parents feel empowered and more resilient
- More capacity to work directly with families and support schools and others to do so

Core Activities:

- Re-designing the structure, content and style of the online **Local Offer**
- Implement new **case management system** for Education, Health, and Care Plans
- Introduce portals to open **access for schools, other professionals and parents** to access and submit information electronically
- Integration of data sets across education and social care to **enable better targeting of support**
- Identifying, evaluating and implementing other technology and digital solutions to help meet needs

Better Preparation for Adulthood

• Outcomes Sought

- Families have confidence that transitions are well planned to enable children to move confidently through their life
- More young people make a fulfilling contribution to their local community and economy
- Reducing demand for out-of-county college placements

Core Activities:

- Developing new post-16 pathways to independence by **re-configuring 'preparing for adulthood' services** to ensure coherent, local delivery
- Transform our approach to **transition planning** to increase focus on enabling young people to achieve their outcomes
- Work with ACS to ensure that children's and adult's **IAG services** are aligned, consistent and appropriate.



Questions?

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Safeguarding Update

Frazer Smith

Team Manager: LADO & CPSLO

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Online Referral Form

- Will now be facilitated via the Early Help module.
- Will access via a link (do not need access to EHM).
- Will be able to save a version for records.
- Will be informed where referral has initially be sent.

Online Communication



- The GCSX e mail account which the Customer Service Centre uses to receive referrals for Children's Services is being removed as of the **1st March 2019.**
- The new address has been added to the red referral and is:
protectedreferrals.cs@hertfordshire.gov.uk

Online Communication

- Schools to receive email regarding safeguarding communications
- Established if school uses Microsoft Outlook, link between school and Children's Services/Police is secure
- Schools will be asked to provide information if they wish for communications to be sent this way instead of Herts FX etc.



Gangs/CSE Toolkit

- Current pilot in Broxbourne Area.
- Hoping to have available for county wide 'roll-out' for new academic year.
- Tool focuses on:

Indicator/Checklist
Pathway Guidance
Management of Risk
Whole School Approach/
Curriculum

Screening toolkit for Schools and Education settings	
Child sexual exploitation (CSE) and/or associated with gangs, youth violence and at-risk of exploitation	
PART ONE	
Contents	
Page 28	Introduction and key guidance documents
Page 48	Guidance on the use of the screening tool
Page 68	Indicator checklist
Page 148	Analysis of indicator checklist
Page 158	Pathway guidance

Screening toolkit for Schools and Education Settings	
Child sexual exploitation (CSE) and/or associated with gangs, youth violence and at-risk of exploitation	
PART TWO APPENDICES- Resources	
Contents	
Page 28	Appendix 1 - Glossary
Page 68	Appendix 2 - TYSS criteria
Page 118	Appendix 3 - Safety and support plan
Page 228	Appendix 4 - Organisational / whole school approach
Page 308	Appendix 5 - Delivering an Anti-abuse Curriculum
Page 468	Appendix 6 - Safeguarding through the curriculum: Child Sexual Exploitation
Page 538	Appendix 7 - Safeguarding through the curriculum: Child associated with gangs, youth violence and at risk of exploitation

- On January 31, 2019 the Hertfordshire Safeguarding Children Board ceased to exist and the new Hertfordshire Safeguarding Children Partnership came into effect.
- Website and procedures remain in the same place.
- More information available at:

<https://www.hertfordshire.gov.uk/services/childrens-social-care/child-protection/hertfordshire-safeguarding-children-partnership/about-us/about-us.aspx#>

www.hertfordshire.gov.uk

- Formerly known as Hertfordshire Safeguarding Children Board.
- The Wood Review 2015 and the subsequent government guidance ‘Working Together to Safeguard Children 2018’ required all local areas to review their safeguarding arrangements. As an Early Adopter of the guidance, Hertfordshire undertook a systematic review of the existing Board during summer 2018.

