News Bulletin



Issue 21: 15 February 2022





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Introduction

I spent the morning with Chew Valley School today. Sadly, I was there to express my condolences to the staff, who heard yesterday that one of their colleagues, Ruth Marmion, had died after a very short illness. I had known Ruth since 2004 when I joined Chew as Deputy Head and she was the very embodiment of what we are about in schools: deeply pastoral and kind in her care for pupils, yet fiercely principled in her belief in comprehensive education. She served at Chew for 34 years and was in the thick of school life until just a few short weeks ago. The staff were raw with grief this morning, but all their qualities of community and service were abundantly in evidence. I'm sure that we will all hold them in our thoughts at this time.

In much brighter news, you will see the rainbow poster for the return of HANS conference later in the bulletin. Heads from across both North Somerset and B&NES are invited to take part. Here is an opportunity to break the iron routine of school with a moment to network with colleagues and step back to see the bigger picture in educational leadership. Governors support their heads in spending this modicum of school budget on their own development, so I hope that many LSP Heads will join the conference. Our own Nik Gardner is one of the organisers and I am sure that he will field any questions.

As ever,

Gary



Payroll Contract

As you will know, the Central Team recently undertook a competitive tender process for payroll provision from 1st April 2022. As a result, from the 1st April we will be changing payroll provider from FS4S to Neo People. Neo People come highly recommended and have assured us of electronic interfaces that will remove the need for schools to send paper notifications to the payroll provider for changes, leavers and new starters.

The change process is well underway, and we are really confident in the steps that Neo People have taken so far.

In due course we will provide further information to introduce the service and staff to you and to provide contact numbers.

Core Services charge consultation

On 19th January we launched our consultation on the Core Services Charge for 2022-23. The papers are available on Foldr here.

The Trustees will agree the Core Services Charge for the 2022-23 financial year at their meeting on 2nd March. This is in order to ensure that you have this information in time to prepare your budget through your Local Governing Body and to submit this information to the Board of Trustees by 17th June 2022.

The consultation closes at 5.00pm today (15th February). A Microsoft form is available for you to respond to. The results of the consultation, following the decisions of the Board of Trustees, will be issued on 3rd March.

I would like to encourage you to respond to this consultation, if you haven't already done so, and to ask any questions or clarifications that you need to enable you to respond.

Headteachers Meetings

There will be an online Headteachers meeting on <u>Thursday 17th Feb at 2pm</u>. We will be looking at data and also flagging up important dates for the coming term re moderation etc.

The School Leaders' meeting on Wednesday 9th March will be in person at Nailsea Baptist Church, meeting at 8.30am for 9am start. The agenda will cover a range of updates from HR, time for primary colleagues to discuss the challenges of curriculum implementation, and thoughts on CPD/INSETs for next year, together with time to enjoy each other's company.

The dates for the rest of the year are:

- 18 May (term 5 starts 25 April) (SATs week 9 May)
- 15 June (term 6 starts 6 June)

Reminder: Primary HT Meeting Thursday 17th Feb 2.00 pm on TEAMs

Please join us for a number of updates and also to look forward to work in Term 4.

HANS CONFERENCE 2022 Back together

28th and 29th April at Hilton Cadbury House

Betsy De Thierry

Betsy is a practising psychotherapist and a qualified primary school teacher who has founded several charities that work directly with troubled families. Betsy has authored a number of books with trauma at the centre

Chris Dyson

Chris is the HT of Parklands Primary School, Leeds. He was brought up by a single-parent and receiving free school meals, which has meant that the connection between his early life and that of Parklands' pupils is built on understanding.

Being a 'Productivity Ninja'

Based on the bestselling book 'How to be a Productivity Ninja' by Graham Allcott

and an opportunity to re-connect with colleagues

-BOOK on CPD online NOW- DISCOUNTED EARLY BIRD RATES

available until end of Term 3 (Covid policy available upon booking)

HANS (Heads' Assoc. of North Somerset) Is <u>your</u> association, set up almost 20 years ago to promote education through collaboration & exchange of ideas and to provide mutual support for heads.

The HANS AGM is held prior to dinner on Day 1.

The annual residential conference offers a unique professional development opportunity to: Reflect on a range of topical issues facing all heads at this time; to think strategically and to network with colleagues

HANS Conference 2022 - Thursday 28th - Friday 29th April 2022

Discounted Early Bird Rate available until Friday 25th February 2022

The HANS Conference will be held on Thursday 28th - Friday 29th April 2022 at Doubletree by Hilton, Cadbury House, Congresbury.

This two-day conference offers a unique professional development opportunity to reflect on a range of topical issues facing all headteachers at this time; to think strategically and to network with colleagues.

Speakers include:

Betsy De Thierry, Chris Dyson and Think Productive. Headspace time, of course, which this year involves cream tea and cricket and Thursday evening entertainment.

Day One:

Betsy De Thierry and Chris Dyson

Day Two:

Think Productive

Please book your place via CPD Online with a discounted early bird rate available until Friday 25th February 2022.

