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LIGHTHOUSE SCHOOLS PARTNERSHIP

Introduction

Dear Colleagues,

I hope that GCSEs and SATs are going well. Quite a few colleagues have children doing exams and tests this year and I also hope that for them all is calm at home too! The atmosphere in a school is always quite different once exam season starts, although we are not quite in a league with South Korea where the traffic is diverted away from schools to support the hush of concentration.

Later in this bulletin you will see our draft high-level strategy. We have responded to feedback from our Trustees and from Heads to make it less detailed and boring (!), and to concentrate instead on the key messages, with more detailed action plans as part of a plans annex. One of the things that we want to say is that quality of our people is at the heart of everything and we need to be more imaginative in developing our employment proposition to attract and retain the best. You may have seen United Learning's adverts in the educational press: [More pay, more time and more support](#). We are going to have to raise our game. The other theme is about clarity of where we align our work and where we do not. Have a look and let us know if this resonates.

Lastly, we have been approached by the Department for Education (DfE) and the Diocese of Bristol to consider whether we would be willing to become involved in the city of Bristol. The context to this is that DBAT (the Diocese's MAT) has folded. That leaves the city short of Trusts with a church foundation and quite a few maintained school. We are exploring the possibility but have not yet made any commitments.

In a related situation, we have agreed a partnership with St Mary Redcliffe and Temple School (SMRT) to join our secondary school improvement programme so you may see Del Planter and colleagues joining some of our networks. This is a fixed term relationship while SMRT considers future partnerships. Our Trustees are carefully considering how a last growth stage would affect our existing schools both operationally and financially.

As ever,

Gary Lewis,

Chief Executive

LSP Vision, Values and Priorities 2024-27

We have been working over the past few weeks on the Trust's vision, values and priorities for 2024-27 as our current three-year strategic plan comes to an end.

[Please click here to view our proposed vision, values and priorities for 2024-27](#)

Should you have any comments or suggested amendments to this document please email enquiries@lsp.org.uk by 9.00am on Thursday 23 May. Trustees and headteachers have seen this document evolve, and have been involved in its various developments, but are still welcome to add any further thoughts you may have.

Winston's Wish Training - Wednesday 12 June

The next Headteacher's Meeting (Wednesday 12 June) is scheduled from 8.30-4.30pm. The morning will follow the usual timings and format (agenda to be sent in due course), and in the afternoon we have organised for Winston's Wish to come speak to you all about understanding bereavement for school leaders; how to support those who are grieving in your schools.

We would strongly encourage all headteachers to stay to attend this training, however if you are not able to commit to the session we would ask you send a member of your SLT instead. We will assume that all headteacher's will be attending all day (lunch will be provided) - if you are going to send a designate (from 1.00pm onwards) please can you email lighthouselearning@lsp.org.uk, with their full name, email and job title by Tuesday 4 June 2024.

Can you also [email us](#) if you have any dietary requirements we will need to cater for.



Mental Health Awareness Week 2024 Poster

This Mental Health Awareness Week (13-20 May 2024), we wanted to highlight some of the health and wellbeing support that is available through the LSP Reward Gateway, that all LSP employees have access to.

Headteachers - can you please print [this poster](#) to display in staff areas, or share with your staff.



LIGHTHOUSE
SCHOOLS PARTNERSHIP

HEALTH & WELLBEING SUPPORT

with LSP Reward Gateway

The health and wellbeing of our team members is paramount. We are proud to be able to offer our employees a variety of support opportunities through the LSP Reward Gateway.

WELLBEING CENTRE

The online **Wellbeing Centre** provides education, support and tools to help support your health and wellbeing. From exercise videos and healthy recipes, to money-saving tips, guided-meditations, and strategies for coping with stress. Just log into the Reward Gateway to see all the benefits on offer.



FINANCIAL ADVICE

Our Wellbeing Centre also offers financial help and advice, from budgeting help and mortgage advice, to money-saving tips and pensions calculator.



