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## LIGHTHOUSE SCHOOLS PARTNERSHIP

### Introduction

Dear Colleagues,

We have a quieter week than usual in the bulletin and that is a good thing. My diary has been even busier than usual over the past few weeks and it has really made me think about what it feels like when the work is coming in quicker than our capacity to clear it. I believe the army's training for leaders says that in a combat situation (the ultimate work crisis!) you need to slow down rather than speed up. It is slightly counter-intuitive but makes sense.

I was thinking about this yesterday morning and then had a meeting with Andy Spens from the Foundation for Educational Leadership. In our meeting about CPD for Leaders Andy made the wise remark that a lot of leadership training addresses the instructional side of the job rather than the transformational. In other words it focuses on the task and knowledge side rather than the people, emotional and influential side. As he went on to say, senior leadership in education requires head, hands and heart. I'll not labour the point but it underscores the level of versatility we need and also the diet of experience and training that our successors need as they climb the ladder.

If I have seen us do one thing well over the last year I would point to the track record that we are building up in leadership development and supporting our leaders into the next step of their career in our trust. It is really important and we have almost got to the stage of having the right training for flourishing leaders at all stages.

A couple of updates to sign off with; Firstly, we had Ofsted at Stanton Drew last week (I am not getting used to the weekly tension at 10am on a Monday!). That was exactly one month after Tim Eustace had taken up the Headship post. From everything that I heard he gave a strong account of both current provision and developing strengths. The report will be with us soon.

Secondly we had the sign off from our Board for the transfer of the DBAT Bristol schools to LSP on 1 January 2025. I'll be updating Heads about that in our meeting this morning (Wednesday). We are now working closely with these schools and their current trust to ensure that the transfer is smooth and positive. Debbie, Neil and I are establishing our relationships with the Heads, their staff and governors. I really appreciated the offers that we have had for buddy-links and I'm also looking forward to welcoming Bristol colleagues to Heads' Meetings and other network sessions over the next few months; I know that you will extend them a warm welcome.

As ever, we have much to bring and much to learn.

*Gary Lewis, Chief Executive*

## Closure Days 2024-25

A reminder that the Trust Closure Days for 2024-25 are:

- Friday 27 December 2024
- Monday 30 December 2024
- Tuesday 31 December 2024

You should also note that Wednesday 25, Thursday 26 December and Monday 1 January are all Bank Holidays.

## Reminder: Admissions Arrangements for 2026-27

As outlined in the [Annual Planner](#) Local Governing Bodies (LGB) need to inform the [LSP Central Team](#) of any changes to Planned Admission Numbers (PAN), oversubscription criteria or first geographical areas, you would like to make for the 2026-27 by the end of Term 1.

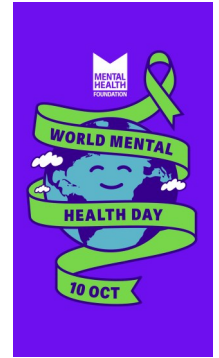
If we do not hear from you we will assume that no changes are to be made and we will consult and publish on the requirements as per the [2025-26 arrangements](#) for your school.



## World Mental Health Day 2024

Tomorrow, Thursday 10 October, is World Mental Health Day. This is a great opportunity to remind ourselves, and colleagues of the importance of wellbeing and the support on offer to LSP employees via the LSP Reward Gateway.

[Click here](#) to download the LSP Reward Gateway wellbeing poster.



**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](mailto:HR@lsp.org.uk)

## Data Protection - Staff Training

One West have a set of Staff Training briefings that schools should consider scheduling into staff training sessions or inserting into regular staff newsletters or similar. You can access the document [on Foldr](#):

*School Business Mangers / GDPR / Training Resources / Annual Training Briefings v4.0*

All staff should be kept regularly updated regarding data protection to ensure best practice and prevention of accidental data breaches.

## Waste Collection Suspensions During Holidays - Hills Contract

If schools, with Hills for their waste contract, wish to suspend any of their waste collection services during any of the school holiday periods, Hills require 3 weeks notice for any suspension. The suspension form is included in the 'Welcome Packs from Hills', or you can find a [copy on Foldr](#):

*LSP Communications / LSP News Bulletin / 2024-25 / Bulletin Documents*

For any suspension required for October half-term, this would need to be **actioned now**. You may wish to plan reminders for future holiday periods. The form, once complete, should be returned to [key.accounts@hills-group.co.uk](mailto:key.accounts@hills-group.co.uk)

There is no requirement to suspend services, it is just an option that is available and could reduce cost if you don't need the collections during a certain holiday period.

## Utility contracts and meter reads

The majority of our gas and electricity contracts have now switched over to the new providers, Ecotricity and Crown Gas and Power.

To aid in ensuring the billing is accurate as possible, even if you are on half-hourly meters, ESOS have requested a meter reading for the start of the contract. We ask that you complete this as soon as possible and return to [Molly at ESOS](#).

