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Introduction

Dear Colleagues,

Our Trustees met last week and their agenda reflected the current moment we are at in our Trust's development and activity; Like every other start of term gathering, we had our safeguarding updates. The Board then went on to examine secondary school outcomes and progress with a particular focus through the lens of disadvantage. I also updated Trustees on progress with our proposal to welcome the Bristol DBAT schools into the LSP (and since then we have had consent from the DBAT board, so we are just awaiting the DfE's 'go-ahead'). Very significantly Trustees ratified the decision of the Finance Committee on financial strategy and reserves: as a result of the government's willingness to fully fund pay uplifts we have avoided the level of austerity that we had planned. This is as much of a relief to our Trustees as it is to schools and Local Governing Bodies but we need to continue to look for savings as income remains tight. Lastly they considered the issue of trustee succession planning and recruitment to ensure that the LSP Board is representative of the geography and diocesan dimensions of the Trust.

I suspect that those same themes: safeguarding, standards, future development and self-evaluation are being played out on every one of our local governing boards too. The longer that I work in education the more I believe that governance is at the very heart of every healthy organisation and action. It keeps us sharp, honest and focussed on the needs of our pupils. Thanks to everyone involved in that important work at the beginning of this term.

Finally, I am looking forward to attending Churchill Academy & Sixth Form's Presentation Evening later today. I'm always eager to have invitations to school events, so please do let me know if there are dates on which I can join your schools as you celebrate pupils' and colleagues' achievements.

As ever,

Gary Lewis, Chief Executive



Risk Protection Certificate 2024-25

[Please click here to download](#) the 2024-25 Risk Protection Certificate for all LSP schools. This should be displayed in your Main Reception/Welcome area.

It is also saved in the LSP Policies section [on Foldr](#).

Prevent Refresher Training

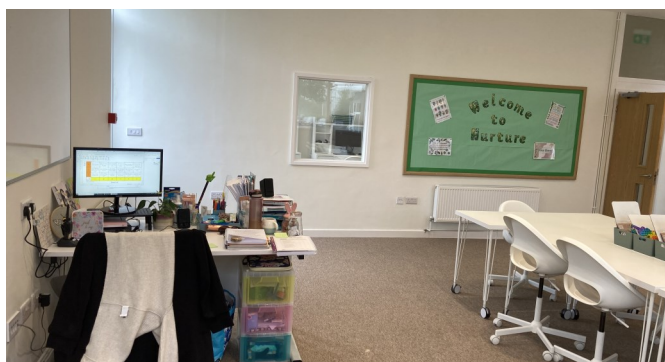
As you are aware we have all been asked to undertake [Prevent Refresher Training](#) as part of the annual safeguarding update and declaration this September. The training is delivered via a government issued website, being used nationally so it has appeared to struggle with the high volumes of traffic, and become slow to load, over the past few days.

Thank you to all those who have persevered with the website so far. We do understand that it can be frustratingly slow at times, but this essential training does still need to be completed. Please remember to download a copy of your certificate as evidence you have completed this training.

Nurture Hub opens at Gordano School

Over the summer extensive works were undertaken at Gordano School to create a new Nurture Hub. Thank you very much to all LSP staff, from Site Team to Education Support colleagues, who were involved in the set up of this space. The hub has now opened to the nine Year 7 students who have been selected for the initial Gordano Nurture Programme.

Here are a few pictures of the environment that has been created, in line with the designs and guidelines from Nurture UK about creating a calm, welcome and home-inspired space.



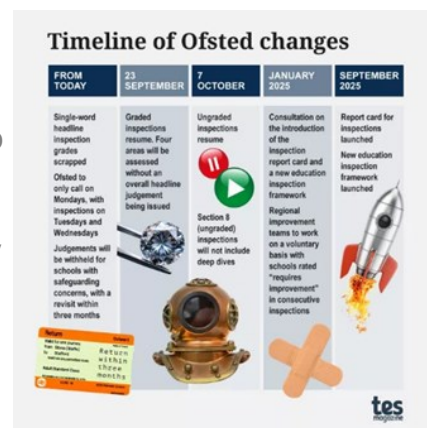
Changes to Ofsted Inspections

You will all no doubt have heard about the recent changes to Ofsted inspections involving the removal of single word judgements, the announcement of inspections and the changes to ungraded inspections.

