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Introduction

I am really conscious of the difficult preparations that you are all managing as we prepare for the industrial action planned for next month. We recognise the additional stress that this is placing on you all and are hugely appreciative of the sensitive way that you are dealing with a very complex situation. I hope the resources that we have provided are of use, but please do not hesitate to ask if you need any further help.

[LSP Headteachers - Strike - All Documents \(sharepoint.com\)](#)

On a more positive note, I am delighted to congratulate colleagues at St Andrew's Primary School on their excellent SIAMS feedback following their recent inspection.

Gary

Carbon reduction and the use of the new energy efficiency upgrades funding

Further to the information already published in the news bulletin, please find further clarification on the Trust's position and plans being developed.

The first priority for nearly all schools will be LED lighting and we are organising a centrally run programme to specify, cost, and install across the schools. This expense will be covered by the grant.

As mentioned in our conversations, a trust wide PV programme is also being arranged, and surveys from contractors are starting to be arranged already. These two programmes together will help drive down the electrical usage and costs on site.

After we've finalised the LED pricing, we'll likely review other technologies such as heating and controls, insulation, and metering on a school-by-school basis.

We understand that not all schools are in the same position based on age of the site and what measures you've already got in place. If you'd like to discuss plans specifically, and if you have priority actions you'd like to work on, please do get in touch, and we can look at the carbon action plans already in place against recommendations and the information from my visits last year. Sfranklin@lsp.org.uk

Pupil Premium Strategy

Thanks again to the PP leads who attended the Headteacher meeting last week. It was really encouraging to hear about some of the great work taking place in our schools. I hope that it inspired and prompted discussions regarding the PP strategy back in your schools.

To be compliant, PP strategies should have been reviewed and the new version uploaded to school websites by December 31st, 2022. Please check that this has been achieved.

Universal Provision Checklist

Universal Provision checklists are now with schools via SENDCOs. The audits (using the universal checklist tool) should be carried out by the school's SENDCO and another member of the leadership team. This could be a teaching and learning lead or a member of the senior team. Once completed, the school priorities for the development of Universal Provision should be mapped out for the next 1-3 years alongside a summary of the actions that will support them. Please could the checklist, audit, and audit and priorities proformas be shared with Debbie (LSP Inclusion Lead) by the end of Term 3. The Central team will use the audits and priorities to support them in planning next steps across the Trust.

The Universal Provision checklist and action planning is on the agenda for the SEND network on January 30th.



LSP Gateway

We have updated the LSP Gateway posters for new joiners and wellbeing with QR codes. Can you please share and print out copies and display them in your staff areas. You can download using the links below:

[LSP Gateway poster for new joiners](#)

[LSP Gateway poster for wellbeing](#)



The poster features a group of diverse employees smiling and clapping. In the top left corner is the LSP Gateway logo with the tagline 'Rewards, benefits & employee resources'. In the top right corner is a QR code with a 'SCAN ME' label below it. The main title 'LSP GATEWAY' is in large white letters on a blue background. Below it, the text reads: 'Our central staff Intranet for all things LSP! Make sure you're registered so you can:'. A bulleted list follows: 'Keep up to date with the latest LSP news', 'Find useful advice, resources and Trust policies', 'Send your colleagues eCards for all the amazing things they do every day and make them smile', 'Access the Wellbeing Centre for support & tools on living a healthier, happier life', and 'Save money at hundreds of the UK's most popular retailers'. Below the list, it states: 'LSP Gateway is fully accessible anywhere, anytime and on any device, so you can make the most of it!'. At the bottom left, it says: 'You can also download the SmartSpending mobile app from the App Store, for even easier access to your shopping discounts, company news and recognition.' In the center is a smartphone displaying the SmartSpending app interface. At the bottom right is an Apple App Store download button.

LSP GATEWAY

Our central staff Intranet for all things LSP!
Make sure you're registered so you can:

- **Keep up to date** with the latest LSP news
- **Find useful advice**, resources and Trust policies
- **Send your colleagues eCards** for all the amazing things they do every day and make them smile
- **Access the Wellbeing Centre** for support & tools on living a healthier, happier life
- **Save money** at hundreds of the UK's most popular retailers

LSP Gateway is fully accessible anywhere, anytime and on any device, so you can make the most of it!