EMPLOYEE ASSISTANCE PROGRAMME

We are proud to offer our employees access to an Employee Assistance Programme (EAP), delivered by Health Assured. The programme offers a **24/7 confidential helpline**, as well as access to **My Healthy Advantage**, a comprehensive health and wellbeing app, with access to a range of features, including, live chat and support, weekly mood tracker, and health checks.



We all know that regular exercise leads amazing benefits for your health and wellbeing. Check out your Reward Gateway Account to see the following offers:

CYCLE TO WORK SCHEME



With our cycle to work scheme, you could save on a brand new bike and reap the health benefits today!

DISCOUNTS ON GYM MEMBERSHIPS



LSP Reward Gateway offers a variety of gym memberships discounts, so you can start exercising your body and mind!

Visit <https://lsp.rewardgateway.co.uk> to get started!

If you need help in accessing your LSP Reward Gateway account,

please contact HR@lsp.org.uk

Central Team Vacancy: Advisor for Nurture and Behaviour

You may have seen that we are currently advertising for an [Advisor for Nurture and Behaviour \(part time\)](#) from September 2024.

The aim of this role is to support the trust-wide work on developing a culture of belonging through Nurture. The successful applicant will be working closely with myself and Suzi Divine, as well as the Nurture Hub Leads.

Applications close on Monday and interviews will be held on the last day of this term and we will keep you updated on the outcome of this recruitment process.

Feel free to alert any colleagues or contacts who you think could be interested in the position.

*Debbie Coker,
Director of Inclusion*

Reminder: HR Policies for Consultation

A reminder that we are currently consulting on a number of HR Policies:

- Adoption Leave
- Maternity Leave
- Paternity or Partner Leave
- Shared Parental Leave
- Ordinary Parental Leave
- Flexibly Working Policy
- Stress Management

You will find these draft policies [on Foldr](#): LSP Communications\Consultations\Policy consultations\HR Policies - May 24 or by [clicking here](#).

Please send any comments or suggested amendments to enquiries@lsp.org.uk by 12noon on **Thursday 23 May 2024**.

Any questions please do not hesitate to contact the [Central HR Team](#).

*Tania Newman,
Director of HR*

One-off jobs in iAM Compliant

Following any compliance service visits, reports will be uploaded to iAM Compliant either by the contractor or the Central Team. Any remedial actions or recommendations identified during the visit are raised as one-off jobs in iAM. These one-off jobs are marked as a **compliance issue** and will link with the original compliance task.

For any other maintenance issues identified in schools, please use the help desk and raise a ticket, **do not** raise a one-off job.

If you choose to forward the helpdesk ticket on to a contractor you will need to go back in to the ticket you have raised and click on the spanner and **'Raise a one-off maintenance job linked to this ticket'**. Please **do not** tick the **'This job is a compliance issue'** box so that we can clearly separate the help desk one-off jobs from the compliance one-off jobs and monitor the completion of them.

If you have any question regarding this please [contact me](#) or your Hub Estates Lead.

*Beth Watts,
Procurement & Contracts Officer*

Aquasmart Update

Purgo are in the process of organising the installation of water supplies and electrical sockets at the trial schools.

The Aquasmart units can then be installed, potentially over half term. This will mean that trial schools can give feedback at the next cleaning review meeting.

Cleaning Consumables Update

Purgo have asked their supplier to provide dates for site surveys to take place. Once the survey information has been obtained, mobilisation plans can be drafted with a view to new units being fitted over the Summer holidays.

Trust Services



Pupil Premium Allocations and revised estimates of Teachers' Pay Additional Grant 2024-25

The final Pupil Premium grant allocations for April 2024 to March 2025 have now been published and are available to download from the 'Information for 2024-25 budgets' folder [in Foldr](#). Please review the published data (based on the October 2023 census) for your school and update IMP Pupil Premium pupil numbers (under the 2023-24 financial year) if necessary.

Additionally, the team have created an updated version of the spreadsheet estimating Teachers' Pay Additional Grant (TPAG) for 2024-25 using these FMS6 pupil numbers. (*Estimate of TPAG 2024-25 - based on updated FMS6 May 2024*).