We have produced a simple '2-pager' which details what will stay the same and what is changing as a result of the announcements - we will be discussing these in depth in the LSP Headteachers' Meeting on **Wednesday 9 October**.

[Click here to access the 2-page information document.](#)

Neil Lankester, Director of School Improvement



Response to Primary Headteacher School Improvement survey

Back in Term 6 we sent out a survey to Primary Headteachers asking for feedback on the strengths and potential areas for development of the school improvement offer provided by the Central Education Team to LSP schools.

We have analysed the responses and wanted to let you know how we will be using the feedback this year to refine and further develop the offer this year. Please [click here to read](#) summary of the strengths you identified as well as some of the suggestions.

We will also be exploring your comments in more detail at the Primary Heads' Meeting next week (Wednesday 18 September).

Neil Lankester, Director of School Improvement

Gas and electricity contracts and invoicing

You may recall that we placed new contracts for gas and electricity back in February 2024 and provided updated budgeting information based on the new rates.

A large proportion of our contracts are now being moved over to our new suppliers.

You will receive a notification, via email, from ESOS energy when your contract moves across. As part of the service, bills will be checked for verification by ESOS and you'll receive an email from support@esos-energy.com that will indicate that it's been checked and okay to pay.

If you have any questions about your contract then please [contact Trust Services](#).

Stephanie Franklin, Hub Estates and Sustainability Lead

Update: Pay Award - Teaching Staff

We had previously communicated that the salary pay scales for Teaching and Leadership was planned to be implemented in September pay. Unfortunately, the statutory process will not be completed until November, and therefore we are advised we cannot implement the STPCD earlier than this date.

This is due to a 21 day 'praying period' following the pay order being laid in Parliament. Once the 'praying period' ends in Parliament, this will be the formal end of the process, and the pay award can then be implemented. The estimated timeline from the LGA is that this will be Saturday 9 November 2024.

The Central HR Team will provide the agreed pay scales to payroll prior to the payroll cut-off date in November. This will be paid in November along with the backdated pay from 1 September 2024. **Please can you share this updated timeline with staff.**

Tania Newman, Director of Human Resources

Workforce Census

Primary schools will be completing the workforce census through iTrent again this year and we are waiting for Neo People to confirm the relevant dates regarding when the data will be available to you. Once this is confirmed, further communication will follow.

We will review the guidance we created last year to assist you in using iTrent and confirm when this is available for primary schools to access. We will also be arranging training sessions for early October for those that need additional support.

Secondary schools will continue to use SIM's/Bromcom for this year's submission.

Current Internal Vacancies

We currently have the following internal vacancies available on iTrent.

Please share the links below with anybody who may be interested in the positions.

Trust Geography Curriculum Leader - Fixed Term Contract

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

Trust EYFS Curriculum Leader - Fixed Term Contract

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

A reminder that all internal vacancies can be found on Employee Self Service (ESS)

Annual Safeguarding Declaration for Governors 2024-25

All Governors and Trustees are expected to complete an Annual Safeguarding Declaration to confirm they have received the necessary safeguarding training/updates and to sign a number of declarations.

As it forms part of the Single Central Record this declaration is compulsory and should be done swiftly after completion of essential safeguarding training (including the Prevent Refresher). The deadline is **Friday 4 October 2024** for all online Governor and Trustee returns to be complete.

This is the link for the online declaration for Governors and Trustees for 2024-25:

https://forms.office.com/pages/responsepage.aspx?id=-lolp0FXrkKtRDgOpwxaAJ_O8ibje7tBgqC2rSc_B0BUNFhaRTQyS1I3NEIHT0ZGNDg0MzZHV0kxUi4u&route=shorturl

This is the link for the supporting documentation and links: <https://www.lsp.org.uk/page/?title=Safeguarding+Declaration+Documents+2024%2D25&pid=97>

Please ensure you have shared these with your Local Governing Body.

In October we will upload the responses to the [LSP Governance SharePoint](#) so you can chase those who have not yet completed their declarations. We will remind you of this in the weekly news bulletin.

