



*In this week's edition...*

ANNOUNCEMENTS, INFO & UPDATES	AUDIENCE	TASK
School uniforms - new statutory guidance	Headteachers	Action
Condition and M&E surveys	Headteachers & SBMs	Info
TTO factors	SBMs	Action
Free spare piano available	All	Info
FINANCE UPDATES	AUDIENCE	TASK
Changes to National Insurance Rates on Orovia	SBMs	Action
FOCUS ON GOVERNANCE	All	Info
Governance Update	Chairs & Clerks	Info



## School uniforms - new statutory guidance

New DfE [non-statutory guidance](#) advises on developing and implementing school uniform policy. It should be read alongside the [statutory guidance on the cost of school uniforms](#).

Schools are advised to keep branded items to a minimum and allow high street items. Second-hand uniform must be available, providing cost-effective and sustainable options.

Schools are expected to have taken steps to adhere to the new guidance before parents buy uniform for the academic year beginning in September 2022.

Schools should make sure their uniform policy is published on their website and is clear and easy for parents to understand.

The new guidance also requires schools to use competitive and transparent contracts with suppliers. Should schools need to tender to secure a new contract, they have until December 2022.

## Condition and M&E surveys

Unfortunately, the new Condition and M&E survey reports were not ready to be issued to schools last week as planned. We will make them available in Foldr as soon as possible this week.

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.

Due to this delay the deadline to respond has been extended from 10th December to 14th January.

## TTO factors

As you may know, we contacted Business Managers on Friday afternoon with a letter for Term Time Only staff confirming that we have withdrawn our proposal to recalculate the factors to bring them in line with all-year round staff. We had been acting to follow a decision of an employment tribunal on an equal pay case and we may still need to take this action, but as we are now awaiting an appeal judgement from the Supreme Court it seems wise not to press ahead.

We recognise and are sorry that this has caused understandable discontent and ill feeling amongst some of our staff. A new statement will need to be provided to each affected member of staff. We recognise that this is additional unplanned work at a very busy time so we will be happy to produce the new statements for you. If you would like us to do this, you will need to provide us with a copy of the original spreadsheet that you used to produce statements for your staff (please provide these securely e.g. by Egress). We will amend it for you and send it back to you to distribute. If, however, you would prefer to complete this process yourself we can provide you with an updated spreadsheet and instructions on how to use it - it is a relatively quick and easy process. We will just ask you to send the new spreadsheet back to us by 10th December.

A quick reminder that we are holding a drop in session for School Business Managers this afternoon at 14.00 if you would like to discuss or ask any questions about this process.

## Free spare piano available!

High Down Schools have a free spare upright piano available - a standard school Renn model.

If your school could benefit from this, please contact Heather Kirkpatrick [heather.kirkpatrick@highdownschools.org](mailto:heather.kirkpatrick@highdownschools.org)

## Changes to National Insurance Rates on Orovia -action required

Following the release of new government guidance on rates and threshold for employers, as of April 2022 there will be some changes to the National Insurance rates. More information on the new rates that have been announced, can be found using the gov.uk link provided:

[Rates and thresholds for employers 2021 to 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/national-insurance-rates-thresholds-for-employers-2021-to-2022)

The changes will automatically be applied to Orovia from Monday 22<sup>nd</sup> November, to ensure that your budgeting moving forward is reflective of these new rates. As with any pay element change, once these have been applied you will be presented with an offline salary notification upon first logging in to the system. You must then regenerate any appropriate employee scenarios for these changes to take effect.

Please find instructions on page 6/7 of this [guidance document](#) to help you do this if you are unsure.



## Governance Update

### SOURCE: THE KEY:

- Government ditches £90m school “arts premium” pledge (Schools Week)
- Parents told they may face police action as teachers targeted on TikTok (The Guardian)
- Ofsted concerned over schools teaching music in only part of the year at KS3 (Schools Week)
- DfE Most Maintained schools **NOT** planning to academise (Tes)

### SOURCE: NGA:

- School and Trust Governance Part 3:
  - 64% of respondents said recruitment was difficult (50% last year)
  - Above despite boards decreasing in size since last year
  - Once recruited, 95% respondents felt opinion valued; 90% felt they belong, 74% said being a governor important to how they think of themselves as a person
- Education Staff Wellbeing Charter relaunched
  - show staff boards are taking their wellbeing seriously
  - open conversations with staff on wellbeing/ mental health
  - create a wellbeing strategy
  - create a wellbeing focussed culture
- Statutory guidance on affordable school uniforms comes in September 2022
  - second hand uniform available = cost effective and sustainable solution
  - keep costs down; query number of “branded” items
- DfE announce £1m for 5 organisations to provide anti-bullying support to schools and colleges. LGBT, SEND and Hate related bullying the focus.

### SOURCE: DfE:

- Joint Council on Vaccinations and Immunisations: 16-17yr olds should be given 2<sup>nd</sup> dose of Covid vaccine, 12 weeks after first jab. Not to be administered in schools.
- If Ofsted Inspection at same time as vaccination programme, schools can request a deferral, vaccines taking precedent.
- Schools encouraged to keep hosting Initial Teacher Training
- New support scheme for school leaders to improve/ promote good mental health. 1-2-1 counselling available and peer support for 2,000 school leaders, Deputy Head and above
- National Tutoring Programme: extending eligibility criteria for Academic Mentors:
  - applications now welcome from schools where Pupil Premium pupils over 30%
- Oak National Academy: Funding extended to Easter 2022.

### SOURCE: OTHER:

- BBC News: Ofsted to inspect all schools and colleges in England by summer 2025, at least once. Full and graded inspections for colleges, graded or ungraded for schools as now
  - gauge how well education system is recovering after Covid
  - give parents an “up to date” picture
  - extra £24m to fund this