

A stylized map of Hertfordshire, England, with various districts shaded in different colors (teal, purple, brown). The HFL Education logo is centered over the map. The logo consists of a white circle containing the letters 'HFL' in a bold, sans-serif font, followed by the word 'Education' in a smaller, regular sans-serif font.

HFL Education

Welcome to

HERTFORDSHIRE

WE ARE DELIGHTED TO WELCOME YOU TO THE COMMUNITY OF HEADTEACHERS IN HERTFORDSHIRE

We know from feedback from other headteachers that understanding the local landscape can be a little challenging initially- but we also know that when you get to know us and understand how all the pieces fit together, that you will enjoy your time here and find yourself appropriately supported and positively challenged, such that you thrive.

This brief booklet seeks to help explain the pieces of our local jigsaw, to speed up the getting to know us piece. Our guide is intended to explain the logistical map of Hertfordshire and the support and networks available, rather than the 'getting to know us' aspects of your role.

In addition to this booklet,

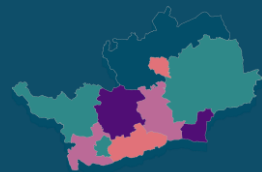
we run a “Moving to New Headship Programme” in Hertfordshire which will look at the local landscape in more detail, connect you to a mentor and a group of new to Hertfordshire Headship peers, as well as providing support and guidance through your first year in-role. More details about this programme are shared within this document.

For more details see:

Hertfordshire
GRID 

<https://thegrid.org.uk/leadership-and-management/leadership-development/new-headteachers>





GEOGRAPHICAL BACKGROUND

Hertfordshire is a large local authority area, with over 520 schools spread across a large geographical region. In Hertfordshire we have a range of different types of schools:

- Church and faith schools
- MATs, SATs free schools, foundation schools and maintained schools
- Nursery, primary, secondary – and in the East of the county, first, middle and foundation schools and a high school
- Special schools
- ESCs (Education Support Centres. Often referred to as PRUs elsewhere)
- Single sex, selective and comprehensive mixed schools

Although Hertfordshire contains a wide range of school structures with a variety of different communities to serve, we have a long and strong history of all schools working together to provide a great education for all pupils. This ‘family of schools’ approach means that we work together with the LA and local groups, regardless of status, in a variety of ways to ensure that we are a community of practitioners focussing on being better and stronger together. Hertfordshire is a collaborative and inclusive educational space, and you will therefore find support and networks from a variety of sources that you are able to choose to access.

As a result of this strong eco-system of the ‘family of schools’, sharing practice and support, standards in Hertfordshire have been strong for many years. Children and young people consistently exceed national standards, and we have collectively been able to face educational challenges together and provide a strong community for our children and young people to be educated within.





HERTFORDSHIRE COUNTY COUNCIL (known locally as 'HCC')

The Local Authority is responsible and accountable for all maintained schools, and for creating and maintaining the support, challenge and intervention systems that they rely upon for all areas of their work, including standards, buildings, finance and other operational support.

They also provide the strategic leadership for SEND, safeguarding and Early Years support for all schools and settings.

HCC commissions a not-for-profit company (HFL Education) which is owned by schools and the LA to provide support and challenge for maintained schools, and for some of their work relating to safeguarding, SEND and Early Years for all schools, including academies and free schools.

HCC are responsible for creating and maintaining the education strategy for maintained schools, which can be found here:

Hertfordshire
GRID 

<https://thegrid.org.uk/assets/hertfordshire-school-improvement-strategy-2021-2026.pdf>

HCC's support areas can be found in the appendices of this booklet. You can see their 'circles of support' and their main contact details in Appendix 1.



HFL EDUCATION (FORMERLY HERTS FOR LEARNING):

<https://www.hfleducation.org>

HFL is a not-for-profit education organisation, owned by the LA and schools in Hertfordshire. It was formed in 2013 from the previous LA education services but spun out of direct LA control so it was able to provide independent support and services to the wider family of schools.

HCC commissions HFL Education to provide maintained schools with a range of audit, support, monitoring, challenge and intervention services for teaching, learning, leadership and operational areas so that the LA can provide a strong system for schools to remain effective. All maintained schools are able to access services, but additional targeted, enhanced support is available for schools in crisis. An overview of services available to maintained schools via the HCC contract is provided in Appendix 1 (the 'trees').

