

News Bulletin



LIGHTHOUSE
SCHOOLS PARTNERSHIP

Issue 09: 08 November 2022



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LIGHTHOUSE
SCHOOLS PARTNERSHIP

Introduction

It was great to see schools represented so well at the Resourcing Our Partnership event yesterday. Recent events in the economy have certainly increased the pressures on us, and there were some hard messages to absorb relating to tighter budgets and different ways of working. All this will inevitably see a reduction in the numbers of staff in our schools. I am realistic about the difficult financial position that the government is in, so protesting about this is unlikely to make a huge difference. I do, however, think that we owe it to our communities to be open about what is happening. You may have seen that the Heads union NAHT has been making [headlines](#) on the issue today. I would therefore like to support a request from the BBC to run a story on Points West. If any Head feels that they could support me with this, please let me know. I also intend to write to staff across the Trust later this week and will be sharing a draft of that with Trustees at their meeting on Wednesday. I hope to articulate the reality of the problems but also reassure people that we will seize the opportunities to invest in the skills and professionalism of our staff. It is going to be a hard letter to write!

Another week, another Ofsted... High Down Infants will be hosting HMI and inspectors this week. All the best to Andreyana and her team; I'm certain it will go well. Last week's visit was to Wraxall and (using our usual formula) we agreed with inspectors' judgements - well done, Amy and team.

Gary

Resourcing our Partnership

Thank you to all of you that were able to participate in our Resourcing our Partnership event yesterday. A copy of the slides from the presentation is available [here](#).

As discussed at the event, we will now work on a more detailed project plan and communication strategy, which we will share in due course. Please do not hesitate to get in touch with any further thoughts or comments.

Potential power cuts

The national grid has said that its "base case" assumption is that the UK would have enough supplies to meet heating and lighting demand this winter. However, he added that short rolling power cuts were a possibility.

Please be assured that, should power cuts be required during the winter, the Central Team will establish a response plan. We will provide schools with guidance and support and will liaise with our key contractors.

Water: Management, Efficiency, Costs and Environmental Impact - what should you do?

Water consumption and management play an important role and should be considered as part of a school's drive to manage costs and reduce environmental impact. The RPA has issued an [advice note](#) about how schools can manage water consumption that may be of use.

Sharing of data for the Oral Health Survey of Year 6 Pupils

As part of the National Dental Epidemiology Programme (dental survey) of children in year 6 in schools across England, your school may be selected at random by the local survey provider to arrange a visit to your school to examine the children and to share children's personal data relating to this process. This survey is undertaken by the Office for Health Improvement and Disparities (OHID) and your local authority.

One West has put together a [client bulletin](#) to offer assurance about the process, and guidance about what to do if your school is contacted to take part. Please take a moment to read, and contact One West if you have any queries.

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Privacy Notices & Consent Forms - Action for Schools

As part of the Data Protection Policy review, we have updated the following Privacy Notices and Consent forms for you to amend where necessary, adopt, and in the case of all Privacy Notices and the Data Protection Policy publish on your individual websites:-

1. Data Protection Policy
2. Consent for processing personal data (KS3 & KS4)
3. Consent for the use of workforce images
4. Consent for processing personal data early years and primary
5. Pupils and Parents Privacy Notice
6. School Workforce Privacy Notice
7. Students Privacy Notice
8. Job Applicants Privacy Notice
9. Visitors Privacy Notice

These documents are available [here](#).

OneWest - Scheduled DPO Visits

Please find a list of the DPO visits scheduled/delivered for this academic year. Further dates will be issued in due course.

Grove Junior School			24/11/2022
Hannah More Infant School			24/11/2022
East Harptree			01/11/2022
Ubley			October
Flax Bourton			October
St Mary's Primary School			10/11/2022
High Down Infant & Junior Schools			29/11/2022
Portishead Primary School			17/11/2022
Whitchurch Primary School			22/11/2022
Winford Primary School			10/11/2022
Backwell Junior School			January
West Leigh Infant School			January
Backwell School			January
Bishop Sutton Primary School			February
Stanton Drew Primary School			February
Blagdon Primary School			February
Chew Valley School			February
Gordano School			February
Wraxall Primary School			March
Yatton Schools			March
Northleaze Primary School			April
St Peters Primary School			April
St Andrews Primary School			April

Reminder: Schools Action - Admissions Arrangements 2024/25

The admissions policies for 2024/25 have been amended in liaison with the two local authorities. The draft policies are available to view here [Lighthouse Schools Partnership - Admissions](#)

The formal consultation for Yatton Junior School will run from noon on Monday 7th November 2022 to noon on Monday 19th December 2022.

Changes being consulted upon for the 2024-25 academic year

YATTON CHURCH OF ENGLAND JUNIOR SCHOOL

Yatton Schools Governing Body is consulting on **reducing its PAN for the Junior School for September 2024-25 from 90 to 60**, following the reduction to PAN in Yatton Infant School from 90 to 60 in September 2023.

Please can all schools ensure the following link to the admissions consultation area on the main LSP website is added to school websites.