HERTFORDSHIRE

safeguarding children



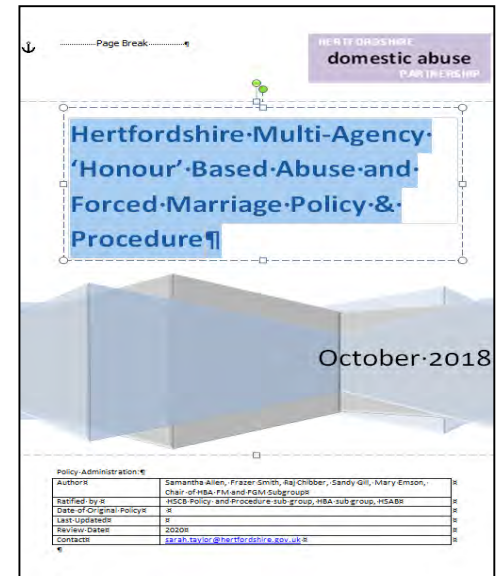
PARTNERSHIP

- HCC, Police and Health are the statutory partners jointly responsible for the partnership arrangements for keeping children safe.
- a number of other relevant agencies (including schools and colleges) will also work as part of the Partnership, e.g. (as members of groups/subgroups or participating in learning hubs).

Hertfordshire Multi-Agency 'Honour' Based Abuse and Forced Marriage Policy & Procedure

This policy supports all professionals working with children, young people and adults in any capacity, to identify, respond and safeguard in situations where they believe that any individual may be at risk of or subject to any form of Honour Based Abuse, including Forced Marriage. It will provide them with the tools to offer specific and bespoke approaches to protect those potential victims and to work alongside other agencies and local faith representatives to combat these issues.

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Questions?

The Hertfordshire Headteacher Updates

March 2019

HR Update

Dave Windridge

HfL Head of Business Services

www.hertfordshire.gov.uk



Policy & Portal Update

New on the HR portal

- Time off work guidance
- Restructure & Redundancy
- Family Provisions policy
 - Adoption policy
 - Family provisions policy
 - Maternity leave policy
 - Paternity leave policy
 - Parental leave policy
 - Shared parental leave policy
- Updates to Childcare Disqualification Regulations

• Coming during Spring 19

- Guidance on Agency Workers
- Guidance on Fixed Term employees
- Guidance for schools on Co-Headships
- Updates to Health & Attendance Policy
- Safer Recruitment Policy
- Guidance on ill health retirement

2019 Employment landscape

- From **6th April** auto-enrolment pension scheme minimum contributions will rise; 3% for employers & 5% for employees - to produce a total minimum contribution of 8%.
- Taxation of termination payments; from **6th April** employer class 1A NI contributions (as well as tax) will now be payable on any element that exceeds the first £30,000.
- Preparations for the introduction of right for bereaved parents to take paid time off work – currently discretionary;
 - Proposals to take either as one two-week period, as two separate periods of one week each, or as a single week.
 - Up to 56 weeks from their child's death to take leave.

31st March: Gender Pay Gap Reporting

- Difference between the average earnings of men & women
- 2nd year of reporting
- 250+ workers within the “organisation” (voluntarily, below this)
- LA schools – you are not included in LA figures
- MATs – consider if you cross the minimum threshold?
- 31st March for eligible public bodies to submit previous year
- Required to register online & submit via gov.uk
- Publish summary data with an accompanying statement on public-facing website

<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

DEAL OR

?

NO DEAL

29/3

*EU/EEA citizens living in the UK – **and intending to be here after 31st December 2020** - whom do not already have citizenship or “indefinite leave to remain” will have to apply **by 30th June 2021** under a “EU Settlement scheme” for leave to remain in the UK.*

- Those with ‘permanent residence document’ will still need to apply.
- Irish citizens in the UK are exempt – no action.
- Scheme not yet live but ‘fully open’ by 30th March 2019.

<https://www.gov.uk/staying-uk-eu-citizen>

In the event of a "no-deal" scenario, the settlement scheme would potentially be available only for EU nationals **already resident in the UK by 29 March 2019.**

- Deadline for applications also earlier – 31 Dec 2020.
- **Would have implications for teaching qualification recognition & sanctions.**
- No change to pupil admission statutory rights.

