



National Association for Hospital Education Development Plan 2024-2025

Context and aims

Overall aims:

- To work collaboratively to secure outstanding standards of education for the children and young people we support who are temporarily or permanently disadvantaged by illness or other medical / mental health conditions.
- To actively promote children and young people's entitlement to high quality and breadth of educational opportunities, regardless of their age or where they live.
- To advocate, challenge and collaborate with educational partners in order to contribute to an equal and inclusive educational offer for all children.
- To support parents, clinicians and other professionals working in our sector to ensure the very best outcomes for our children and young people.
- To raise awareness and influence policy at a national level to ensure equality of opportunity for our children and young people.

Priority:			Why is this a priority?			
To develop the structures and finances so that NAHE can be sustainable for the future			As NAHE is an organisation currently run by volunteers, we need to consider our finance model so that the organisation is sustainable for the future			
Actions	By who?	By when?	Success criteria & evidence	Anticipated impact / KPIs	Progress comment / update (RAG rated)	Resources / costs
To continue to grow and develop the organisation & sustain current membership	All directors	Ongoing	Membership grows year on year.	Membership growth ensures consistent funding stream to sustain the organisation		Admin/finance support Director time
To develop a financial strategy and clear business plan for the future	All directors	July 25	Financial strategy and BCP in place	To ensure that the organisation is sustainable for the future, both financially and personnel		Admin/finance support Director time
To plan for the succession of key directors, including the chair	All directors	Final plan Sept 2025	Succession plan in place and period of transition planned	Organisation is sustainable ensuring smooth transitions to new personnel		Director time

Priority: To continue to embed and develop the peer support networks			Why is this a priority? This will allow staff working in hospital education to discuss key issues and share best practice which supports improved outcomes for children with medical needs. Staff in some provisions may be isolated and require support from peers within the sector.			
Actions	By who?	By when?	Success criteria & evidence	Anticipated impact / KPIs	Progress comment / update (RAG rated)	Resources / costs
Embed current networks and establish new where there are none at present, including cross phase	Directors	Ongoing	Groups identified and met. Future working relationships established.	Good practice for subjects is shared and disseminated. Staff feel supported		Staff / admin time
Embed networks for staff working in similar settings e.g. paediatric hospitals, CAMHS Units, Start one for Medical AP	Directors	Sept 25 and ongoing	Network groups established, meeting regularly	More refined sharing of practice for staff in similar settings		Staff time Poss venue costs
Develop the members area of the NAHE website	All	Ongoing	Feedback from stakeholders / interaction with the website. Increased membership.	Staff feel supported and able to share key information leading to improved outcomes.		Within website costs
Develop a set of 'best practice' guidelines for mainstream staff	Directors and subject networks	March 25	Set of best practice guides available e.g. reintegration	NAHE members have a document to refer external quality assurers and mainstream settings to better understand our context.		Staff time

Priority: To ensure equality of provision for children with medical needs across the country			Why is this a priority? There is variability across the country in the provision for children missing education due to ill health. This includes funding, access to teaching, level of support LAs provide, number of hours education provided, etc. We have a role to ensure that any further proposals do not further disadvantage our pupils.			
Actions	By who?	By when?	Success criteria & evidence	Anticipated impact / KPIs	Progress comment / update (RAG rated)	Resources / costs
Work with the DfE and new government to raise the profile of the sector and our pupil cohorts	Chair & directors	Ongoing	The challenges experienced by our pupils is better understood by DfE and ministers	Decisions made on policy will consider the needs of our pupils		Staff time
To work with the DfE and ministers to ensure that proposals regarding SEND & AP meet the needs of our pupils	HEWG Workstream members	July 2025	Any proposals for the future of SEND & AP include reference to our pupils	Our pupils will not be disadvantaged by any future proposals for changes to the sectors		Staff time
To work with NHS England and DfE prior to any changes to ensure education for pupils who are inpatients is not compromised	Chair, directors, Units United	July 2025	Education is included in any new proposals for working models of inpatients, both paediatric and CAMHS	Pupils who are inpatients will continue to have access to education		
To encourage research projects within the sector	All members	July 25 and ongoing	Increase in availability of research pertinent to our pupils and sector Presence/articles in publications including Continuity in Education	More robust evidence base in place for proven successful approaches for our pupils		Staff time