Please note that these published school level pupil premium allocations are only the deprivation FSM6 element of the allocations and do not include LAC, PLAC pupils or service children. This is the case every year. Schools can confirm all the pupils included in the ESFA allocation and which element of funding they attract via the Get Information About Pupils (GIAP) site. GIAP can be accessed via [DFE sign in](#)

There are 2 ways to obtain PP data within GIAP - via the pre-prepared data downloads tab located in the top menu or via a search on pupils in the pupil premium screen located in the top menu. Data relating to previously looked after children (PLAC) can only be viewed via the pupil premium data download. These children are referred to as adopted from care on GIAP.

Pupil premium funding for looked after children (LAC) is paid direct to the local authority. These pupils will appear in the school's download file on GIAP but with the 'PupilPremiumCashAmount' shown as zero. They are referred to as Children Looked After (CLA) on GIAP. Schools should contact the virtual school head at the local authority regarding the pupil premium funding for LAC.

Sue Warneford-Thomson,

School Finance Support Manager

GOVERNANCE UPDATES

Postponed: New Governor Training Sessions - 21 and 22 May 2024

Due to the upcoming LSP Governance Conference we have decided to postpone New Governor Training Sessions with Adele Haysom, Chair of Trustees planned for next week until Term 6.

We will confirm the new dates for these sessions as soon as possible and let you know how you can attend should you so wish.



Upcoming Lighthouse Learning Sessions and CPD Networks

Please email [Lighthouse Learning](mailto:info@lighthouselearning.co.uk) if you have any questions about the below events.

Date	Event	Audience
Term 5		
Thursday 9, 16 and 23 May	Job Evaluation Training. Multiple venues.	All
Friday 17–Wednesday 22 May	Primary Moderation Sessions. St Peters’ Primary Details already shared with Heads and Assessment Leads	Primary Heads and Assessment Leads



Using lesson drop-ins effectively

As part of our upcoming changes to the Performance Development Policy we have defined 3 active ingredients. **The third active ingredient in our approach to performance development is high-quality developmental feedback.**

Engagement in purposeful and precise conversations about ‘why’, ‘what’ and ‘how’ with ‘critical friends’ support us to continually grow, develop and improve as individuals, as schools and as a Trust.

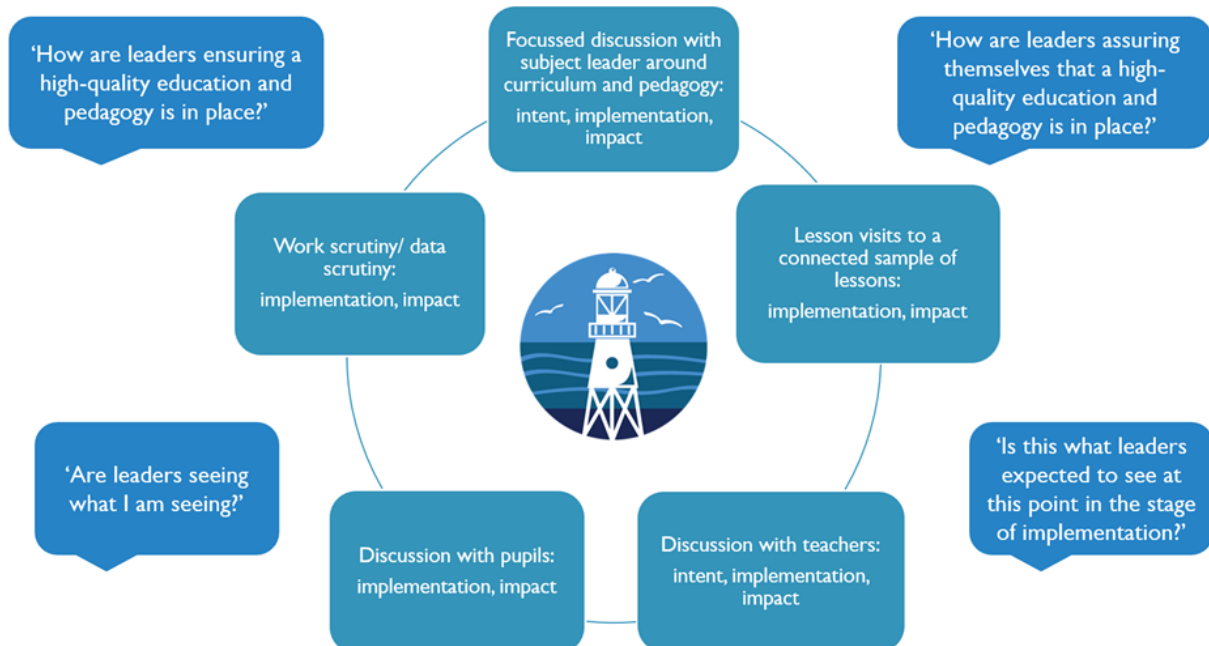
Developmental drop-ins of classroom practice is important both as a way of assessing teachers' performance in order to identify any particular strengths and areas for development they may have and of gaining useful information which can be used to evaluate the standards of teaching in the school as part of senior leaders quality assurance processes and to plan for future CPD.

