

News Bulletin



LIGHTHOUSE
SCHOOLS PARTNERSHIP

Issue 21: 28 February 2024



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LIGHTHOUSE SCHOOLS PARTNERSHIP

Introduction

Dear Colleagues,

Adele Haysom, Debbie Coker and I travelled down to Wells yesterday for our annual accountability conversation with the Bath and Wells Diocese. The opening questions was “What are you excited about in your Trust’s current development?” I found myself pitching into a long answer listing off the development of our school improvement offer, the excellent quality of our Headteachers, the new opportunities in CPD (especially with the new NPQ contract and West100) our SEND and Nurture developments, the quality and breadth of the expanded Central Team, the hungriness of our schools for deeper and better partnership and the good supply of (and even competition for) governors in our schools. Sometimes it is really necessary to stocktake the positives.

Many of you will know my obsession with church crawling. One of my favourite church inscriptions is in Staunton Harold in Leicestershire, which is I think the only C of E church build during the brief years of the English Republic. It goes:

*In the year 1653 when all things Sacred were throughout ye nation,
Either demolisht or profaned, Sir Robert Shirley, Baronet,
Founded this church; Whose singular praise it is,
to have done the best things in ye worst times,
and hoped them in the most callamitous.
The righteous shall be had in everlasting remembrance.*

Taking pride in the good we are achieving and hoping for better times is my take-away from yesterday’s meeting. They also asked us some hard questions about our Religious Education (RE) curriculum, so watch this space!

Gary Lewis

Chief Executive

Campaigning for better funding

You may have seen the recent Schools Week article: [School funding: 'Severe hardship' as many get just 0.5% rise \(schoolsweek.co.uk\)](https://schoolsweek.co.uk). Although we are not quoted, you will recognise that this is effectively written by our recent letters. I also met just before half-term with the Secretary of State's Political Advisor, Mark Lehain and I spoke with the Interim Regional Director, Lucy Livings this week. We have been told that we have the DfE's full attention. Let's hope for evidence of that in the formula.

Gary Lewis

Chief Executive

LSP School Leaders' Meeting - Wednesday 6 March

The next School Leaders' Meeting is being held on **Wednesday 6 March** from 8.30am at Nailsea Baptist Church (BS48 2DS)

[Click here](#) to view the agenda.

Operational Review and Core Services Charge for 2024-25

Thank you again for your engagement with the Operational Review and Core Services Charge consultations. Proposals have been prepared for the Board of Trustees to consider at their meeting on Wednesday 28 February.

A special bulletin will be issued on **Thursday 29 February** to inform you of the outcome.

Hub Estates Lead for the Churchill Hub

I am pleased to announce that Stephanie Franklin has been appointed to the vacant post of Hub Estates Lead for the Churchill Hub with effect from Term 5. I'm sure you will join me in wishing her every success in her new role. Steph also will continue with her lead responsibility for sustainability.

Louise Malik

Chief Financial and Operating Officer

Request for pupils artwork for LSP offices

We would love to brighten up the LSP offices with some pupil artwork. If you are able to supply something (it does not need to be framed as we can do this) please do [let me know](#).

Alternatively, if it is just one or two pieces you could bring this along to the School Leaders' Meeting next week (please pop a note on the back with your school name and year group of the artist if known).

Please note that we will not be able to return this to the child at the end of the academic year which could affect your selection!

Eleanor Capel-Davies, Head of Administration

GWR Customer and Community Improvement Fund

Great Western Rail (GWR) have announced their Customer and Community Improvement Fund for 2024/25, which may be of interest for schools looking for funding for projects. The fund will open to bids from Monday 26 February to Monday 25 March, and supports projects that have a customer and community benefit or address an area of social need.

[Click here to find out more](#).

Staff Absence Insurance Renewals

The staff absence insurance information that schools have recently returned has been collated and shared with 3 insurers so that they can provide quotes and options for our staff absence cover. We hope to be ready to implement one of these options in September 2024 and therefore would ask any school with renewals before this date to get in touch so that we can discuss the best way forward.

Grounds Maintenance

As the weather starts to improve (hopefully) and spontaneous outdoor teaching becomes an option, please could we remind schools to share with school staff the day/times of any booked ground maintenance visits. If work has to be stopped due to staff or students being on the grounds it has a knock-on effect to other schools and may result in an abortive charge.