Link to the Thursday and two-day options **HERE** Link to Friday only **HERE**

For further information, please see flier and menu booking form here and also available on CPD Online.

When you have booked your place, please return your dinner choices to Angie Mason (angie.mason@n-somerset.gov.uk) by Friday 1st April 2022.

LSP Moderation Term 4

Following the postponement of our Term 3 moderation, we have put together the following plan to (hopefully) allow teachers from across the Trust to have the opportunity to moderate work together next term. We have prioritised Y2 and Y6 because they have statutory moderation and also FS as we felt this would be useful to support the introduction of the new EYFS.

The timetable for moderation is as follows:

Year Group	Date	Time
FS	22/3/22	1.00 – 4pm
1	29/3/22	1.00 – 4pm
2	24/3/22	8.30 – 11.30am or 1.00 – 4pm
3	31/3/22	1.00 – 4pm
4	7/4/22	1.00 – 4pm
5	31/3/22	8.30 – 11.30am
6	25/3/22	8.30 – 11.30am or 1.00 – 4pm

We are planning for the sessions to be in person in the Teaching School room at St Peter's. They will all be facilitated by one of our Lead/ Consultant Teachers. Years 1 - 6 will focus on writing work, and FS will have a wider range to cover more areas of the EYFS. Further details will be sent to teachers nearer the time.

ANNOUNCEMENTS & UPDATES

The plan is to engage as many teachers as possible as it is now two years since we have had cross Trust moderation and we know the value it brings to our classrooms. We are therefore proposing the following structure for attendance:

- · Y2 and Y6 all teachers attend (we have put in two sessions for each of these year groups to support this)
- · FS, Y1, Y3,4,5 at least one teacher from each school attends (or prioritise which year group for small schools with mixed year groups). We may be able to accommodate more teachers if you would like more to attend please register and we'll be in touch. So we can begin planning, please complete THIS FORM letting us know which teachers you would like to attend by 3rd March 2022. We will then be in touch with further details.

Education Welfare

Our Education Welfare Service is provided by Noble Education and headed by Peter Noble (former Principal EWO at North Somerset). Schools in North Somerset received a Red Noticeboard from the LA last week, notifying them that a suspicious person had been impersonating a North Somerset EWO. Although this was not one of Pete's team it has illustrated a misunderstanding at the LA (and perhaps more widely) about how schools procure services in the present system. We suggest that you may want to run an item on the importance of school attendance in your school newsletter and use some of the following content.

Educational Welfare Service

Noble Education Services (NES) LTD was established in 2017 and is a local Independent Education Welfare Service offering advice to schools and direct work in raising school attendance, in turn improving outcomes for pupils and their families across the South-West. NES is the Education Welfare service for all Lighthouse Schools Partnership schools.

Founder Peter Noble, prior to this, worked for 19 years with North Somerset Council Education Welfare department and his team are experienced professionals from educational backgrounds.

All members of the team have enhanced DBS checks and have years of experience of working with children and families. Staff have ID badges which are on display for each visit. Below are the two officers who currently look after LSP Schools.







Ofsted handbook Update

The Ofsted handbook has been updated. The list of changes is as follows:

- Paragraph 39, 106, 111, 148 and 379 to 387: changes to reflect Ofsted's policy on aligned inspections.
- Paragraph 41 to 44 and 50: updated to clarify the frequency of inspection.
- Paragraph 47: clarifications on risk assessment.
- Paragraph 67, 236, 252 and 315 to 317: updated to clarify Ofsted's approach to harmful sexual behaviour.
- Paragraph 230 and 231: Updates and clarifications on transitional arrangements.

A significant change to note is that the transition statements appear to have been extended to September 2022.

Ofsted and new schools/schools that undergo a significant change

This guidance on new schools has now been updated.

In particular, it's worth noting, "Ofsted defines a new school as a school with a new unique reference number (URN). The Department for Education (DfE) provides all schools with a URN. If a school changes its status or undergoes significant change and receives a new URN, it legally becomes a new school. If the school retains its URN following a change, it remains the same school. The following explains this in more detail.

Academy schools account for most new schools. These include free schools, former maintained schools that have voluntarily converted to become academies (academy converters), and former maintained schools that were judged as inadequate by Ofsted and were required to become academies."

In effect, Ofsted uses the URN to signify what is a new school. However, Ofsted does not make the decision about when a 'new' school receives a URN - this is a DfE decision.

With regards to the impact of Covid-19 on the timing of inspections of new schools, please note the following:

"Routine inspections of schools were suspended during the COVID-19 pandemic. Routine inspections resumed from summer term 2021 and a full programme of graded inspections resumed from September 2021. Schools that were last inspected before the start of the pandemic can expect their first routine inspection to be up to 6 terms later than they would have been inspected. New schools that opened before September 2020 and that have not had their first inspection can expect to be inspected in their fourth or fifth year of operation. This is due to the suspension of routine inspection activity as a result of COVID-19."

