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LSP Leaders meeting - 24 November 2021

You will have received the invitation (from Clare Giordmaine) giving details of the LSP Business Breakfast taking place on Wednesday, 24 November 2021 from 07:30. We plan to hold the LSP Leaders meeting straight after that session from 09:30 at Backwell School.

The agenda for the Leaders meeting will include a session on the behaviours and skills we can use to ensure that good practice is consistently embedded across our schools - more details will follow in due course. There will also be the usual round of updates. The meeting is likely to be shorter than usual as there is a further session on for HTs and other senior leaders on the following afternoon via TEAMS (Thursday 25th November 1pm - 4pm) on **Instructional coaching** with John Hutchinson - this will take our thinking further again and really help us as we work on embedding the curriculum and high-quality pedagogy in all classrooms in our schools.

We are considering developing a much more detailed programme on instructional coaching for next academic year and it will be good to hear your thinking on this.

Headteacher Briefings

Recordings of briefings are on Foldr in [Primary HT/Trust Wide/ HT Briefings](#). The session just before half term was on the KS2 Reading Audit and there is also a PowerPoint with additional advice and also a blank version of the audit tool for those who would like to see this prior to working with your SIA on this this term.

Please note that there will **not** be briefings on **Thursday 4th or Thursday 11th**. I have another important commitment on Thursday 4th and then the majority of HTs will be attending the Assessment Network on Thursday 11th and we don't want to overload you with two meetings in one afternoon. I hope this is helpful to you and supports your workload too.

Sharon Roberts

Questions on School-Led Tutoring in the Educational Setting Status Form

On Wednesday 3 November, the DfE will be contacting schools to ask about plans to use the School-Led Tutoring grant and delivery so far. You will be asked to submit information about the use of the grant through the Educational Setting Status Form.

They will ask you:

- is your school currently using the School-Led Tutoring grant to provide tuition?
- since the beginning of the Autumn term, how many pupils have received tuition through the School-Led Tutoring grant in total?
- since the beginning of the Autumn term, how many pupil hours of tuition have been delivered through the School-Led Tutoring grant in total?

Going forward, they will repeat these questions every four weeks. If your school has not yet begun using the grant, there is an option to record this in the form as well.

They have said that collecting this information will help them to understand the roll-out of the programme and they have thanked you for your continued support.

Safeguarding Policies

These should all now have been approved by LGBs and be on the school websites. Following a query from one Head and for the avoidance of doubt, the safeguarding policy must be a school policy, not just a signposting to the Trust Model Policy. This is a requirement of KCSIE.

1st ECT Induction Assessment Report

Five Counties Teaching School Hub Alliance (FCTSHA) provide the Trust's Early Career Teacher (ECT) Appropriate Body Services.

The 1st Induction Assessment report for full time teachers is due to FCTSHA by **3rd December**. All Induction leads should have copies of the FCTSHA ECT Guide (which outlines a suggested monitoring and assessment timeline) as well as a copy of the FCTSHA Assessment form. If you require either of these please contact your ECT AB team.

You can contact the North Somerset team with ECT Induction assessment queries via:

- Carol Gair AB Lead for FCTSHA cgair@backwellschool.net
- Helen Twiggs AB Administrator FCTSHA htwiggs@backwellschool.net
- Vicky Fletcher AB Administrator FCTSHA vfletcher@backwellschool.net

And the BANES team via:

- Jayne Martin AB Lead for FCTSHA jane.martin@clf.uk

Boolean Maths Hub - October Primary & Early Years Bulletin

Click [here](#) to read issue 4 of the Boolean Maths Hib Primary & Early Years Bulletin.

New devices for disadvantaged children and young people

The Get Help with Technology (GHWT) service is [providing an additional 500,000 laptops and tablets](#) so that disadvantaged children and young people in school can access remote education and social care services. There are also 4G wireless routers available to order (these do not come with SIM cards).

Schools will receive 'invitation to order' emails in batches throughout November and December. Please ensure your details are up to date on the [GHWT service](#).

The number of devices that you can order is based on your allocation. This can be viewed in the GHWT service, along with guidance about how allocations have been calculated.

Schools are responsible for ensuring appropriate content filters and device management systems are in place before distributing devices to children and young people.

The DfE is offering various grants to help schools, colleges and local authorities with:

- the cost of technical support to set up and reset devices they received from GHWT
- providing connectivity support to children and young people who do not otherwise have access to suitable internet connectivity at home

Further [information about these grants, including the eligibility criteria](#), is available on GOV.UK.

COP26 - resources for schools

The DfE has published an article on [how education plays a key role at COP26 and in the fight against climate change](#).

