



In this week's edition...

COVID-19 UPDATES & INFORMATION	AUDIENCE	TASK
C02 Monitors - how to guide	Headteachers & SBMs	Info
ANNOUNCEMENTS, INFO & UPDATES	AUDIENCE	TASK
Introduction	All	Info
Policy Update	All	Action
Board of Trustees Summary	All	Info
LSP Centre of Professional Development	Headteachers	Info
Headteacher Briefings	Headteachers	Info
Staff Lists	Headteachers & SBMs	Action
Catch up Numeracy & Literacy training	Headteachers	Info
Primary RE Schemes of Work	Headteachers	Info
Draft Governor Training Programme 2021-22	Chairs and Clerks	Info
Governors Lists	Chairs and Clerks	Action
FINANCIAL UPDATES	AUDIENCE	TASK
Funding for increases in National Insurance	Headteachers & SBMs	Info
Recovery Premium Funding	Headteachers & SBMs	Info
Future funding arrangements	SBMs	Action
Additional one-off funding for NQTs	SBMs	Info



CO2 Monitors - how to guide

The Government has published a 'how to' guide on the Google drive document sharing platform on the use of CO2 monitors in education and childcare settings. The link to the platform is [here](#).

ANNOUNCEMENTS, INFO & UPDATES

Introduction

St Andrew's, Congresbury, recently sought conditional consent from the Board of Trustees to join LSP. I am delighted to say that our Trustees consented to that request. We will now explore due diligence with St Andrew's and they will consult with their staff and parents about the proposal. To give them the best view of and start in the Trust I will want to include Fran Martin (HT at St Andrew's) very fully in our work from this point onwards. I am very pleased that St Andrew's plan to join LSP: they are a geographical neighbour, have a real desire to participate in our partnership and will bring an expertise to us as a centre of excellence in Thrive practice.

It already seems like ages since the beginning of term. New normal and a fair bit of old normal have quickly established themselves. We have seen a small number of positive cases so far, all handled very calmly and expertly by schools. It strikes me that we have got our risk assessments just right, we are now prioritising education and learning to live with the virus but have a clear Plan B if we need it. I would like to thank our leaders in secondary schools, especially our Business Managers, for delivering the resumption asymptomatic testing so well. I would imagine that they have flinched slightly on hearing that the Chief Medical Officer has recommended vaccinations for the 12-18 age group too but I am sure that they will meet this challenge effectively too.

I attended Ofsted training on Friday and was unsurprised to hear that the inspectorate are putting Relationships and Sex Education at the top of their priority list. I will be feeding back to Heads on this shortly and hope that governors keep this area of curriculum in their line of sight, as it will surely be a focus in inspections during the year ahead.

Lastly, when our Board met last week we discussed the new requirement in KCSIE that all governors read and understand the whole of the document (this is of course more than is required of teachers). The rationale for that is that it is governors who have oversight of all aspects of safeguarding and child protection from pre-recruitment checks to managing allegations. Rather than create a feedback loop as we do for staff, our Trustees have asked that Chairs of LGBs ensure that this requirement is communicated to all governors and that we ensure that time is given on LGB agendas to have an update from the HT or DSL on the key changes in KCSIE and time for governors to discuss how these changes are accommodated in the school. That is in addition to the required reading! We will provide LGBs with some further governors' safeguarding materials as the year progresses to help keep this priority at the front of all our activities.

Gary

Policy Update

The LSP Capability Policy has been updated and can be found on the [HR Policies page](#) on LSP Gateway. Please advise staff and update your records.

Board of Trustees - 9th September

The Board met at Backwell School. Trustees had an opportunity to view the new sports, science and business studies building.

The Board conducted the following business:

- Received a presentation from the Director of Education on her priorities for the year ahead.
- Received and scrutinised the DoE's Report, assessment outcomes from the summer and School Improvement Notes of Visit.
- Reviewed Parental Surveys for all schools.
- Gave conditional consent for St Andrew's Congresbury.
- Confirmed the arrangements for the additional day of holiday (22 July 22) in lieu of the Queen's Platinum Jubilee Bank Holiday.
- Received safeguarding updates.
- Confirmed Chair's actions (approval of Safeguarding and Whistle Blowing Policies).
- Updated the Trust Risk Register.

LSP Centre of Professional Development

We are delighted to offer a full and exciting programme of professional development for staff in the Trust for the upcoming year. Many thanks to teaching and leading leaders at schools who have been supporting us with this. We look forward to sharing more information about the CoPD including its vision, structure and strategic aims in the coming weeks.