HFL Education also offers a range of contracted and pay as you go services for all schools, settings and trusts on an optional basis. These are created to meet the needs of the local family of schools, but are also influenced by national priorities, accountability frameworks and research. It is likely that your school currently buys several of HFL Education's traded services.

We are always happy to pop-in to schools, settings and trusts. Should you like us to walk you through your contract over a coffee, please contact Gary Edward and he will arrange for one of the team to visit. HFL is governed by a Board of Directors which always includes two HCC Directors and six elected members from the Hertfordshire headteacher/governor family of schools.

which can be found here:



<https://www.hfleducation.org/about-us/about-hfl-education/hfl-education-board-directors>



HCC AND HFL'S 'MOVING TO NEW HEADSHIP' PROGRAMME

HFL Education's Moving to a New Headship (MTNH) programme is designed specifically to support newly appointed headteachers through the transition into headship and to address the unique challenges they face. The year-long, comprehensive programme is made up of face-to-face and webinar-based sessions, allowing headteachers to personalise their experience by attending those they feel would benefit them the most. The programme offers expert guidance, leadership mastery, personalised support, and networking opportunities, making it an invaluable opportunity to invest in professional growth and unlock your potential as a headteacher.

With the guidance and support of advisers from across HFL Education, and alongside a school-based 'professional partner', newly appointed headteachers can navigate this transition successfully and lead their schools with purpose, vision, and confidence. The programme is suitable for heads who are new to headship, and those that have prior headship experience, but are new to role in Hertfordshire. The MTNH programme is appropriate for heads from both maintained and trust communities.

If you'd like to know more about the programme, get in touch by emailing :

<https://www.hfleducation.org/training>

FORUMS AND LOCAL CONSORTIA

As a family of schools, Hertfordshire has always had strong networks and phased-based organisations that represent headteachers in different ways.

• SCHOOLS FORUM

Schools' Forum is a statutory body which oversees financial agreements for schools, settings and trusts with HCC. Consisting of elected representatives from the family of schools, HCC officers and council members, this body oversees funding allocations for schools and monitors value for money on behalf of the wider school community. Although Schools' Forum has decision

making powers, it regularly seeks the views of the wider school community through consultations about key funding decisions, and participation in these consultations is vital.

Key information about the Hertfordshire Schools' Forum, including membership, agendas and minutes can be found here:

In addition to Schools' Forum,

Hertfordshire has phase specific membership groups, which provide support, representation and networking for headteachers, bringing together maintained and free schools, SATs and MATs.

These are well supported across the county, and you will find it really helpful to reach out to your relevant group as soon as possible. This will enable you to benefit from your local consortium framework and the LA wide phase networking that these groups offer:



<https://www.hertfordshire.gov.uk/about-the-council/how-the-council-works/partnerships/schools-forum/schools-forum.aspx>

• PHF

Primary Heads Forum (PHF) represents primary headteachers in the county and works to support Hertfordshire primary schools, fully representing their views to Hertfordshire County Council and HFL Education.

The work undertaken secures considerable financial benefits for all our primary schools and ensures the services schools receive are the services they need and give value for money. Subscription fees allow PHF to meet regularly to discuss school priorities and develop policies and services with Children's Services and HFL Education.

PHF is structured via local consortium groups and these are represented at the PHF General Meetings three times each year. PHF also has a smaller Strategic Group that meets three times each year.

The consortium groups provide headteachers with the opportunity to get together, develop professional networks, give and receive information which may be helpful to all and to discuss issues and solve problems at a local level. Most importantly, these groups can provide essential practical and moral support to headteachers new to headship or to the locality, offering a confidential space to talk about things that are worrying you with people who completely understand what you are facing every day.

PHF members receive a weekly Update document by email (each Monday), membership of the PHF GovernorHub and access to notes taken by PHF at every Schools Forum meeting.

If you are from a nursery, primary, infant, junior or first school, regardless of whether you are a maintained or academy school, and you have any queries please do contact:

John Grubb
PHF Executive Officer
execofficer@hertsphf.org
07900 570920



- **NURSERY HEADS GROUP**

In addition to being part of PHF and local consortium groups, the fourteen maintained nursery schools also have their own consortium group. They meet twice a term to share great practice, discuss EY's policy and local issues. Guest speakers regularly attend the meetings. They hold a bi-annual conference which brings all of the nursery schools together. Being a small consortium, they work in close partnership and are able to offer each other really strong support which is invaluable for Headteacher well-being.