More details, and other admin processes for the start of the year can be found in the [Clerks Edition of the Ready for September Bulletin](#).





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.

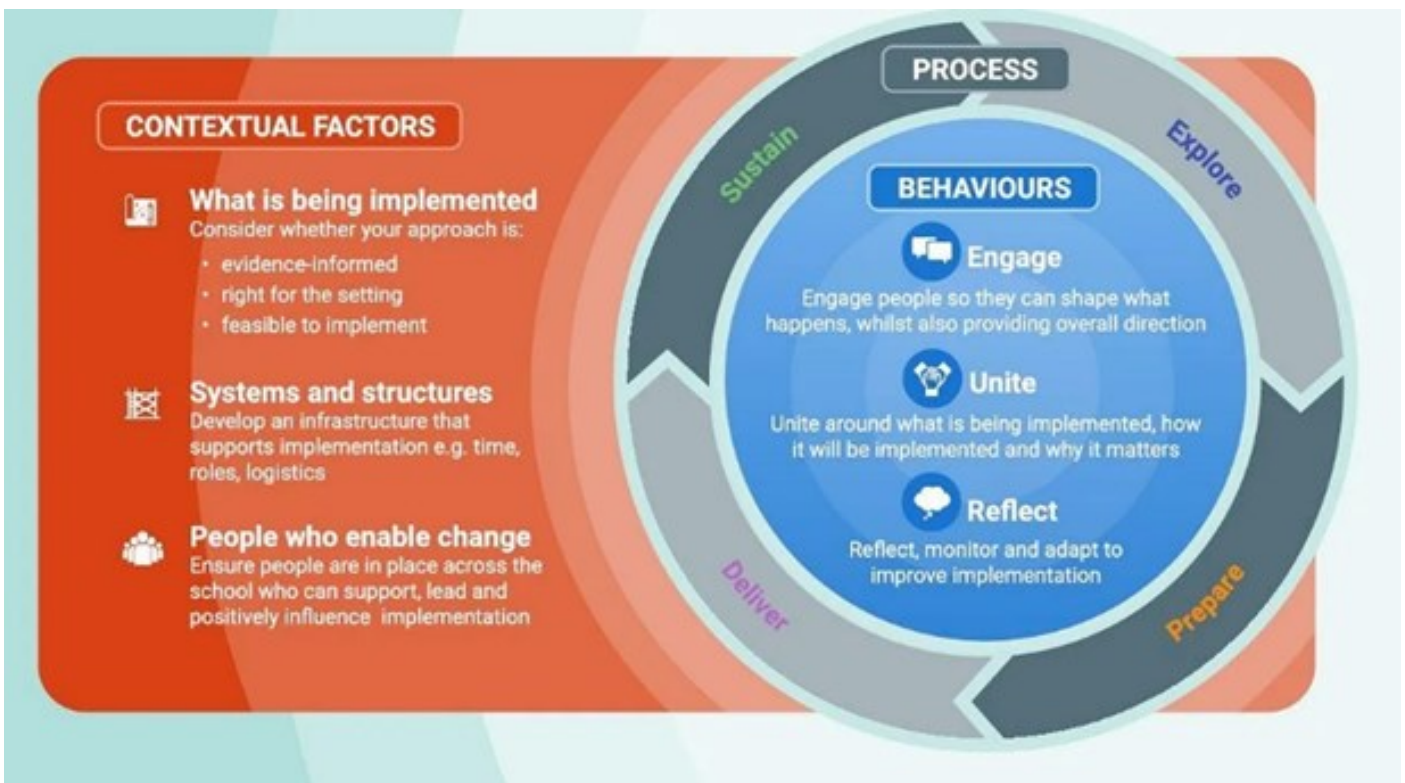
Agendas, Teams links (if required) and other resources will be emailed one week in advance of each network.

The full programme of Lighthouse Learning CPD on offer for 2024-25 can be found on the [LSP website](https://www.lighthouselearning.co.uk).

