

About Herts for Learning

Herts for Learning (HfL) is a provider of school improvement services. Its main business comes through trading a wide range of school improvement and business support services to schools, academies and educational settings. The company also has a contract with Hertfordshire County Council (HCC) to deliver some of its statutory education functions.

HfL is the largest Schools' Company in the UK, **accountable to schools**. The company has 521 school shareholders, owning 80% of the company, with HCC owning 20%.

As a not for profit company, HfL constantly re-invests in the common good, by improving existing services, investing in new ones and contributing to relevant agendas that affect all schools, academies and settings.

HfL currently employs over 300 staff and the registered office is Robertson House, Six Hills Way, Stevenage, SG1 2FQ.

Services provided by Hertfordshire County Council Tel: 0300 123 4040

Overall responsibility for education strategy and overseeing statutory requirements:

- Standards and outcomes
- Quality of provision
- · Integrated services for learning
- Attendance
- · Services for young people
- 14–19 learning strategy
- Virtual School for Children Looked After
- Thriving families

Safeguarding and specialist services:

- Child protection
- Local Authority Designated Officers (LADO)
- Adoption and fostering
- · Children in need
- Disabled children protection and family support services

Assurance services:

- Shared internal audit service
- · Health and safety advisory service

Communication with schools (in close liaison with Herts for Learning)

Data:

- Freedom of information
- Data collection
- Data protection

- Education provision and access:
- · Hertfordshire music service
- School place planning
- Admissions and transport
- School forum and school financial strategy

Academies and free school programme

Childhood support services



Other services:

- Herts Fullstop (previously HBS)
- Media relations
- Legal services

Premises and sites:

- Contractors
- Building management
- Capital works

Early Childhood:

- Children's centres
- Free early education
- Childcare sufficiency
- · Parenting and family support

Payroll and school transactions:

- Pensions administration
- Payroll
- Safe staffing

ICT Services:

- Technical services
- Information services
- Timetabling
- Service desk
- Hertfordshire Internet Connectivity Service (HICS)
- School website publishing

Core contract with Hertfordshire County Council for school improvement:

- Delivering statutory responsibilities for school improvement
- Supporting schools causing concern
- In an Ofsted category
- Below floor
- Requires Improvement

Early Years:

- Quality of provision
- Young in Herts
- Tailored annual programmes for clusters of schools
- Consultancy and training for private, voluntary and independent settings
- Bespoke consultancy and advice for schools and academies

Governance Services:

- Chairs' service
- Clerking
- Training

Communication with

schools (in close liaison with Hertfordshire County Council)

Business Management Services

Procurement Services

Financial services for schools and academies



HR Services:

- Employee relations/casework
- Industrial relations
- Organisational change
- Recruitment (including Teach in Herts)
- Leadership appointment service

Achievement:

- Teaching and Learning
- Assessment
- Pupil Premium
- Safeguarding
- Special Schools and FSCs
- Vulnerable groups
- Eastern Partnership
- SEND
- Health, mental health and wellbeing
- Parent2Parent®

Newly Qualified Teachers:

 Delivery of programmes (HfL is the authorised appropriate body for HCC)

Training for all school staff (across all phases, curriculum areas and leadership and management including governance):

- INSET
- Consultancy

School improvement (traded):

- Hertfordshire improvement partners
- School effectiveness advisers
- · Leadership and management

Herts for Learning traded services

Herts for Learning (HfL) trades a range of school improvement and business support services to all types of schools, academies and settings.

The company seeks to minimise price rises to deliver a cost efficient and high quality service for schools and academies. As such HfL has become a respected and trustworthy brand across the county and increasingly beyond. The existing customer base for traded services is strong, with every school in Hertfordshire buying at least one service from HfL.

Traded business services

- HR Services
- Recruitment Services
- Teach in Herts Recruitment Service
- Business Management Services
- Procurement Services
- Governance Services
- ICT Services
- Financial Services

Traded school improvement

- Consultancy
- Advice
- Training courses
- Conferences
- Training packages
- Bespoke training
- Curriculum materials
- Parent2Parent®

HCC contract to support schools and settings improvement

- In an Ofsted category
- Causing concern
- Below floor
- Requires improvement

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Herts for Learning traded services