

WELCOME TO THE 2024 ANNUAL GENERAL
MEETING OF HERTS FOR LEARNING LTD
(TRADING AS HFL EDUCATION)

5pm on Tuesday 24 September 2024

Via Livestorm



INTRODUCTION TO LIVESTORM

On the bottom right-hand side of your screen, you will see an interactive area including polls, questions and chat.

If you would like to ask any questions during this session, please post them in the '**Questions**' area and we will address them in the Q&A session at the end of the meeting.

Later in the meeting we will be using the '**Polls**' area for you to vote on the AGM Resolutions.

Before we start, please can you test the '**Polls**' function now, by using the polls tab to confirm that you can clearly hear me.



CHAIR OF THE BOARD PROFESSOR PAUL LAYZELL



2024 ANNUAL GENERAL MEETING AGENDA



Welcome

Professor Paul Layzell, Chair of the Board



Chief Executive Officer's overview

Carole Bennett, Chief Executive Officer



Voting on Resolutions



Questions and Answers

THANK YOU...

- HFL shareholders (schools and HCC)
- HFL Board of Directors
- HFL Executive team and colleagues
- HFL customers



CHIEF EXECUTIVE OFFICER CAROLE BENNETT



ACHIEVEMENTS AND CHALLENGES IN 2023-24

- Strong performance on quality measures in Hertfordshire (good and outstanding schools and outcomes)
 - Developed new multi academy trust offer
 - Developed new offers to meet the changing world of education world and customer needs:
 - Attendance
 - Small schools
 - Complaints
 - Increased out of county trading presence
 - Moved into new offices enabling more efficient ways of working / networking
 - c.£600k of savings delivered for 2024-25; from staffing reviews and business efficiencies
- Yet...
- Financial pressures continue – challenges to our customer base; unable to reflect rising costs in our prices.

THE HFL EDUCATION EXECUTIVE TEAM



Carole Bennett
Chief Executive Officer



Catherine Tallis
Director of
Business Services



Jeremy Loukes
Director of
Education Services
(Primary and Early Years)



Liz Shapland
Director of
Education Services
(Secondary, Special and AP)



Andy Griffiths
Chief Finance Officer



Dave Windridge
People and Organisational
Development Director

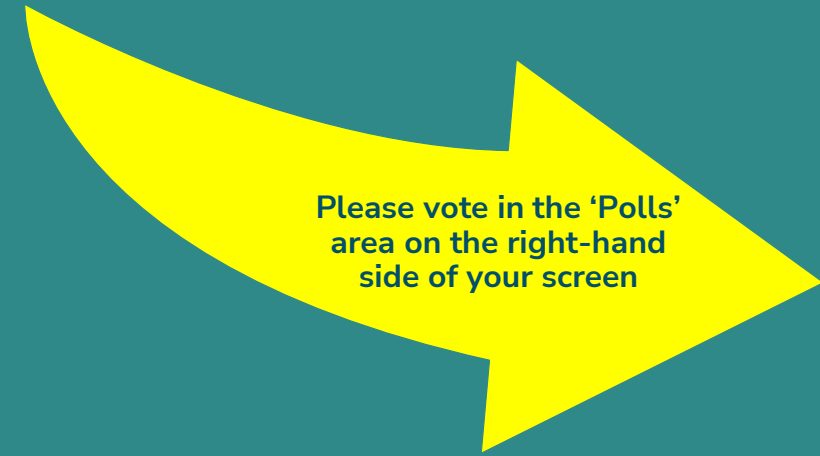


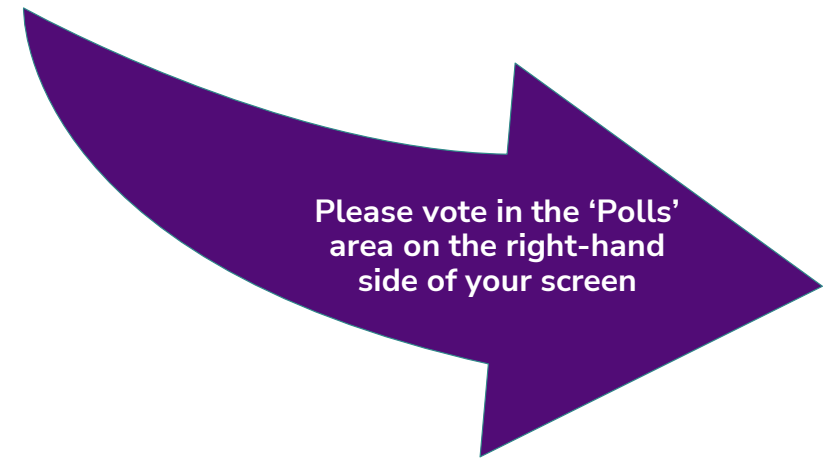
THE YEAR AHEAD...

- Continue review and efficiencies projects – how do we deliver best value for money for HCC, HFL and our customers? Where do we add most value?
- Review and refresh the training offer from HFL – content; audience; timing; bundling
- Build our 'human' presence in Hertfordshire and beyond – create relationships to enable customers to locate the right person to help at the right time
- Review how HFL services need to evolve – how can we support SEND in schools?
- Explore how our contracting process can be more transparent, informative and user friendly
- Embed our new leadership structure; create strong internal CPD to ensure that HFL can recruit, retain and deploy the strongest professionals to our customers.