There are a range of other resources available to coincide with COP26:

Teaching resources:

- Together for our planet: Schools Pack - this [pack of resources](#) has been created to teach pupils of all ages about climate change.
- Our Climate, Our Future: Classroom Pack - the WWF has created [COP26 resources](#) for pupils ages 7-16 to help introduce and reinforce the significance of climate change and the role of schools in shaping the future.
- UNESCO: Learn for our planet - earlier this year, UNSECO launched a campaign, calling on the world to invest in [education for sustainable development](#) and ensure that it is embedded in learning systems globally.

Events:

- Generation Zero classroom events - [Subscribe to the DfE YouTube channel](#) to watch from the classroom.
 - * Teach the Teacher Lesson | 4th November | 12:00-13:00
 - * Climate Solutions Lecture | 4th November | 15.00-16.00
 - * Green Skills and Careers | 8th November | 10:00-11:30
 - * Adapting schools to water risks and a future climate | 8th November | 13:30-14:30
- Official COP26 events that DfE are hosting - [Subscribe to the official COP26 YouTube channel](#) to watch live events at the COP26 venue.
 - * DfE will launch biodiversity and nature initiatives | 5th November | 16:00-17:30
 - * Education and Climate Ministers Summit | 5th November | 16:00-17:30
 - * Green career pathways | 7th November | 9:30-10:30
 - * So you want a green career? | 7th November | 15:30-17:30

Planning to achieve our LSP aim of being Carbon Neutral by 2035

As you will know the Board of Trustees have established a target to be Carbon Neutral by 2035. This would mean that we would be carbon neutral by the time that every child, that started with us in reception this September, leaves Sixth form.

Lots has been happening as we begin to establish our plans to achieve this aim. We have been successful in achieving some grant funding to support us to produce carbon neutral plans for each of our schools and a consolidated plan for the Trust overall. We have commissioned Powerful Allies to work with us to produce these plans. Powerful Allies will be producing draft plans from the information that they already hold and then engaging with each individual school to enable you to influence and own the plans.

In addition, we are meeting with the student environment teams in our secondary schools to enable them to influence the development of our plans. If any Primary schools in the Trust would like to engage any of their pupils in this process please contact Neill Bird, Compliance Officer (nbird@lsp.org.uk) to discuss how this can be facilitated.

We are planning to host our first Business Breakfast, covid permitting, on 24th November. The theme of the Business Breakfast is environmental, and our keynote speaker is Tim McCoy, Head of Communications for EDF (and former BBC journalist). Our student environment teams will also be contributing to our presentations.

We would like to get a group of environmental champions together from staff across the Trust to enable our staff to also contribute toward the development of our plans to be carbon neutral. We have produced a [poster](#) to advertise this group to staff and would be very grateful if you could circulate this in your school and facilitate anyone that would like to attend our planned meeting on Microsoft Teams on Monday 15th November from 13.00 to 14.30. The purpose of the meeting will be to share our plans and timescales and then to gather ideas and examples of good practice from staff across the Trust that we can include in the development of our plans.

Anyone that would like to be involved should contact Jane Norris in the Central Team (jnorris@lsp.org.uk) once this has been agreed by the Headteacher/Line Manager.

Thank you in anticipation for supporting this important area of work.

Library books project, Malawi - organised by Rotary Club

The Rotary Club are collecting books, especially school books from primary schools, for distribution to schools in Malawi. The children speak and write English and are in desperate need of educational material. If you have old library books to spare, please consider giving to this good cause before you decide to recycle them. Any schools who feel they may be able to help can contact Paul Newton (Rotary School Liaison Officer) at sandpa.newton@btinternet.com who will arrange collection from schools and the Rotary Club will arrange the onwards transportation and distribution.

Changes to term time only factors

Thank you for producing statements for your term time only support staff which demonstrate the estimated impact of the change to the calculation of term time only factors and the estimated April 2021 pay award. We recognise that issuing your staff with the statements has not been easy and we understand that some staff are unhappy about this change and may want more information or have specific questions. We have produced [this document](#) to help you to explain the change to your staff but if there are other issues that you would like us to cover please let us know.

Staffing in the Central Team

There are a few staffing updates to share with you in relation to the Central Team:

We are very sad to say that Jane Norris has announced that she will be retiring at Christmas. Jane is the oil that keeps everything working smoothly in the Central Team and we are really going to miss her. I'm sure you will join us in wishing Jane every happiness in her retirement in a few weeks' time.