You can also download the SmartSpending mobile app from the App Store, for even easier access to your shopping discounts, company news and recognition.

www.lspgateway.org.uk



The poster features a stack of four smooth, dark grey stones on a light blue background with ripples. In the top left corner is the LSP Gateway logo with the tagline 'Rewards, benefits & employee resources'. In the top right corner is a QR code with a 'SCAN ME' label below it. The main title 'We Care about your Wellbeing' is in large blue letters. Below the title, it says: 'Make sure you're registered on LSP Gateway so you can access the Wellbeing Centre which has a broad range of tools to help you live a healthier and happier life.' To the right is a yellow icon of a person in a meditative pose. Below this is the 'Employee Support Service' section, which includes '24hr Freephone Counselling' and a statement: 'LSP Gateway brings you access to professional advice and counselling on a whole range of legal, medical and domestic issues at any time of the day or night.' At the bottom is a dark blue banner with the text: 'To find out more visit lspgateway.org.uk'.

We Care about your Wellbeing

Make sure you're registered on LSP Gateway so you can access the Wellbeing Centre which has a broad range of tools to help you live a healthier and happier life.

Employee Support Service
24hr Freephone Counselling

LSP Gateway brings you access to professional advice and counselling on a whole range of legal, medical and domestic issues at any time of the day or night.

To find out more visit lspgateway.org.uk

Teachers' Pensions | Financial Wellbeing - Planning for Retirement

Teachers' Pensions offer free online presentations to help members understand more about their pension. They're split into bite sized topics to ensure they're relevant no matter what stage of the members career they are at. The following presentations are available for members to book in February and March.

February 2023

Planning for Retirement 15 February 2023 4pm

Getting the most from your teacher's pension 22 February 2023 4pm

March 2023

Planning for Retirement 15 March 2023 4pm

Getting the most from your teacher's pension 29 March 2023 4pm

Please share this with members of staff at your school.

Members can click [here](#) for further information and to book.

Avon Pensions | Financial Wellbeing - Planning for Retirement

The Avon Pension Fund are working with Affinity Connect in 2023, to offer Pre-Retirement Online Courses. The courses are designed to help scheme members plan for a positive retirement.

The following courses have been arranged for January, February and March 2023. However, courses are available throughout the year.

ONLINE COURSE DATE	TIME
09 January 2023	13:00-15:30
17 January 2023	13:00-15:30
06 February 2023	09:30-12:00
14 February 2023	16:00-18:30
08 March 2023	16:00-18:30
23 March 2023	13:00-15:30
17 April 2023	13:00-15:30
26 April 2023	09:30-12:00

Members can click [here](#) for further information and to book.



Membership Discount for Lighthouse Schools Partnership

The Geographical Association is offering all all schools under the Lighthouse Partnership a **30% discount** on the yearly cost of membership.

This discount can be obtained through the website at checkout by using the discount code **B08LSP30**. If you have any queries please contact us by email at membership@geography.org.uk or call **0114 296 0088**.

What is the GA?

The Geographical Association (GA) is the leading subject association for teachers of geography. As a registered charity our mission is to 'further geographical knowledge and understanding through education'. The Association is a lively community of professional practice with over a century of innovation behind it and an unrivalled understanding of geography teaching.

For more information about us visit:

www.geography.org.uk



Benefits of GA membership

Being a member of the GA will help you to develop your professional geography expertise through access to the GA's journals, magazine, all areas of the website, publications, Annual Conference and exhibition, regional CPD days, network events and virtual networking.



Online access to teaching materials and topical resources



Online archives of research papers, resources and support



Funding opportunities for field-work, study tours and international linking



Journals packed with practical teaching ideas and professional advice



Discounts on training courses, conferences, publications and consultancy



Recognition of your achievements through the GA Awards



Online and face-to-face networking



Discounts on attendance fees for the GA Annual Conference



Opportunities to get involved by writing for the journals, by joining a GA expert volunteer group or by electing members of the GA's Governing Body



Latest news about geography, teaching and the curriculum



Access to Geography Quality Mark



Access to UK and international student geography competitions