Amendments to Payroll Reconciliation Guidance

We have updated the Payroll Reconciliation Guidance to help schools reconcile Maternity Pay, Childcare Vouchers, as well as salary sacrifice for electric cars and cycle to work schemes. Please download the revised guidance from Foldr: Foldr\School Business Managers\Trust Wide\Finance documents and forms\Payroll Reconciliation\Importing your Prepay report into IMP - updated February 2024



iTrent Web Recruitment - User Guide

There is now a guide available to support you with the recruitment process on iTrent. This will guide you on the process from Advertisement to Appointment.

The guide is available here (along with some other useful user guides):

[LSP Communications \ HR \ NeoPeople Payroll \ User Guides](#)

Should you require any one-to-one support, or if you have any queries, please contact hr@lsp.org.uk.

Teachers Pensions and LGPS Contribution Band Updates 2024

Each April, both Teacher's Pensions and Local Government Pension Scheme (LGPS) contribution bands are updated in line with the Consumer Price Index. These rates are effective from **Monday 1 April 2024**.

For further information, please click on the QR code on the posters (see following pages) to take you to the relevant website.

Please feel free to print and display the posters in your staff rooms.

- [TEACHERS PENSION CONTRIBUTION CHANGES 2024](#)
- [LGPS - PENSION CONTRIBUTION CHANGES 2024](#)



TEACHERS PENSION CONTRIBUTION CHANGES 2024



TEACHERS PENSION CONTRIBUTION CHANGES 2024

Member Contributions

Each April the member contribution bands are updated in line with the Consumer Price Index (CPI). In the year to September 2023 CPI was 6.7%. From 1 April 2024 the bands will be changed to reflect this.

The CPI also impacts other pension factors, such as Annual Allowance, flexibility rates, and more.

The new rates as of 1 April 2024 will be:

Annual Salary Rate for the Eligible Employment from 1 April 2023 - 31 March 2024	Annual Salary Rate for the Eligible Employment from 1 April 2024	Member Contribution Rate
Up to £32,135.99	Up to £34,289.99	7.4%
£32,136.00 to £43,259.99	£34,290.00 to £46,158.99	8.6%
£43,260.00 to £51,292.99	£46,159.00 to £54,729.99	9.6%
£51,293.00 to £67,979.99	£54,730.00 to £72,534.99	10.2%
£67,980.00 to £92,697.99	£72,535.00 to £98,908.99	11.3%
£92,698.00 and above	£98,909 and above	11.7%

Employer contributions

The employer contribution rate will increase from 23.68% to 28.68% from 1 April 2024. This includes the 0.08% administration levy.

For further information login to the Teachers' Pension website or scan the QR code:



LGPS - PENSION CONTRIBUTION CHANGES 2024



LGPS - PENSION CONTRIBUTION CHANGES 2024

The Avon Pension Fund - 2024/25 Employee Contribution Bands

The table below sets out the employee contribution bands effective from 1 April 2024. These are calculated by increasing the 2023/24 employee contribution bands by the September 2023 CPI figure of 6.7% and then rounding down the result to the nearest £100.

Employee contribution bands England and Wales 2024/25:

Band	Actual pensionable pay for an employment	Main section contribution rate for that employment	50/50 section contribution rate for that employment
1	Up to £17,600	5.50%	2.75%
2	£17,601 to £27,600	5.80%	2.90%
3	£27,601 to £44,900	6.50%	3.25%
4	£44,901 to £56,800	6.80%	3.40%
5	£56,801 to £79,700	8.50%	4.25%
6	£79,701 to £112,900	9.90%	4.95%
7	£112,901 to £133,100	10.50%	5.25%
8	£133,101 to £199,700	11.40%	5.70%
9	£199,701 or more	12.50%	6.25%

For further information login to the Avon Pension Fund website or scan the QR code:



Changes to your Local Governing Body - Upcoming Trustee Review

As you are aware, Trustees will be reviewing Local Governing Body (LGB) changes and appointments at their meeting on **Tuesday 28 March 2023**.

Please ensure that you have [completed the online form](#) (which is stored on the LSP Clerks SharePoint), notifying us of any updates to your LGB, by **12 noon on Thursday 14 March**. Anything submitted after this deadline will not be considered until July 2024. It is worth noting that Trustees can make re-appointments in advance (for example reappoint in March for a term of office which will expire in May 2024).

When a governor does leave your local governing body it is very important that they are reminded that any documentation they may have relating to school/governor business is returned to the school and they cannot discuss/share anything they have been privy to whilst on the board for confidentiality and safeguarding reasons.

If you have any questions please contact [Chris Hills, Governance Professional](#).