Primary Offer

Our primary offer is now confirmed (with just a few dates outstanding). Please see [here](#) for the full offer. As in previous years, each school will make a contribution to this CPD through purchasing credits at the cost of £2.50 per child on roll. To simplify the process, this year will allow you to access any of the CPD on our offer (and send as many people as you choose to each event).

Booking for events are now open [here](#).

This form will allow school leaders to book staff on all CPD events in one form.

Secondary Offer

We are finalising this offer in the next few days and will contact you with details shortly.

Headteacher Briefings

Thank you to everyone who joined us last Thursday. A recording of the session can be found in [Folder here](#).

These sessions will support all we do to make our schools the very best they can be for children and young people and it will be important to make time to check in either when they happen (probably the best option!) or by accessing the recording at a later date. Sessions will never be more than an hour and often less.

Most of last week's session was about new guidance on Recovery Premium and Pupil Premium. There are important new requirements placed on schools this year around developing a strategy and using a standard reporting template on your website. The new Deputy Headteachers' Network will be taking forward this work for us all.

DFE documentation states:

As in previous years, continue to use the pupil premium to improve the attainment of your disadvantaged pupils. The disproportionately high impact of COVID-19 on the education of disadvantaged pupils makes this more important than ever.

For 2021 to 2022, you are required to:

- use your [recovery premium](#) alongside your pupil premium funding and report on your use of them as a single sum in your [strategy statement](#)
- use our [template](#) to publish your strategy statement - see condition 8 of the conditions of grant
- publish your strategy statement by **31 December 2021** - this enables you to take the needs of your new intake into account
- demonstrate how your spending decisions are informed by a range of evidence

The documents referred to in Thursday's briefing were:

<https://www.gov.uk/guidance/pupil-premium-effective-use-and-accountability?>

[Recovery premium funding - GOV.UK \(www.gov.uk\)](#)

[Pupil premium - GOV.UK \(www.gov.uk\)](#)

This week's briefing will focus on Leading Appraisal.

Sharon Roberts



Staff Lists

Please can you send an updated list of how your pupil facing staff are deployed, including any leadership responsibilities, from September to jnorris@lsp.org.uk, as you would normally do on an annual basis.

Catch up Numeracy & Literacy training

This resource has been discussed as part of the recent SEN intervention review. Whilst it was not chosen as one of the preferred tools it might still be something that you are interested in purchasing.

More information can be found here: <https://www.catchup.org/training.php>

In the Autumn term we will be asking for expressions of interest with a view to purchasing as a group. If we have a minimum of 10 delegates across either literacy or numeracy (this would usually be 10 per intervention) the price would be reduced from £450 to £399.

Primary RE Schemes of Work

LSP primary schools have been recommended two possible schemes for RE: Discovery RE and Understanding Christianity.

Church schools should look at combining Understanding Christianity with either Discovery RE or with the Agreed Syllabus (Awareness, Mystery, Value) and can receive support from the Diocese for planning RE. Community schools are fine to use Discovery RE or to stay with the Agreed Syllabus (Awareness Mystery Value).

Discovery RE is produced by the same company who produce Jigsaw and for this reason it may well be an attractive resource to purchase. See <https://discoveryschemeofwork.com/> for more details.

The Discovery RE scheme of work for a whole school set (4-11) costs £850 + £15 P & P EX VAT with a £50 reduction for any school that has less than 100 pupils.

LSP have been offered the following discounts should multiple schools purchase Discovery RE:

- 2-5 schools 5%
- 6-10 schools 10%
- 11-15 schools 15%

If you would like to purchase Discovery RE, please send your expression of interest to bwatts@lsp.org.uk by Friday 24th September. Thank you.

Draft Governor Training Programme 2021-22

We have put together a draft training [programme](#) for governors. At this stage dates have yet to be agreed but the term in which we plan to hold the training has been indicated. More information will be confirmed in due course. Please contact jnorris@lsp.org.uk with any queries.

Governors Lists

Please can you send an updated list of governors, together with their category (Foundation, parent, co-opted, etc) to jnorris@lsp.org.uk.

Funding for increases in National Insurance

Questions have been asked about whether schools will receive additional funding to meet the costs of the recently announced increases in National Insurance employer contributions outlined in the [Health and Social Care plan document](#).

Paragraph 86 of the plan document states:

Finally, the estimated public sector employer contributions to the Levy are subtracted, as the *Government intends to compensate departments and other public sector employers in England at the Spending Review for the increased cost of the Levy* and provide Barnett consequential on this funding to the devolved administrations. If the Government did not take this step then the spending power of public services, including the NHS, would be reduced. This adjustment reduces the amount that is available from the Levy to spend on health and social care by around £1.8 billion per year, bringing the total funding available to around £11.4 billion per year.

