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Introduction

At last week's Headteachers' Meeting we had the opportunity to meet up again in person after a gap of a few months. It was good to share current challenges and priorities and a comfort to know that others are facing the same issues that we are. Recruitment of staff, especially support staff, is a common problem and it was evident from the meeting that we have some work still to do in developing our Employee Value Proposition to set out why someone might want to come to work with us. We are thinking about that now and will consider how the mix of flexible and term-time only working with tangible benefits and moral purpose can be better presented on our websites and in job applications. When we launch our electric car lease scheme that might be a moment to make some noise about all this in local media.

The phoney war continues as we wait for Ofsted's call (surely writing that will provoke the gods!). Wraxall CE Primary School had its SIAMS inspection yesterday and, although it will be some time until the report is available, we were very pleased that the school presented itself well. Well done to Amy Townsend and her team for running a day that showcased their ethos and church school character so well. It also highlighted the very strong support that Amy has from the governors at Wraxall, who were out in force yesterday when I visited.

Lastly, I would like to congratulate Catrin Battista on her appointment as substantive Headteacher at St Peter's CE Primary School in Portishead. She performed well in a very testing interview (and faced all the additional pressures of being on home turf). Catrin has already been an influential voice in our Trust and I now look forward to seeing how she will change and develop St Peter's over the next few years.

Gary

Notice of LSP General Meeting

The annual LSP General Meeting is being held on Tuesday 17th May 6-8pm at Backwell School. The meeting is open to all and we would encourage you to attend and extend the invitation to your school communities.

Please click [here](#) to view the Agenda and RSVP to Felicity Forrest fforrest@lsp.org.uk

RPA Cyber cover

The RPA is going to be including Cyber related cover from the start of the 2022/23 membership year.

They have now issued a [summary of the cover](#) and the conditions that must be met. This is a key risk area, and we would like to take advantage of this additional cover. There are four conditions to qualify for this cover. The Central Team is working on meeting these conditions but one, in particular, requires a response from each school. It is a requirement for all Employees and Governors who have access to the Member IT system (this includes anyone that has a school email address) to have completed the [National Cyber Security Centre \(NCSC\) training for school staff](#) by the end of this academic year.

The NCSC training is free of charge and designed to raise awareness and help school staff manage some of the key cyber threats facing schools. The training is available in two formats:

A scripted presentation pack

For group delivery (can be found below in the 'Downloads' section of the link above). The presentation pack can be used by schools and the education sector to help teach school staff at physical or virtual group sessions - like INSET days, staff or governors' meetings.

A self-learn video

A self-learn video is available for staff or governors to complete by themselves is on YouTube. The self-learn video includes the same content as the presentation pack, but can be undertaken by a member of staff by themselves at a convenient time. The video takes 36 minutes to complete.

At the end of the training a link to a downloadable training certificate can be accessed. This can be printed so staff and schools can demonstrate their cyber security awareness training.

Please can you organise for all appropriate staff and governors to undertake this training in whichever format is most suitable before the end of the academic year. You will need to keep records to ensure that everyone has completed the training and will need to provide this as evidence if we submit a claim.

Please contact the Central Team if you have any questions.

NSC consultation on proposed school term and holiday dates for 2023/2024

North Somerset Council is consulting on proposed school term and holiday dates for 2023/2024. Please click [here](#) to view full details.

To reach as wide an audience as possible, please feel free to circulate and share this with anyone who may be interested in the proposed dates and wish to comment.

Speech and Language services provided by Virgin Care

We understand that Virgin Care is terminating their Speech and Language services for all settings outside of B&NES. If you are affected by this, please could you contact Beth Watts bwatts@lsp.org.uk and confirm the shortfall in provision that this creates for you. We will investigate if there are any alternative providers that can meet this shortfall.

Health & Safety Training

Click [here](#) to view slides from the recent LSP Health & Safety Training workshop and [here](#) for the recording of this session.

Website Compliance Check

If you have not already done so, please ensure that you have completed a website check.

The extended date for completion is now April 8th. The audit tool can be found at: <https://foldr.lsp.org.uk/public/WZ3BW>.

Any schools expecting OFSTED should do this as a matter of urgency.

Services from the Lead Teacher for Pupil Engagement & SEND 2022-2023

Reminder to return your order for Services from the Lead Teacher for Pupil Engagement & SEND 2022-2023. Information about this was sent out in the bulletin on Feb 8th and is repeated below. Without this information, we cannot plan delivery.