DATE	EVENT	AUDIENCE
Wednesday 11 September 1.00-2.00pm	LSP Clerks Network. Online via Teams (link sent out from Chris Hills)	Clerks
Wednesday 11 September 3.30-4.15pm	Trust-wide Attendance Network. Online via Teams	All Attendance Leads
Wednesday 11 September 3.30-5.00pm	Secondary Networks for Maths and MFL Both Online via Teams (link to be sent from Natalie Wilcox)	Secondary Maths and MFL Leads
Thursday 12 September 3.30-5.00pm	Secondary Network for English Online via Teams (link to be sent from Natalie Wilcox)	Secondary English Leads
Monday 16 September 3.00-4.30pm	Trust-wide Safeguarding Network. Online via Teams	All Safeguarding Leads
Monday 23 September 1.00-4.00pm	Trust-wide SEND Network. Online via Teams	All SENDCOs
Monday 30 September 3.30-5.00pm	Primary Assessment Network. Online via Teams	Primary Assessment Leads

School development planning in the primary phase

We met with all of the Primary Headteachers last week to discuss your School Development Plans. Thank you to all of you for your work on these; it is good to hear that the new proforma is allowing you to focus on the key areas for development in the next academic year. Remember that the EEF have updated their guidance around effective implementation this can be found [here](#) and is well worth a read as part of your own CPD and that of your leadership teams.



There has been an update in this guidance to include advice on the behaviours that you should look to develop with your staff in order to support the implementation process and secure the anticipated outcomes you have identified - something we looked at in our Headteacher meetings at the beginning of last year. Advice focusses on:

- Engaging people so they can shape what happens while also providing overall direction.
- Uniting people around what is being implemented, how it will be implemented, and why it matters.
- Reflect, monitor, and adapt to improve implementation.

There is also a 'quick read' EEF Blog on uniting your team [here](#).

There is a link to an example SDP here which you can use to support the development of your plans here. We will also make time in the LSP Headteachers' Meeting on Wednesday 9 October for you to share your SDPs with each other so please bring these with you.

Neil Lankester, Director of School Improvement

Adaptive teaching

From our meetings with Primary Headteachers, a recurring focus area in School Development Plans (SDPs) has been around planning and delivering adaptive teaching across the curriculum. This builds on the focus for most of you on explicit instruction last year - this work is continuing and this is the next phase. We will be considering this in network meetings and in some of our Headteacher Meetings this year. The recent training for mixed age schools which was delivered by White Rose Maths, supported these schools with this as they were given multiple strategies to both ‘enable’ pupils to reach the expected standard where they require additional support, and also strategies to ‘extend’ for those who need to master at greater depth.

More adaptive teaching, less ‘differentiation’?

More...	Less...
Scaffolds for pupils to access challenging whole-group tasks	Differentiated tasks e.g., different worksheets for different sub-groups
High expectations of outcomes for all pupils with modelling, worked examples and scaffolds to support	‘All/Most/Some’ learning outcomes
Scaffolded homework (that doesn’t require significant parent support)	‘Chilli challenge’ type open choice homework
Teaching with multiple representations in mind	Teaching based on pupils’ ‘Learning Style’
Pupils are given additional tasks based on diagnostic assessment & high expectations	Pupils are given additional tasks/sessions based on their target grades

There is a link to a really interesting and accessible blog from Dan Worker [here](#). In the blog he gives some of the theory behind adaptive teaching and suggests 3 pillars of adaptive teaching:

Pillar 1: Anticipating barriers

Pillar 2: Priority check-in

Pillar 3: In-the-moment adaptations

It would be well worth looking at this in your SLT meetings, with your subject leaders and as part of your ongoing staff meetings to give examples of what each of these things looks like in practice in different subjects.

Neil Lankester, Director of School Improvement

Early Career Teachers (ECTs)

All ECTs should be registered and have school mentors and induction tutors. The process for doing this can be found [here](#) but do [get in touch](#) if you have any questions.

All LSP schools should use the following providers:

	ECF	Appropriate Body
Primary	EDT	Five Counties
Secondary	Ambition	Five Counties

Janine Ashman, Director of Learning



Phonics Essentials for KS2 and 3

Please see below the details for a fantastic CPD opportunity for staff in KS2 and 3 to learn about the essentials of phonics needed to ensure that every child is supported in their early reading journey. This CPD offer is fully funded by the DfE.