**If you would like to know more please contact
Helen Ackerman**

Head@ludwick.herts.sch.uk

- **SMALL SCHOOLS GROUP**

The small schools' group supports headteachers in smaller schools across the county. These are schools with typically under 150 pupils on roll. Members benefit from a network of meetings and updates as well as opportunities to collaborate and share good practice.

**If you would like to know more please contact
Simon Philby**

Head@cockernhoe.herts.sch.uk



- **SPECIAL SCHOOLS AND ALTERNATIVE PROVISION FORUM (SAP)**

The Special Schools and Alternative Provision Forum (SAP) meets half termly to share practice, consult and discuss key local strategic issues and represent the views of their members to the Local Authority and key stakeholders.

These meetings often include key speakers and presentations around key changes. Members value the time and opportunity for all headteachers, regardless of their school's designation, to reflect and support each other in finding solutions that support the children and young people in Hertfordshire schools.

The group is in regular contact with members being available to help and support headteachers.

- **HASSH**

The Hertfordshire Association of Secondary School Headteachers (HASSH) meets regularly to share practice, consult and discuss key local strategic issues and represent the views of their members to the Local Authority and key stakeholders.

HASSH has a number of local consortia, which then feed into the wider HASSH Executive. HASSH organises termly events for headteachers which are extremely well attended and enable all headteachers to access a support network of colleagues from across the county. HASSH members are from across the SAT, MAT and maintained school communities.

For the contact details of the current chair of SAP or HASSH, please email or call:

Juliet.Whitehead@hertfordshire.gov.uk
07773 898 817



TEACHING SCHOOL HUBS

There are two teaching school hubs in Hertfordshire:

- The Alban Teaching School Hub



- Chiltern Teaching School Hub



Both of our local Hubs play a crucial role in the education system by providing high-quality:

1. Initial Teacher Training (ITT):

They offer school-based training for new teachers including apprenticeship pathways

2. Early Career Teacher Entitlement (ECTE):

They support early career teachers through structured development programmes alongside the Appropriate Body service.

3. Appropriate Body Services (AB):

They provide services to support early career teachers to meet the required standards.

4. National Professional Qualifications (NPQs):

They deliver specialist and leadership qualifications for teachers and school leaders.


5. School Support:

Through collaboration with the regional RISE teams.

SEND IN HERTFORDSHIRE

SEND is strategically led by a local partnership in Hertfordshire, created from a number of professional bodies including the LA and NHS: The Hertfordshire SEND Local Offer.  <https://www.hertfordshire.gov.uk/microsites/local-offer/the-hertfordshire-local-offer.aspx>

In Hertfordshire, Delivering Specialist Provision Locally (DSPLs) partnerships are a key part of the support structure for schools. Hertfordshire is divided into nine DSPL areas with leads for the local areas that coordinate local, tailored support for children and young people with special educational needs and/or disabilities (SEND).

More about your local DSPL area and their offer can be found here:  <https://www.hertfordshire.gov.uk/microsites/local-offer/education-support/delivering-special-provision-locally-dspl.aspx>



 **SEND**
0-25 years
Hertfordshire's Local Offer

Of course, your local consortia will also be able to talk in more detail about the provision available to you.

CONCLUSION

We hope that you will find Hertfordshire a strong, collaborative and supportive place to work, and that you will find networks, support and colleagues that welcome you.

If ever you get lost in the system, do reach out to:

Juliet Whitehead

juliet.whitehead@hertfordshire.gov.uk

or

Gary Edward

gary.edward@hfleducation.org

They can point you in the right direction – we are all committed to creating a strong, collaborative education system and will do what we can to enable you and your school to flourish.



APPENDIX 1

The HCC core contract delivered by HFL Education and information on who leads what and who to contact in Hertfordshire.