<https://www.lsp.org.uk/page/?title=Admissions&pid=25>

LSP Business Breakfast Invitation

We would like to invite you to our upcoming Lighthouse Schools Business Breakfast, taking place on Friday 2 December at Gordano School.

We are delighted to announce that our guest speaker is Mark Kelly, Managing Director of Bristol Sport and Ashton Gate Ltd. Keen to share his knowledge and experience, the talk provides a fascinating insight into Mark's journey, including how he built an international brand at Bristol Sport and how this ambitious vision was realised.

We will also hear a Trust update from our Chief Executive, Gary Lewis, and students at our secondary schools will reflect on the impact of the pandemic and the opportunities created.

This FREE event includes a complimentary buffet breakfast and is a great opportunity to meet local business leaders and some of our outstanding Sixth Form students. The full details of the breakfast are below:

Event details:

Friday 2 December 2022

7.30am-9.15am

Gordano School, St Mary's Road,
Portishead, BS20 7QR

Parking available on-site

To book your place, please reply to cgiordmaine@lsp.org.uk



Pay Award - Support Staff

The pay award for support staff has now been agreed upon nationally by unions. LSP are implementing the pay increase of £1,925 per annum to each pay scale in November's pay. The increase will be backdated to 1st April 2022. The updated pay scales have already been emailed to schools.

Support staff changes from 1st April 2023

In addition to the pay award, there have been two other changes that affect support staff from April 2023:

- An increase of annual leave entitlement by 1 day (pro rata for part-timers). The annual leave will be proportionate should an employee join or leave the Trust during the leave year.
- Spinal Column 1 will be permanently deleted from the pay spine.

These changes are not to be implemented until 1st April 2023. The Trust will provide details on how this will be rolled out well in advance of the April implementation. We request that schools not make any changes in the meantime.

Pay Progression - Upper Pay Range

We have received a number of enquiries regarding pay progression for staff members in the upper pay range. To confirm what is stated in the Trust's Pay Policy, 'teachers on the upper pay range have the right to progress only every two years until they reach UPS3' (the top of the scale). We need to ensure that all schools within the Trust adhere to the pay policy to maintain consistency across the Trust.



Budget Monitoring

The Finance Team will generate a Submitted Budget for all schools on Thursday, including the latest revenue and capital balances (not yet confirmed), and will upload the October monitoring information to Orovia on Friday, 11th November as planned. The deadline for your first budget monitoring reports for 2022-23 to be marked for central review is 25th November. Please drop us an email via finance@lsp.org.uk when your monitor is complete and ready for review.

For the purposes of this budget monitor, Orovia will be correctly projecting the pay offers for both teachers and support staff. However, please remember that there will be additional back pay paid for support staff for the April 2022 to October 2022 period to estimate and include in your monitor. This can be estimated using the November Trial 1 Element Differences report from Neo People, but you will need to estimate additional on-costs as a result of back pay. You can estimate additional on-costs by looking at the difference in on-costs between October and November pay from your Trial 1 reports for November. Additionally, there will be back pay to include for September and October 2022 for all teaching staff. This can be easily estimated using the difference between actual basic pay, ER NI and ER pension contributions paid in September and October compared to the Summary report for your up-to-date Employee Scenario or you could estimate using the November Trial 1 Element Differences report as outlined above. This summary report will also include any pay progression for teachers for September and October that will be paid in December.

We would also recommend that you run a new budget forecast to see the full impact of the pay awards and updates to funding as best we know them for future years. To do this, we recommend that you:

- Ensure that you have an up-to-date Employee Scenario.
- Update a Funding Scenario with pupil numbers (from your October pupil census) and future projections and also review GAG for 2023-24 and 2024-25 using the Funding estimation tool in Information for 2023-24 budgets. <https://foldr.lsp.org.uk/public/W9MEM>
- The revised GAG funding will include subsumed Supplementary Grant for 2023-24 and future years so it is important that you then save an amended version of your Income and Expenditure Scenario (use the version we will amend on 10th November with latest known balances brought forward) and *remove* Supplementary Grant for 2023-24 and following years.
- The Budget Forecast generated from these three Scenarios will give you a good indication of your future budgetary position.

If you need any further information or support, please do not hesitate to contact the Finance Team.

Workforce Census

The school workforce census is a statutory data collection that takes place each autumn and collects data for all teaching and support staff in regular employment. Census day was 3rd November and the deadline for submitting data is 2nd December 2022. Please ensure that the census is run, a summary report is checked and signed by your Headteacher prior to authorisation and submitted via COLLECT by this date. Thank you.

Membership update from the Board of Trustees

A welcome and a goodbye to two Trustees.

Welcome to Marie Horton who brings over 40 years' experience in education, working in local, regional, national and international roles both as a provider and commissioner of education services. These experiences have covered many aspects of education including preschool, early years, primary, secondary, post-16, SEND and alternative provision.

Goodbye to James Shepherd - After supporting the work of the Board since 2016, James has decided to step down and we wish him all the very best for the future.