For more details and to book, [click here](#).



**Unlocking
Excellence**
English Hub at St Peter's School

Phonics Essentials for KS2 and 3

Dates: 2nd October or 5th February 3.45 – 5.15pm (attend one)

Venue: Online

The ongoing impact of the pandemic has resulted in an increased number of pupils entering Key Stage 2 and 3 who are not yet secure in their phonics skills. We also have struggling readers who take longer to embed their phonics knowledge.

Join us for a twilight session designed for staff in Key Stage 2 and 3. This session will introduce the principles of phonics teaching and provide valuable insights into utilizing your school's Systematic Synthetic Phonics (SSP) program to support these essential learners.

Don't miss this opportunity to enhance your teaching strategies and better support your pupils in overcoming these challenges. [BOOK HERE](#)



STEM: First Lego League Tournament in Bristol

Please see details below for the [First Lego League in Bristol](#) should this be of interest to any students, or [click here for more information](#) about getting your school involved.

[View full details here.](#)

An exciting STEM activity for KS2 & KS3

[View this email online](#)

Join us for the new First Lego League Tournament in Bristol

Do your students have an interest in Lego,
robotics or sea life?

Would they be up to the participating in the First
Lego League "Submerged" challenge in 2024/25?



What is the First Lego League Challenge?

The challenge is to build and programme a LEGO robot that navigates missions within a robot game. Friendly competition is at the heart of First Lego League, with teams of students aged 9-16 years old working together and engaging in research, problem-solving, coding, and engineering tasks.

Teams of upto 10 students work towards participation in a regional tournament, an exciting event for each team to showcase their robot builds, compete on the challenge mat and present project ideas for a chance to go through to the national and international finals!

This years First Lego League theme is:
Submerged

Are your students up to the challenge of building a Lego
robot that can catch the krill and feed it to the whale?

Or perhaps your students are treasure hunters and can
code a sequence to retrieve the treasure from the
shipwreck?



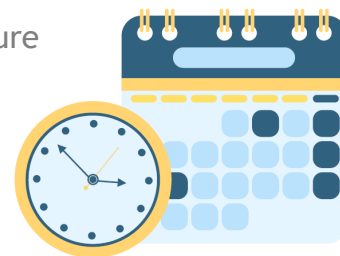
See more and watch video about First Lego League Challenge here

What does the challenge involve?

- [Robot Game](#): Teams build and programme a LEGO robot to autonomously

Key Dates, Deadlines and Reminders

These reminders do not replace the LSP Annual Planner so please ensure you are checking this regularly (link on next page).



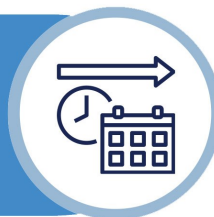
Key Dates

DATE	INFORMATION	FAO
2-26 September 2024	Window to submit year-end statement for National Tutoring Programme NTP allocations for 2023 to 2024 academic year .	SBMs
16-27 September 2024	Headteacher Performance Development (Appraisals) to be completed within this timeframe.	Heads & Chairs
Wednesday 18 September	8.30-10.30am LSP Primary Heads Meeting @ Nailsea Baptist Church	Primary Heads
Friday 20 September 2024	Deadline for all staff to complete Annual Safeguarding Declaration (and Child Care Deceleration for Primary staff) on ESS	All
Friday 20 September 2024	Deadline for Gifts & Hospitality and Business Interests Declarations to be returned to the LSP Central Team via lgbreturns@lsp.org.uk	Heads, SBMs & Clerks
Friday 27 September 2024	Deadline to submit Gift Aid Applications to LSP Finance Team	SBMs
Friday 4 October 2024	Final deadline for all Governors and Trustees to complete Online Annual Safeguarding Declaration .	Clerks & Chairs
Friday 25 October 2024	Deadline for Teacher and Leadership Performance Development (Appraisals) to be completed.	Heads & SBMs
Thursday 31 October 2024	Deadline for Support Staff Appraisals to be completed.	Heads & SBMs

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 2024/25

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



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