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## Introduction

Looking back, I recognise that I had neglected to wish everyone a restful holiday. I hope that you had a good break after a long and demanding term. Perhaps this term will see a greater share of normality. I will be attending CST's 'Living with Covid' seminar later today and that is probably our theme now. You will have seen Louise's reissue of the Risk Assessment. Let us have any question or observations.

We have passed on some links and resources to support your staff in talking about events in Ukraine with pupils. It is hard to know where to begin with this. I can only imagine that for children, the combination of the media coverage with the distress and bafflement of their elders must be incredibly disconcerting. I know that schools will provide opportunities to talk about this and that we will all be holding the people of Ukraine in our thoughts.

*Gary*

## Guidance for teachers in discussing the situation in Ukraine

Unfortunately the situation in Ukraine remains incredibly distressing. Schools may wish to share these resources with staff to support discussions in class.

Supporting your child if they see upsetting content online about what is happening in Ukraine (Childnet)

<https://www.childnet.com/blog/supporting-your-child-with-upsetting-content/>

We should not hide from children what is happening in Ukraine (Schools Week/Children's Commissioner)

<https://schoolweek.co.uk/we-should-not-hide-from-children-what-is-happening-in-ukraine/>

How to talk to children about what's happening in Ukraine and World War Three anxiety (Metro)

<https://metro.co.uk/2022/02/24/how-to-talk-to-children-about-whats-happening-in-ukraine-16163133/>

Help for teachers and families to talk to pupils about Russia's invasion of Ukraine and how to help them avoid misinformation (Department for Education)

<https://educationhub.blog.gov.uk/2022/02/25/help-for-teachers-and-families-to-talk-to-pupils-about-russias-invasion-of-ukraine-and-how-to-help-them-avoid-misinformation/>

Church of England schools - prayer resources

[Churches prepare for National Day of Prayer for Ukraine | The Church of England](#)

## Core Services charge consultation

Thank you to all of you that responded to the Core Services Charge consultation. The Board of Trustees will be reviewing the consultation feedback and agreeing the arrangements for 2022-23 at their meeting on Wednesday 2<sup>nd</sup> March. The outcome will be shared with schools following the meeting.

## Support Staff Pay agreement 2021-22

An agreement has been reached on support staff rates of pay, applicable from 1 April 2021. The agreed award is in line with the national employers pay offer and is detailed below:

- With effect from 1 April 2021, an increase of 2.75 per cent on NJC pay point 1
- With effect from 1 April 2021, an increase of 1.75 per cent on all NJC pay points 2 and above

The National Joint Council (NJC) has agreed to recommence the review of Term-Time Only working arrangements, which was paused at the outbreak of the pandemic. The NJC has also agreed to enter into discussions on homeworking policies, mental health support and maternity etc leave.

As you will know, we had already agreed to implement the offered award in March salaries. March salaries will now incorporate the agreed award and backpay to 1<sup>st</sup> April 2021 for all support staff, including those paid via timesheets.

Please could you share this information with your support staff team.

## Gazprom - Message from Powerful Allies

There are a couple of questions we have been asked about Gazprom energy contracts, and I hope to answer them to the best of my ability.

### Can I change from Gazprom to another supplier now?

No, is the simple answer, since energy supply contracts are binding on both parties. Not until your supply contract comes to an end. Of course, when the time comes for Powerful Allies to renew your gas contract, I suspect the world will be a very different place, and you/we can make decisions then based upon cost and ethics. But for now, there is nothing you or we can, or should, do.

### What if Gazprom is forced or decides to cease supply?

Gazprom is the largest Natural Gas producer in the world, providing 40% of the gas needed for Europe, so any interruption in supply would have far reaching consequences across the UK and Continent of Europe. Whilst I am quietly optimistic that supplies will continue as contracted, I must apologise in advance if my confidence turns out to be misplaced. Rest assured, in the event gas supplies from Gazprom are curtailed, my team at Powerful Allies would immediately step in to source an alternative supplier as best we could in the prevailing market. At least we can be proud that virtually all Powerful Allies clients took the strategic decision to fix contracts all those months ago, protecting budgets from the market today. Many others are not so well placed and we are contacted on a daily basis by those in financial distress as a result of recent market increases.

*James Robson, Chairman of Powerful Allies*

## Radon Compliance

Further to the email circulated by Delegated Services regarding Radon, please be advised that historical Radon measurements (carried out by North Somerset and BANES in 2016) have been obtained, reviewed and uploaded into Every under an activity titled: **SITE Radon**

These measurements dictate whether or not repeat testing is required every 5 years or every 10 years. The frequency of the activity in Every has been adjusted to reflect the measurements for each individual school.

For any schools requiring repeat 5 year testing or for whom we have no historic information, the central team will organise the purchase of Radon measuring kits and will contact you to discuss next steps.



## Updated template risk assessment

The latest [covid 19 risk assessment template](#) was issued to schools yesterday.

Changes are highlighted in **purple text** and items removed have been **crossed-out**.

It may be necessary to put contingency measures in place to manage severe operational impacts or identified health risks of a COVID-19 outbreak. Our template risk assessment says that we will utilise previous risk assessments to do this. Directors of Public Health (DPH) and Health Protection Teams (HPT) may recommend additional precautions in individual settings or across an entire area. If you do find yourself in this position, please contact me and we can work together to identify the correct measures to put in place.

We will also update our frequently asked questions for staff. However, we need to ensure that the guidance provided has a firm legal basis and is supportive of both our staff and the continuity of education for our children and young people. We are waiting for some further legal advice before we can update and issue the staff FAQs. In the meantime, please feel free to contact us with any questions that you may have.

Please now update your own risk assessment to reflect the changes in the template, consult your staff, and then publish your updated risk assessment on your website. We ask that you complete this process by Friday at the latest.

We are expecting further changes to guidance from 1st April 2022 and this is likely to affect our risk assessments from term 5 onwards.

# FINANCE UPDATES

## Funding Statements for the 2022-23 Financial Year

The DfE has now started to issue funding statements (GAG and post 16) for the 2022-23 financial year. The Central Team are monitoring the DfE website and will forward statements to schools when they are received.

## Budget assumptions and guidance for 2022-23 3-year budgets

Budget assumptions and guidance for 2022-23 3-year budgets have been prepared and are being considered by the Board of Trustees at their meeting on 2<sup>nd</sup> March. Information will then be forwarded to schools to enable you to begin the budget setting process.

## Governance Update

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

### Health & Safety Training (Governors & Clerks)

- Tuesday 8<sup>th</sup> March @ 6.00pm - [Click here to join the meeting](#)

### Effective Governance (for new Governors)

- Tuesday 15<sup>th</sup> March @ 10.30am - [Click here to join the meeting](#)
- Wednesday 16<sup>th</sup> March @ 7.00pm - [Click here to join the meeting](#)

### DfE & Ofsted Updates

DfE - New [Political Impartiality in schools guidance](#) has been published by the Department for Education (DfE) and is reflected in the updated [RSHE implementation guidance](#).

DfE - The [first aid in schools, early years and further education guidance](#) has recently been updated. The guidance focuses on the duties of governing boards in relation to first aid issues on their premises and off-site. Governing boards should ensure that they are familiar with the guidance and the strategic functions that relate to the governing board to ensure that needed resources, policies and procedures are in place.

Ofsted - [The School Inspection Handbook](#) has been updated to acknowledge that not all schools have had the opportunity to complete the process of adopting or constructing their curriculum fully due to COVID-19.

*John Purcell*