What to guide now?

NJC 'Green book' - non-teaching staff pay

- New base of £9.00ph from 1st April (New NLW £8.21 from 6/4/19)
 - Policy position for Local Government employers not to be 'minimum wage' employers.
- New pay spine uplifts all by at least + 2% and rework of spine points.
 - Previously point 6 was floor – NLW has impacted differentials
 - Moving from a 55-point spine to a 49 point range.
- 'Pairing off' old SCPs 6-17 inclusive, to create new SCPs 1-6 incl.
- Equal steps of 2.0% between each new SCPs 1- 22 incl. (equiv to old 6-28).
- By creating equal steps between these pay points, new SCPs 10, 13, 16, 18 and 21 are generated to which no old SCPs will assimilate.
- This means that the current number of pay points within a grade might change
 - e.g. 4 to 2-6.
- On new SCPs 23 & above (equiv to old SCPs 29+), 2.0% increase on 2018

Suggested Actions

- Ensure built into financial budget projections for your setting
 - FSS teams built into February software updates
- No need to reissue contracts – not a substantive change
- Grid resources live
 - ‘Read across’ to help explain points migration
 - Briefing script for SLTs use
 - Template handout for you to use
- Plan to update your staff teams – suggest briefing(s)
- Issue update handout for each individual to help understanding
- For those using Serco for payroll they have confirmed that changes will be automatically applied in April requiring no action.

GDPR – still a key focus for 2019+

- Ensuring that all your Data Processors (i.e. third parties involved with personal data) have GDPR-compliant clauses in their contracts
 - **Checks for all major third parties, plus risk assessments (DPIAs)**
- Ensuring you have a Data Breach response policy and make all staff aware of what constitutes a breach
 - **Guidance on types of data breaches with examples, how to respond, when to report etc.**
- Publish your Subject Access Request (SAR) policy or guidance on your website
 - **Advice on how to respond to a SAR and how to redact**
- Decide on how long you retain key pieces of personal data and create a Data Retention Policy/Schedule
 - **Coming soon: following next update to IRMS Toolkit (due in Spring), more guidance on Data Retention**

Your Future. Their Future.

HERTFORDSHIRE TEACHER RECRUITMENT EVENTS

Hertfordshire Teacher Recruitment Fair - **SATURDAY FEBRUARY 9** - Watford, South and West Herts

Hertfordshire Teacher Recruitment Fair - **SATURDAY MARCH 23** - Letchworth, North and East Herts

Hertfordshire Teacher Recruitment Fair - **SATURDAY MAY 11** - Cheshunt, Central and East Herts

New DfE Teacher Recruitment & Retention Strategy.....

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Occupational Health

- HFL providing a new direct managed OH provision to schools from 1st April 2019, via Optima Health under call-off framework
- OJEU procurement compliant
- HFL HR will manage the supplier performance
- Improved process including portal to log referrals, book assessment slots & directly liaise with OH team
- Feedback facility after each case to help us manage service quality
- End User Agreements currently provided – chasing last o/s schools
- Next cyclical opportunity to sign-up - April 2020
- LA schools – ensuring HCC notified of your alternative support provision



Education Mutual

Staff Absence Insurance
provision

Wellbeing

www.educationmutual.co.uk

www.hertfordshire.gov.uk



Workshops over Spring & Summer

- Managing staff conduct & disciplinary issues Weds 13th March
- Effective communication styles Tues 26th March
- Managing conflict & confrontation with confidence (**new**) Tues 2nd April
- School Business termly briefing Tuesday 7th May
- Appraisal and capability workshop Wednesday 15th May
- Communication styles Thursday 16th May
- Essential introduction to HR for line managers Thursday 23rd May
- Single Central Record training Thursday 23rd May (am + pm)
- Health and safety for School business managers Thursday 13th June
- Managing Staff conduct and disciplinary issues Tuesday 18th June
- Strategic absence management Wednesday 26th June
- Appraisal and capability workshop Tuesday 2nd July

Available to view & book on HFL website
www.hertfordshire.gov.uk



Questions?