Our Core CONTRACTS



Scroll down the page to the services delivered as part of the core contract table and posters



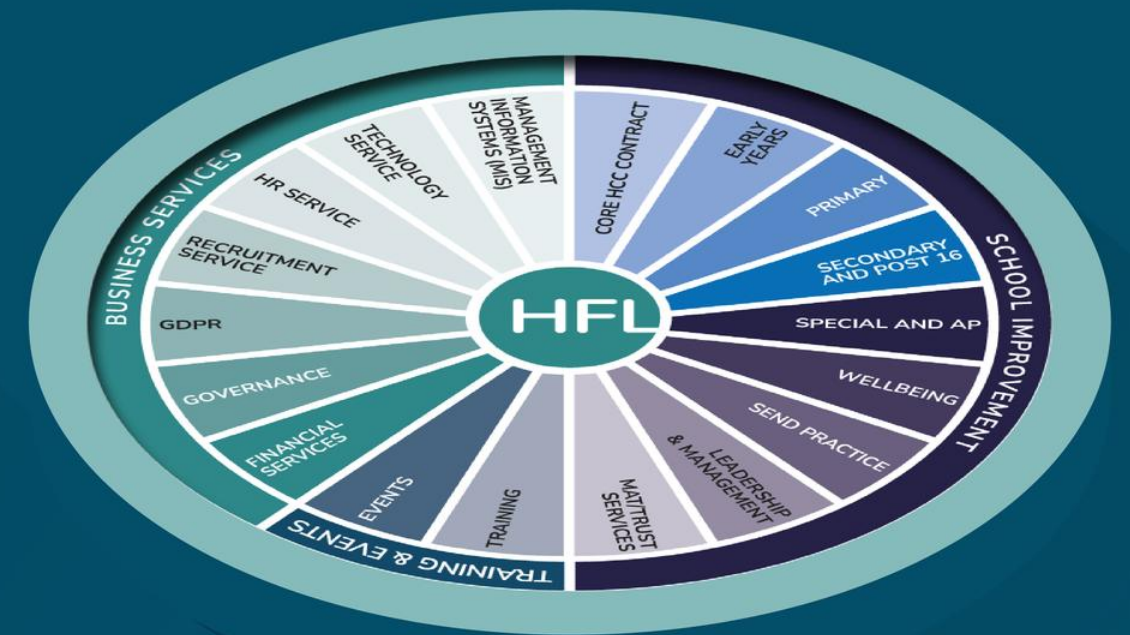
Hertfordshire CONTACTS



Scroll down the page to the HCC Inclusion and Skills and Education contacts



HFL CONTACTS



Scroll down the page to the HFL Education contacts poster

APPENDIX 2 – Consortia and Current Chairs 2026-27

HEAD	CONSORTIA	E-MAIL
Tom Timson	Baldock	head@stjohns4.herts.sch.uk
Peter Luck	Bishop's Stortford	head@thorngrove.herts.sch.uk
Louise Thomas	Borehamwood & Elstree	head@cowleyhill.herts.sch.uk
Rebecca Tregear	Bushey/Radlett	head@littlereddings.org.uk
Giovanni Gaidoni	Cheshunt & Waltham Cross	head@fairfields.herts.sch.uk
Allan Maher	Dacorum	head@nashmills.herts.sch.uk
Emma Simmons	Harpenden	head@crabtreejm.herts.sch.uk
Hazel Leslie	Hertford and Ware	head@stcatherines.herts.sch.uk
Liz Pollard	Hitchin	head@codicote.herts.sch.uk
Rachel Semark	Hoddesdon/Broxbourne	head@cranbourne.herts.sch.uk
Chelsea Atkins	Letchworth	head@wilbury.herts.sch.uk
Helen Ackerman	Nursery Heads	head@ludwick.herts.sch.uk
Wendy Wing	Potters Bar	head@cuffley.herts.sch.uk
Laura Woods	Rib Valley	head@rogerdeclare.herts.sch.uk
Hannah Trickett	Riversmeet	head@maplecross.herts.sch.uk
Jane Sherwood	Royston	head@icknielwalk.herts.sch.uk
Kate Day	South Oxhey	head@greenfields.herts.sch.uk
Cathy Longhurst	St Albans	headteacher@mandeville.herts.sch.uk
Emma Flawn	Stevenage	head@campshill.herts.sch.uk
Sue Collings (secondary)	Tring (part of Dacorum consortia)	info@ridgewaylearning.org
Cheska Tyler	Watford	head@cherrytree.herts.sch.uk
Sarah-Grace French	Welwyn Hatfield	S.French@holwell.herts.sch.uk



Thank You

01438 544 464
Visit our website