The DfE has confirmed it is in discussion with Her Majesty's Treasury about the implications of the NICs increase but we await more detail.

Recovery Premium Funding

The DfE has confirmed the details of the new Recovery Premium funding for the 2021-22 academic year to further support pupils who need it most, and which will build on Pupil Premium. **This is the same funding that was discussed earlier in the year in relation to 2021-22 catch up funding and where it was suggested that an average primary school and an average secondary school would receive around £6,000 and £22,000 retrospectively.** However, the DfE have now provided more details.

The recovery premium will be allocated using the same data as pupil premium (including FSM pupils, FSM Ever 6 pupils as well as post- LAC pupils. and so we can assume that the pupil data for funding from September 2021 to March 2022 will be based on the October 2020 census data and funding for April to August 2022 will be based on the October 2021 census.

School allocations will be calculated on the basis of £145 per eligible pupil. However, there is a minimum payment per school so that all primary schools will not receive less than £2,000 and secondaries will not receive less than £6,000.

As with pupil premium, the funding for looked-after children will be paid to the local authority and should be managed by the virtual school head.

Academies will receive the funding quarterly in October, January, May and July, and at this stage we will assume that:

- the October payment will cover September, October and November;
- the January payment will cover December, January and February;
- the May payment will cover March, April and May;
- the July payment will cover, June, July and August.

Using recovery premium funding

Schools should spend this premium on evidence-based approaches to supporting pupils and activities should include those that:

- support the quality of teaching, such as staff professional development
- provide targeted academic support, such as tutoring
- deal with non-academic barriers to success in school, such as attendance, behaviour and social and emotional support

Like the pupil premium, schools can:

- spend the recovery premium on a wider cohort of pupils than those who attract the funding
- direct recovery premium spending where they think the need is greatest

Sharon Roberts' Headteacher Briefing last week focused on the new guidance for both Pupil Premium and new Recovery Premium funding.

Future funding arrangements

As mentioned in the last bulletin, we have had some positive news on 2022-23 funding for schools. In our budgets, we assumed no increases in funding rates, but it looks like there will be a 3% increase in the majority of funding factors and 2% in other areas (FSM & the minimum funding level which is going up from £4,180 to £4,265 for primaries and from £5,415 to £5,525 for secondaries). We have produced a revised GAG [funding estimation tool](#) incorporating this information to give schools an indication of future income. We have not yet looked at Post 16 funding, but will do this as soon as we are able.

It is worth running a revised budget forecast using this tool to assess the impact of future funding on your multi-year budget, especially if your schools is in potential financial difficulty. If you would like to discuss this further please contact Sue or Jane on lspfinance@lsp.org.uk

Additional one-off funding for NQTs who were due to complete their induction in Summer 2021

In recognition of the challenging initial teacher training and induction newly qualified teachers (NQTs) have experienced due to the pandemic, all schools that had an NQT who was due to complete induction in Summer 2021 will have access to a one-off payment equivalent to an additional 5% off timetable for the 2021-22 academic year so that these teachers have additional time to invest in their development. The funding 'unit cost' is based on 5% off timetable time (teaching time) for NQTs in the 2021 to 2022 academic year (equating to 44 hours) and will be £1,200 per NQT.

This time off timetable is not statutory, but it has been designed to be used flexibly so that as many new teachers as possible can benefit from this additional support. The DfE have said that they trust schools and their leaders to know what works best for them and their staff. Time off timetable can be grouped together in different ways, for example, taken as whole days or half days off.

Funding will be based on school workforce census returns. Payment will be made in arrears, in the summer term of 2022, to ensure that the payments are as accurate as possible and to avoid issues around teachers having moved schools. Schools will receive this funding as part of their normal payments from ESFA.

Schools who have employed NQTs who have moved schools post-induction will still be eligible to receive this funding. The process by which these NQTs will be identified and how payments will be made, will be confirmed by the DfE in due course, and we will advise schools as soon as we have more information.

As payment will be made in arrears, the DfE will ask schools to confirm that the money has been spent in the way intended. Acceptance of the funding will be taken as confirmation.

In advance of accepting any funding, schools will have the opportunity to let the DfE know they do not want to receive this funding or notify them of any changes, if, for example, the teacher changes school during the academic year.

The DfE say that they will ensure that as part of this grant payment process, there is clear communication around the terms and conditions for accepting the money and the subsequent requirements for schools related to assurance. Schools should keep some record of this expenditure - such as a receipt for classroom cover, or a timetable for the NQT(s) involved, but they will not mandate what form this record should take, and trust school leaders to use their judgement. The DfE reserve the right to conduct light-touch, proportionate assurance such as spot checks with individual schools, asking for sight of such records.