GDPR - Data Breaches

Surprisingly, less than half the schools in the LSP have reported a data breach to the Central Team since September 2019, and so may I take this opportunity to remind everyone that it is a legal requirement to do so. Schools should not panic if a breach occurs, as the main thing is to contain the breach and put in place any lessons learnt.

<u>Here</u> is the form to use for reporting breaches. Whenever possible, this should be done within 72 hours of a data breach occurring by emailing DPO@lsp.org.uk

Please can each school ensure that their staff know who they should report a breach to within the school should one occur.

If you have any queries, please let me know.

Thank you, Neill Bird







Welcome to the **Consortium family!**

We are pleased to confirm that a new trading agreement came into action between Consortium Education and the Trust on 1 December 2021.

15% discount on standard prices!*

Schools can enjoy:

- 15% Consortium discount* and 10% TTS discount on standard prices
- 20% discount on Consortium exercise books within the classics range
- Free next day delivery (when you order before 2pm)
- No quibble returns
- Wide range of 'Everyday Everythings' hundreds of must-have items at the lowest price on the market
 - *Discount doesn't apply to the 'Everyday, Everythings' range as these products are already priced as low as possible





Daytime Janitor Services

Daytime janitor services have been extended until the end of term 4. Given the Governments plans to end all remaining covid restrictions, we plan to give Glen Cleaning notice to end the daytime janitor services at the end of next term and to remove the requirement in our risk assessments for regular touch points to be cleaned during the school day.

If you would like to maintain any daytime janitor services, please contact the Trust Services Team before the end of this week. If you have your own cleaning provider, we recommend that you also give notice to end the daytime janitor services at the end of term 4.

FINANCE UPDATES

Budget Monitoring

Thank you again to School Business Managers, and any other staff involved, for producing your budget monitoring report as at 31 December. The Central Team have now checked your final submissions for reasonableness and have collated the information for the Board of Trustees meeting on 22 February. The outcome of our checks can be found on Foldr here.

Please enter your LA and DfE number to find the information for your school. Please be aware that we do not have sufficient information to determine whether your projections are completely accurate or not. Checks have been carried out for reasonableness, and feedback has been provided to indicate any areas that may need further investigation to ensure that your projections are accurate.

If you need any further information, please do not hesitate to contact the Central Team. There was a good uptake of our offer to review monitors before school governor meetings and we hope that this was useful for schools as well. As long as timing allows, we will continue to offer this support.

FOCUS ON GOVERNANCE

Vacancy: Clerk to Local Governing Body and sub committees

Flax Bourton Church of England Primary's Local Governing Board is looking to recruit a highly organised and proactive clerk to support the work of their local Governing Body (LGB) and its sub committees.

The post holder will be accountable to the local Governing Body, working effectively with the Chair of Governors, and with the Headteacher and other governors.

Please share the job details with staff members. Full details can be found <u>here</u> and on <u>LSP</u> <u>Gateway.</u>

Governance Update

FOR THOSE WHO HOLD A GOVERNANCE OFFICE, SLT, SUBJECT OR DEPARTMENT LEADS

Please note: GENERAL MEETING - Postponed from 16th February. Date/venue tbc

SOURCE: NGA:

- DfE released an additional £3m to extend senior mental health lead training to more schools and colleges; as research show mental health issues dramatically rise; 95% reporting increases in pupil anxiety; 83% self-esteem and 75% depression.
- GCSE gap Disadvantaged v Non Disadvantaged fell slightly in 2020. 1.24 grades below Non Dap, compared to 1.26 grades below in 2019.
- Ofsted publish new report on securing good attendance and tackling persistent absence, including how some schools are tackling the issue. Some leaders have improved attendance, working with their "local governance body to change mind-sets and raise expectations". Report acknowledges the influential role of a governor/ Director in this process. Ofsted added those responsible for governance "are not consistently setting a clear direction for leaders on promoting attendance and challenging absence", only 25% are doing so from reports of inspections.

SOURCE: The Key:

- DfE consults on Behaviour and Exclusion Policies. Proposals include school's scrapping "no exclusion" policies and new national behaviour benchmarks. (Schools Week)
- GCSE and A Levels will be graded more generously than in pre-pandemic years (BBC)
- Ofsted Report released: Parents used Covid as an excuse for not sending their children to school. Remote Learning has "negatively affected" pupils perceptions of the need to be in school. (Schools Week)
- Remote Admission Appeal hearings to be retained post Covid. (Schools Week)
- DfE update Secondary Accountability Measures including Progress 8 and Attainment 8. (Schools Week)

SOURCE: Other:

- NS LA: Reports of parents being approached at home, in North Somerset, knowing the family name and saying (falsely) that they are Education Welfare Officers. NS LA remind everyone to be vigilant, asking to see picture id badge, which should include NS LA logo. If in any doubt do not let the individuals in and call the police.

<u>February 2022 | Children's Mental Health Week 2022 - 5 steps for governing boards to support pupil wellbeing - National Governance Association (nga.org.uk)</u>

John Purcell