Upcoming Lighthouse Learning Sessions and CPD Networks

Please email [Lighthouse Learning](#) if you have any questions about the below events.

Date	Event	Audience
Term 4		
Wednesday 6 March 5:30 - 6:30pm	Secondary Assessment Data Led by Director of Secondary Education A chance to learn more about Progress 8 and Attainment 8 including how to analyse and challenge the data. Click here to register for this webinar.	Secondary Governors
Monday 11 March 1.00-4.00pm	LSP SEND Network @ St Peters' Primary Full details to be circulated to attendees shortly.	SENDCos (primary and secondary)
Wednesday 13 March 3.30-5.00pm	Secondary Network Slots	Secondary Heads
Friday 15 March 8.30am–4.00pm (moved from Monday 4 March)	CHANGE OF DATE: LSP Primary English Network @ St Peters' Primary Details have been sent to English Leads from Lighthouse Learning	English Leads
Wednesday 20 March 4.00-5.00pm	LSP SEND Training Session: Dyslexia and Universal Provision. Online	All LSP Staff

Secondary Assessment Data Webinar for Governors

Natalie Wilcox, Director of Secondary Education, is hosting a webinar on **Wednesday 6 March 5:30 - 6:30pm**.

This online session will cover secondary assessment data and gives governors a chance to learn more about Progress 8 and Attainment 8 including how to analyse and challenge the data.

[Click here](#) to register for this webinar.

NGA free online CPD for Clerks

The LSP has trust-wide membership of the National Governance Association (NGA) for all local governing bodies within the Trust. This includes access to their online CPD 'Learning Link'.

Clerks who have joined the LSP have undertaken a number of key modules covering clerking for boards and we would **strongly encourage** all Clerks across the Trust to complete the following modules:

- **Introduction to clerking** – 4 hours in total
- **How to clerk courageously** – 30 mins

There are a number of other clerking modules from the NGA which you could also find helpful.

This information has also been added to the [Lighthouse Learning Governance CPD offer](#). When you do undertake this training please make sure you download and save the certificates so they can be passed to HR to be included on your training record.

The NGA also offers a formal L3 qualification for Clerks: Certificate in the Clerking of School and Academy Governing Boards. [Find out more about this here](#). If you are interested please email [Chris Hills](#).

SEND Training Session: Wednesday 20 March 4.00-5.00pm

Delivered online via MS Teams, by Suzy Divine, Lead Teacher for SEND. Open to **all LSP staff** so please forward the link below to relevant colleagues.

The session will cover:

- What is the Specific Learning Difficulty: Dyslexia? Unravelling the 'It's just literacy' myth
- Dyslexia in the mainstream classroom
- Rapid reasonable adjustments and 'Universal Provision' to meet the needs of Dyslexic learners