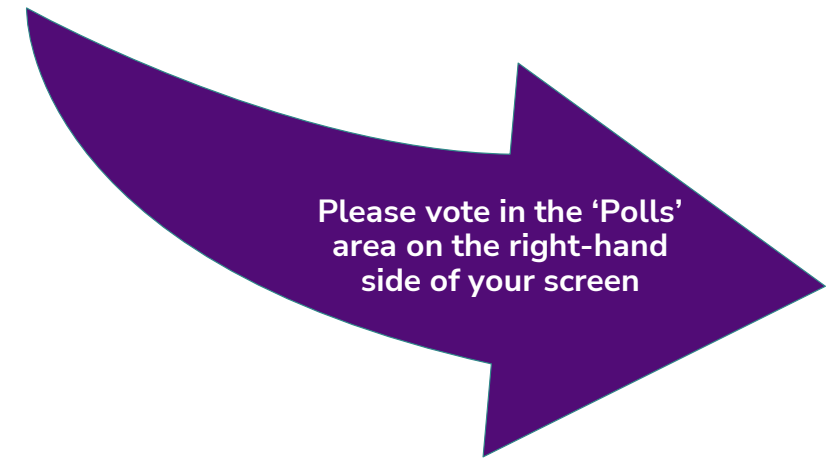
RESOLUTIONS





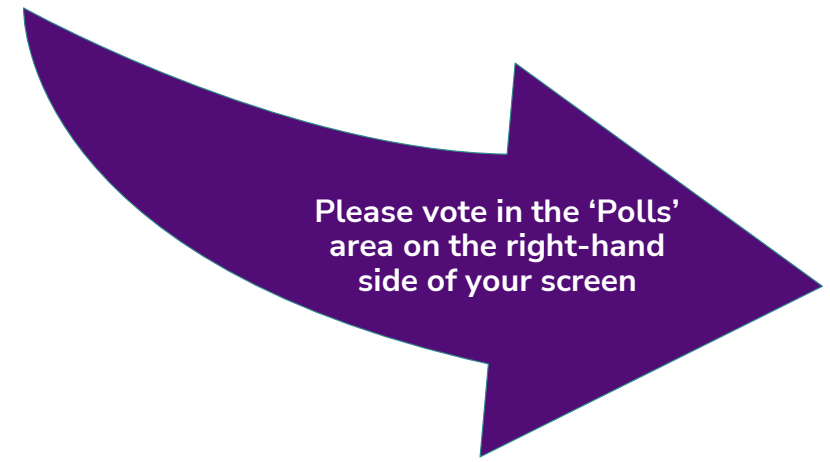
ORDINARY RESOLUTION 1:

To receive the HFL Education Annual Report and Accounts for the year ended 31 March 2024.



ORDINARY RESOLUTION 2:

To appoint Hillier Hopkins as the Company's auditors for the financial year ending 31 March 2025.

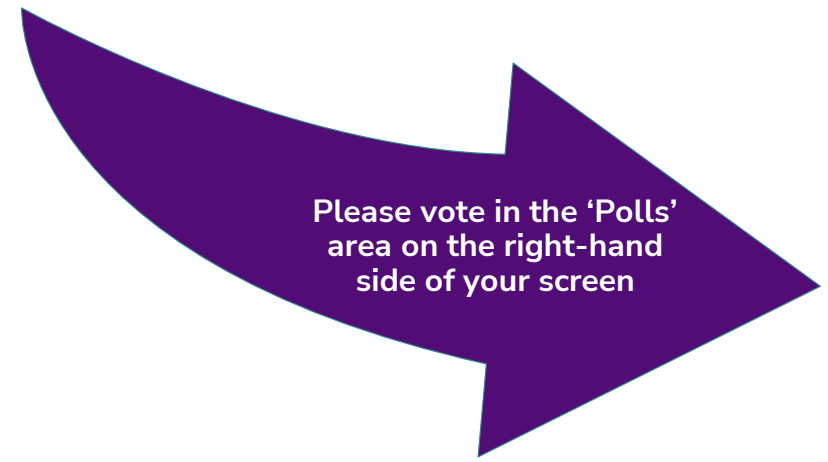


ORDINARY RESOLUTION 3:

To authorise the HFL Board to agree the remuneration of the auditors.

SPECIAL RESOLUTION 1:

To approve the HFL Board’s proposal to make provision for the Board to have authority to appoint up to two Associate Non-Executive Directors at any given time, as non-voting / non-decision-making advisers to the Board of Directors, within our Articles of Association as follows:



New defined term: “Associate non-executive director” means a non-voting / non-decision-making adviser to the Board of Directors but who is not a part of the Executive team.

New Article: “The board may from time to time at their sole discretion appoint up to two Associate non-executive directors.”

This model is widely used across the public sector to support Board succession strategy and introduce expertise, skills and experience, as needed, to complement the Board of Directors. The Associate NEDs are not positions that need to be filled, but are to be used, at the discretion of the Board, to get the widest, relevant input from stakeholders to help the Board act in the best interests of the Company. However, it is important that the balance of the Board is maintained, and the decision-making role of the Board non-executive directors is respected.



Please post your questions
in the 'Questions' tab on
the on the right-hand side
of your screen

QUESTIONS