Jane's retirement does offer us an opportunity to restructure some of the roles in the Central Team, particularly as we have been unable to fill the important new role of Governance Professional. We have decided to combine the Governance Professional role with the role of Compliance Officer and some elements of Jane's Executive Assistant role to create a new 35 hour per week role of Governance and Compliance Officer. We hope that this new role will prove to be attractive and have now advertised the role with a closing date of 23rd November. The [advert and job description](#) are available if anyone in your school is interested. John Purcell, Clerk to Governors at Flax Bourton School, has kindly offered to offer us some support until the Governance and Compliance Officer is appointed so we can begin to realise some of the benefits of this post for Clerks and Governing Bodies across the Trust.

We are also advertising a 15 hour per week Admin Assistant role to replace other elements of Jane's role. This advert closes on 15th November and again the [advert and job description](#) are available if anyone in your school is interested.



Louise Gilhepsy, our new HR Administrator, has now started with the team on a year fixed term contract to support the implementation of Civica. Konstantinos has now left the Trust and we have not yet recruited his replacement. We have also not yet appointed our new Finance Apprentice and will update you on both posts as soon as we can.

Keeping animals on school sites

An Academy Trust has been fined after failing to control the risk to humans from infectious diseases carried by animals. The Trust was deemed to have failed to properly control the risk from zoonotic diseases to employees, pupils and visitors at one of its schools, which was home to several animals including goats, pigs and rabbits.

An investigation by the Health and Safety Executive (HSE) found that the trust had failed to provide adequate washing facilities, provide suitable housing for the animals and adequate training for staff. The Trust pleaded guilty and were fined £20,000 and ordered to pay full costs of over £7k.

Here is the link to the industry code of practice which details what animal visitor attractions should be considering when keeping animals <http://www.visitmyfarm.org/component/k2/339-industry-code-of-practice/339-industry-code-of-practice>. Any schools keeping animals on their site are advised to seek advice from the Trust Competent Health and Safety Advisors, Delegated Services, if you haven't already done so.

Condition and M&E surveys

As you will know condition and M&E surveys are being undertaken at all schools in the Trust. These are nearly complete and we are aiming to issue the reports to schools during the week commencing 15th November. We encourage you to review the surveys for your school and to let your hub estates lead know if you are happy with the reports or raise any queries with them. We ask that you complete this activity by 10th December as we will then begin to use the information to prioritise the next five year plan for our school condition allocation.

October Pupil Census Summary reports

Please could we remind all schools to upload a copy of their October 2021 Pupil Census summary report into the [folder on Folder](#) set up for this purpose. Thank you.

British Gas Electricity Tariffs

On October 1st electricity supplies were moved from EDF to British Gas for several schools. The affected schools have been sent emails containing information regarding the new British Gas electricity tariffs and estimated annual costs. British Gas have also requested meter readings which can be submitted via britishgas.co.uk/business/meter-read

If you have any questions regarding your utility contracts please do not hesitate to contact bwatts@lsp.org.uk

Updated flowchart to manage cases of COVID-19 in schools

The UK Health Security Agency (South West) have issued a new flowchart to be followed in Childcare and Education settings in the management of COVID-19. Click [here](#) to view.

Updated COVID-19 risk assessment template

Delegated Services have provided us with an updated risk assessment template and we have updated our Trust template accordingly. The update has been made in the light of the national and local position and incorporates advice from local health teams.

The changes are highlighted in green text and include:

- the use of CO2 monitors
- vaccinations of pupils (secondary schools only)
- Reintroducing face coverings for all staff and adult visitors in situations outside of classrooms where social distancing is difficult (for example, indoors when moving around in corridors and communal areas).
- Reintroducing face coverings for students in secondary schools when moving around the premises, outside of classrooms, such as in corridors and communal areas where social distancing cannot easily be maintained.
- Reintroducing face coverings for parents/carers to wear outside where it is not possible to maintain a 2m social distance.
- Cancelling or moving online large events e.g. Assemblies, parent evenings, staff meetings or School Performances where 2 metre social distancing and good ventilation cannot be maintained.

Schools that have hit the escalation thresholds and are currently operating enhanced control measures need to take no action at this point in time.

For other schools, and for when escalated control measures are ending, please review the [template risk assessment](#) and update it to fit your specific circumstances. Please then consult with your staff, share it with your LGB and publish it on your school website.

We will keep the infection rates under review and will look to remove the reintroduction of face coverings and the restrictions on large events as soon as it is deemed safe to do so, in consultation with Delegated Services and our Local Health Teams.