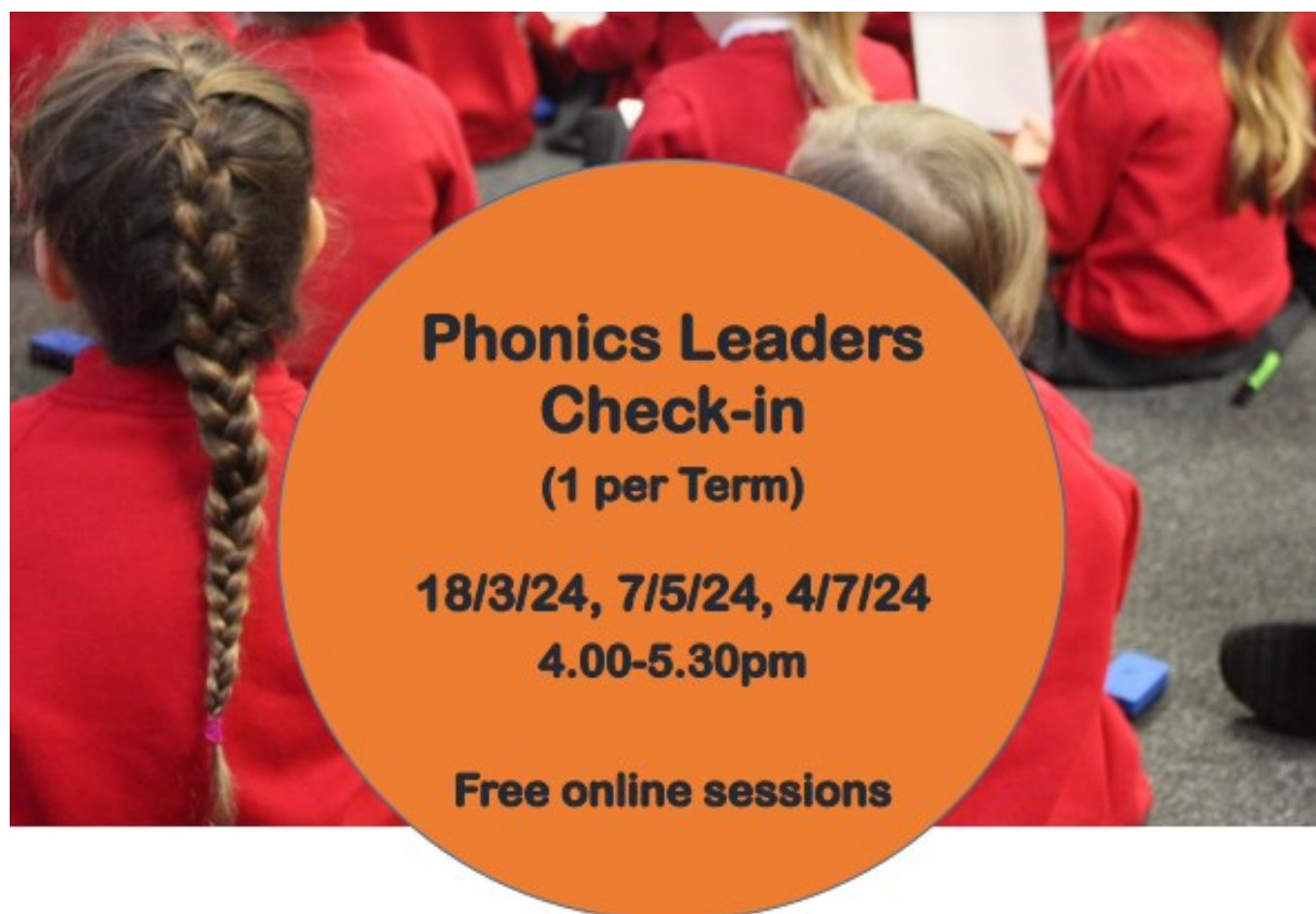
[Click here to join the meeting](#)

Meeting ID: 359 584 640 199

Passcode: Poca5u

Unlocking Excellence English Hub Free CPD Sessions

[Click here](#) to book your place on any of the following English Hub CPD Sessions.



We are delighted to continue our phonics leaders check in. This gives leaders from across the South West the opportunity to meet regularly and build a community of phonics leaders.

Each session will share key information with phonics leaders alongside the opportunities to ask questions and share experiences, issues and successes. This is a particularly useful network for leaders in smaller schools or stand alone schools who may not be part of another network.