We are now asking LSP Schools to confirm the number of sessions of support that you would like to purchase from our Lead Teacher Andy Baker for Pupil Engagement and SEND for the 2022-23 academic year. Details of the services on the offer can be found [here](#) along with a form to request your sessions which needs to be submitted to Diane Logan (dlogan@lsp.org.uk) by Monday 14th March. Please be aware that if you request sessions after this date, we may not have the capacity to meet your request.

If you have any questions about the offer, please contact Andy Baker (abaker@lsp.org.uk).

Safeguarding Audits

B&NES schools are currently completing their Safeguarding audits - please ensure that you send a completed copy to dlogan@lsp.org.uk as well as to B&NES. We understand that the closing date is 15th March.

Message from the Minister for State for School Standards

Click [here](#) to read an update from Robin Walker, Minister of State for School Standards.



School Rates

In August 2021, ESFA announced changes to the national non-domestic rates (NNDR) payment process from April 2022 and we were expecting the ESFA to pay business rates directly to the local authorities for all our schools, thereby precluding the need to claim rates relief.

However, we have just been advised that, as this change is optional for billing authorities, neither North Somerset or Bath & North East Somerset Councils will move to the new payment process this year therefore, all of our schools will remain under the existing NNDR arrangements for the time being. Therefore, please continue to send your 2022-23 NNDR bills to lspfinance@lsp.org.uk as soon as you receive them so that we can set up payment and also claim your rates relief from the ESFA on your behalf. Thank you.

Consortium Update - temporary pause of self serve features

As part of Consortium's drive to enhance their customer experience, they are launching a new website in Spring 2022. This means temporarily pausing the self serve features on your My Account Dashboard on the current website, along with some other changes. You can find more details [here](#).



Governance Update

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

SOURCE: NGA:

- Interim findings of Attendance Audit Published and issued to every Local Authority:
 - Autumn 2021: 1.8m pupils persistently absent (missing over 10% of sessions)
 - : 124k pupils severely absent (missing over 50% of sessions)
 - Likely to lead to a review of how schools collect attendance data
 - NGA encourages governors to look beyond the overall school attendance figure, consider variations in attendance and punctuality of different student groups and explore some of the underlying issues behind the absences.
- Pending White Paper: Education Secretary has announced plans for a new independent government body to support teachers in delivering excellent curriculum content. Some suggestions include:
- converting Oak National Academy (to be the body mentioned above)
 - 500k teacher training opportunities by 2024 (all levels)
 - £30k starting salaries and retention payments in key subjects in areas of lower attainment
 - Education Committee criticise government's Catch Up Programme, including National Tutoring Programme (NTP) for:
 - failing to meet targets
 - failing to reach most disadvantaged pupils
 - Randstand (NTP deliverer) reaching just 10% of its targets. Call to terminate contract, reduce bureaucracy, streamline funding into one pot for schools to access and spend

Other recommendations include push for:

- each school to have a designated mental health lead
- mental health and wellbeing assessments for pupils
- enrichment activities
- longer school day

New Careers Report published by Sutton Trust:

- 36% of pupils lack confidence about next steps
- less than 33% have completed work experience by Year 13

New effective behaviour management guidance for boards published. NGA Learning Link module on minimising exclusions referenced to.

SOURCE: The Key:

- DfE proposes 16% pay increase for teacher starting salaries (£30k by 2023). Schools advised to plan budgets over several years to account for pay increases. (Schools Week)
- DfE plans to set a target for all schools to academise by 2030. Schools White Paper will incentivise conversion rather than have measures to force this.
- GCSE Exam aids criticised for not providing enough support for disadvantaged pupils (Tes)
- Survey finds girls lose interest in sport as teenagers. (Guardian)

Governor Training - Diocese of Bath & Wells

Latest Diocese training released - If you want to book onto any of these courses, either do this via [EventBrite Diocese of Bath & Wells Education department Events | Eventbrite](#)

Alternatively, email Jan Chandler directly Jan.Chandler@bathwells.anglican.org

National Governance Association Membership (NGA)

All LSP Schools have a National Governance Association (NGA) subscription - if you've not already signed up, please drop them an enquiry using this form.

[Contact us - National Governance Association \(nga.org.uk\)](https://nga.org.uk)

Once you have signed up, you will also have access to an extensive range of Governor training via NGA Learning Link.