Headlines from the spending review 2021

- The public sector pay freeze which was imposed last year (those earning more than £24,000) will be scrapped. Increases will be confirmed next year, subject to the governmental response to the recommendations of bodies such as the School Teachers' Review Body and be backdated to either April or September 2022.
- The Chancellor announced that the National Living Wage is due to rise from £8.91 to £9.50 an hour, effective from 1st April 2022.
- This will have a knock-on effect for apprentices, with the national minimum wage increasing here from £4.30 to £4.81 per hour. The 11.9% increase is in line with the recommendation of the Low Pay Commission and will also take effect from the start of April next year.
- The Chancellor pledged £4.7 billion funding for schools by the end of 2024/25, which 'will restore per pupil funding to 2010 levels in real terms equivalent to a cash increase for every pupil of more than £1,500.' However, the government have made clear that there will already be some claims on this funding, for example, this additional investment must support the delivery of a £30,000 starting salary for all new teachers. We will need to see the detail of the overall spending plans and commitments before we can assess the full implications of this settlement.
- The Chancellor announced £1.8 billion of additional funding for education recovery. This is on top of the £3.1 billion pledged previously. It is also believed there could be further recovery funding announced in the near future. This will be broken down into:
 - A £1 billion Recovery Premium for English and maths for the next two academic years for schools. Primary schools will receive an additional £145 per eligible pupil, while the amount per eligible pupil in secondary schools will nearly double.
 - £800 million for FE to fund an extra hour per day.
- The CSR "reaffirmed" £1.4 billion to deliver up to six million tutoring courses for disadvantaged pupils and to expand existing teacher training and development. This is largely to support the government's ambition to train up to 500,000 teachers over three academic years
- The Chancellor also announced £2.6 billion capital investment over the next three years for extra school places for children with special educational needs and disabilities (SEND). This will equate to more than 30,000 extra places across both mainstream and specialist schools and go towards improving school buildings' accessibility and funding new, special provision in free schools.
- £170 million by 2024-25 to increase the hourly rate to be paid to early years providers, to deliver the government's free hours offers. This builds on the £44 million increase confirmed at last year's Spending Review.

FOCUS ON GOVERNANCE

Bath & Wells Governor Conference

This virtual conference is being held on Friday, 5th and Saturday, 6th November (the programme is the same for each day). Please see the flyer [here](#). The Diocese offers high quality governance training which is not just focused on church schools. We have purchased a block of tickets, following feedback from Chairs of Governors expressing interest. There is no charge to schools but delegates will need to book themselves on and put 'Lighthouse' as the company or school name.

Please click [here](#) to book a place.

The Diocese will send each participant an email the week before the conference so attendees can indicate their workshop choices.

NGA Report - Governing in a multi academy trust

The NGA has recently published a [report](#) outlining the current picture in England in Trust governance. It is interesting reading and highlights what is stable, what is changing and will allow governors and Heads an opportunity to judge where we sit in the range of approaches to academy governance. Recommended reading, especially for Chairs.

Governor Training

We have now arranged the sessions for new governors “Effective Governance - new to LSP”.

This training will cover the role of School Governors, exploring how Governors work with Headteachers, tips for making a positive difference. These sessions will be held on Microsoft Teams.

Two sessions are available, either: Thursday 25 November 11.00am-1.00pm or Monday, 6 December 7.00pm–9.00pm and are aimed for those new to governance positions at the Lighthouse House Schools Partnership.

To book a place, please email Jane Norris: jnorris@lsp.org.uk

Governance Update

SOURCE: THE KEY:

- 5 ways to support staff going through the menopause (Tes). Model Menopause Policy available from The Key.
- KS1 and KS2 assessment changes summary (Tes)
- Councils warning parents about Netflix’s Squid game (BBC News)
- Government sets out Budget and Spending Review, +£4.7bn for schools; this to include covering the cost of pay increases. (Schools Week)
- DfE pledges up to 500k extra laptops for disadvantaged pupils
- Call to halt Ofsted Inspections for Headteacher wellbeing (Tes)
- Sex Education: Could consent classes help end harassment? (Tes)
- SEND: Government pledge 30k new school places (Tes)

SOURCE: NGA:

- Education Policy Institute: Latest report: Education Recovery and Resilience in England Phase 2. £13.5bn in funding needed over the next 3 years to address lost learning and avoid exacerbating educational inequalities.
- Spiralling heating costs to hit schools this winter.
- New Staff Engagement Information Sheet for Governing Bodies- “how boards can establish a culture of meaningful and effective staff engagement”.

SOURCE: DfE:

- From Wednesday 3rd November DfE will be contacting schools to ask about plans to use the School Led Tutoring grant and delivery so far. Schools will be asked to submit information about the use of the grant via Educational Setting Status Form (see link). - Educational Setting Status Form

John Purcell