**[Book your place
here!](#)**

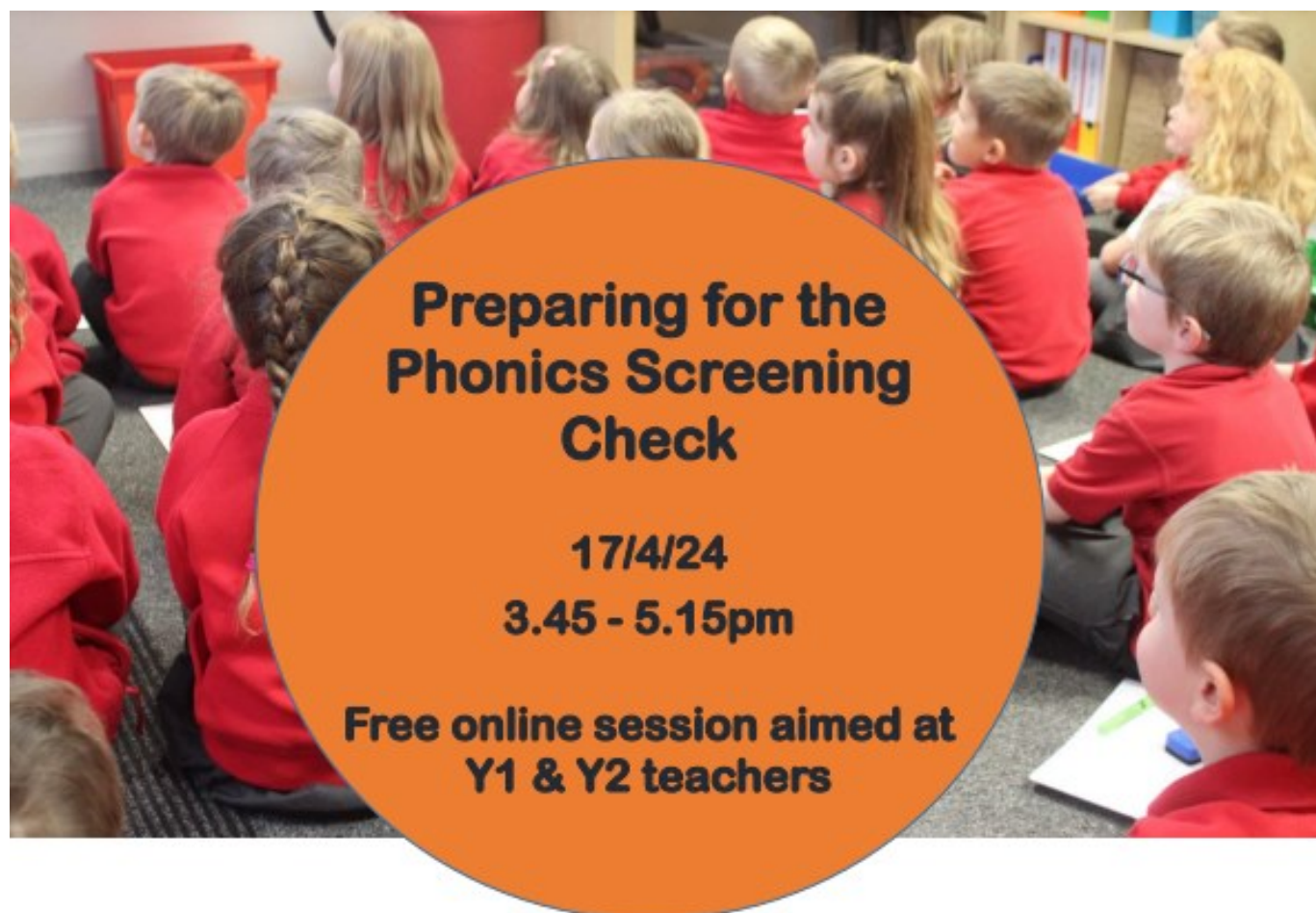
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This session will support schools to plan for longer term preparation for the PSC and ensure delivery meets statutory requirements.

The session will cover:

- Planning and preparation for the PSC
- Supporting the lowest 20%
- Statutory requirements to deliver the PSC
- What next? How to continue on the phonics journey

**[Book your place
here!](#)**

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Reading fluency is a focus for many schools especially for pupils who have secured their phonics and decoding skills. Practising reading fluency will help bridge the gap between word recognition and comprehension. This programme will give schools the knowledge needed to teach fluency across the school and how to identify pupils who need additional support to develop their fluency.

During this meeting, we will share information about this CPD offer and we will provide you with the opportunity to confirm your school's place for our Summer cohort. We have limited places for each cohort so we strongly encourage you to attend the information session and let us know if you would definitely like a place.

[Book your place
here!](#)

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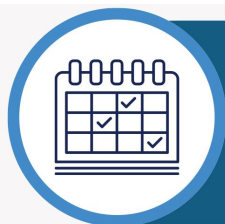
✉ @UE_EnglishHub

✉ InfoEnglishHub@spps.school.uk

KEY LINKS, DATES AND DEADLINES

These reminders do not replace the Annual Planner so please ensure you are checking this regularly.

Please note the following links will only work for those who already have access to the relevant site or folder. If you feel you need to be given permission to access something please [let us know](#).



Annual Planner

Click to view the Annual Planner
(Via Sharepoint)

Bulletin Index

Click to access an index of
previous bulletin articles



Previous Bulletins

Click to access previous editions of the
LSP Weekly News Bulletin

The Beacon

Click to read the latest edition of the
LSP Newsletter: The Beacon



DATE	KEY DATE OR DEADLINE	FAO
Wednesday 28 February	Admissions Arrangements for 2025-26 will be signed off. Schools will be notified once these are ready for publication.	Heads & SBMs
Monday 4 March	Return copy of latest LGB reviewed Risk Register and minutes from Health and Safety Committee to Central Team lgbreturns@lsp.org.uk	Clerks & SBMs
Wednesday 6 March 8.30am onwards	School Leaders' meeting @ Nailsea Baptist Church	Headteachers
Thursday 14 March 12noon	Deadline to update online form detailing changes to your LGB for Trustee sign off.	Clerks