This approach sits alongside our subject review methodology from the Trust School Improvement Strategy which we have discussed at our leaders meetings.



Lesson visits

- How lessons fits with the curriculum intent
- How pedagogy is being implemented in-line with Rosenshine's Principles of Instruction
- The impact of CPD on individual and whole staff practice
- Expectations around behaviour for learning
- Universal provision to support high quality teaching for all
- Careful adaptations for pupils with SEND



Below are 2 really interesting blogs from Tom Sherrington. Blog 1 explores the difference between development drop-ins and ‘formal’ 3 times a year lesson observation including the difference in staff culture these can create. Blog 2 explores how to review lessons from the perspective of the least confident.

[Blog 1—The Persistent Blight of Max Three Observations a Year](#)

[Blog 2—Reviewing Lessons From The Perspective Of The Least Confident](#)

*Neil Lankester,
Director of School Improvement*

Primary Phase Curriculum Working Party

Thank you to those of you who have contacted me regarding the curriculum working party. If anyone else would like to join this group please [contact me by email](#) by Wednesday 22 May.

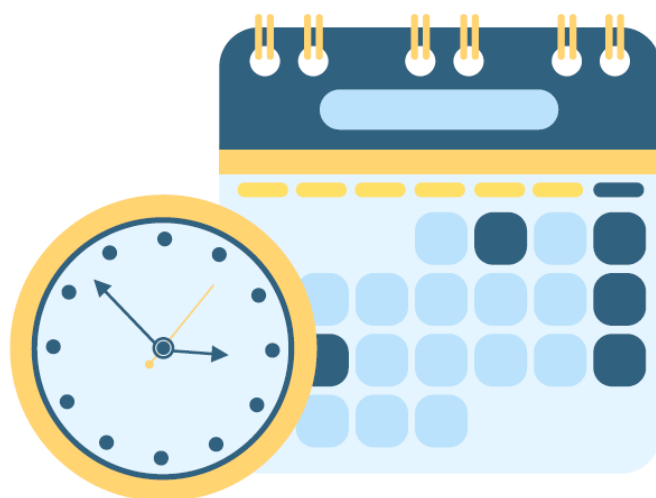
I will be contacting those who have got in touch to arrange the first meeting for next term in the coming week.

Neil Lankester,

Director of School Improvement



Key Dates and Deadlines



DATE	KEY DATE OR DEADLINE	FAO
12noon Thursday 23 May	Closing date for LSP HR Policies Consultation	All
Wednesday 12 June	Headteacher's Meeting and Winston's Wish Training for Senior Leaders at Nailsea Baptist Church	Heads
Thursday 13 June 5.30pm - 7.45pm	LSP Governance Conference <i>More details to follow soon!</i>	Trustees, Clerks & Chairs



KEY LINKS

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 2023/24

Click to view the Annual Planner
(Via Sharepoint)

Annual Planner 2024/25

Click to view the Annual Planner for next
academic year (Via Sharepoint)



Bulletin Index

Click to access an index of
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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



SHARE WITH US

Don't forget, you can submit your school news stories to
be shared in our newsletters and on our social media.

Email your stories to: newsletter@lsp.org.uk