It is advised, even if you have a smart meter, to periodically do a meter reading. ESOS will also ensure that bills are completed with actual reads, and if estimates are used repeatedly, will request a meter reading from the school.

If you have any questions, then please don't hesitate to [contact Trust Services](#).



## Core School Budget Grant (CSBG) - Allocations

The DfE has now published school allocations for the period September 2024 to March 2025 and these have been [downloaded into Folder](#) for your information.

*Information for 2024-25 Budgets / Core\_Schools\_Budget\_Grant\_2024-25\_Mainstream\_Schools - Pre 16*

Although there may be slight discrepancies due to rounding and/or variations in FSM6 numbers, these allocations are very close to the estimates previously provided via the Central Team spreadsheet and therefore the values budgeted and in the Master Scenario have not been updated by the Central Team. **Please review and update the Master Scenario as part of your budget forecasting.**

Final allocations have also been published for Post 16 and these values have been updated in both the V5 Approved Budget and the Master Scenario for secondary schools.

There will be additional funding for our schools with nursery provision - Early Years Budget Grant (EYBG). This will be paid to schools via Local Authorities. More information will follow as soon as it becomes available.

### 2024-25 Approved Budget V5

The 2024-25 Approved Budget that will be used for September forecasting is Version 5 (APPBUD2425\_V5). This version is the Approved Budget agreed by LGBs in the summer, updated for Teachers' pay award, the Trust's revised estimate of the April 2024 support staff pay award and Core Schools Budget Grant Funding (as in V4 previously shared). The only changes for V5 are recharges between the Central Team and secondary schools, Post 16 CBSG updated in line with actuals and nominal coding for Nurture Hub income where appropriate to ensure consistency across all schools. Additionally, it was noted that TLR's were projecting a 3.5% increase rather than 5.5% increase, so all schools with teachers paid TLRs may notice a small increase in their staffing expenditure in this version of the budget.

### Approved Budget on PSF

The Approved Budget V5 as outlined above has been uploaded into PSF as the 'Approved Budget'. This will enable school to provide monitoring reports to budget holders as appropriate.

### 2023-24 Indicative Balances on IMP

Overall indicative revenue and capital 2023-24 balances will be updated in the IMP Master Scenario for September forecasting in 2024-25. Once balances have been finalised, these will be updated once again.

## Consultation on Finance Policy

We are today launching a consultation on our updated Finance Policy. The proposed Finance Policy is [available on Foldr](#) (please see pathway below to access the Policy) and the proposed changes have been tracked for your information.

*LSP Communications / Consultations / Policy Consultations / LSP Finance Policy for consultation.docx*

The consultation period will run from **Wednesday 9 to Wednesday 30 October 2024** and the final policy, incorporating comments from the consultation as appropriate, will be agreed by the Finance Committee on Tuesday 12 November and then shared with schools. We would like to encourage Headteachers and School Business Managers/Office Managers to participate in this consultation. We would also like Chairs of Local Governing Bodies to ensure that the consultation is reported to their LGB and any response from the LGB is noted in their minutes. Chairs may wish to identify a member(s) of the LGB to lead on making a response to share the workload and benefit from governor skills. The Headteacher and Chair of the LGB may also want to consider sharing the consultation with other stakeholders.

Please submit your comments on the consultation to [enquiries@lsp.org.uk](mailto:enquiries@lsp.org.uk). If you would like to submit changes to the policy, please highlight your changes or make them using tracked changes and also send them to this email address.



## Governor Safeguarding Declarations 2024-25

As you are aware the deadline for undertaking mandatory safeguarding training and resources and the Annual Safeguarding Declaration for Governors and Trustees was Friday 4 October.

[Clerks can click here](#) to view who has signed the declaration for their Local Governing Body. Please chase up anybody yet to complete the training and/[or declaration](#).

This list will be updated again on Friday 18 October so you can check completion rates again. If you cannot access the declaration register please email [enquiries@lsp.org.uk](mailto:enquiries@lsp.org.uk) so we can check your access.

Should your school receive a call from Ofsted, this register will form part of the evidence for safeguarding checks/single central record. Any new governors who join over the course of the academic year will also need to complete the [safeguarding declaration](#).

Any questions [please get in touch](#).

## Upcoming LSP Clerks' Network

The next LSP Clerks' Network will take place on Wednesday 16 October from 1.00pm.

MS Teams invitations for this session will be circulated by Chris Hills, Governance Professional.

## Upcoming LSP Chairs' Forum

A reminder that the next LSP Chairs' Forum is taking place on Thursday 17 October at Backwell School from 6.30pm.

Items for this forum are:

- Consultation on the LSP Terms of Reference
- Group work looking at the CST assurance framework section for local governance

If you have any further agenda suggestions please can you email [Adele Haysom, Chair of Trustees](#) by Monday 14 October.

The full Lighthouse Learning CPD offer for Governance can be found [on our website](#).



## 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 9 October 3.30–4.30pm	<b>SEND Webinar: Demand Avoidance</b> Open to all LSP Employees. To sign up for this webinar click <a href="#">here</a> .	All
Wednesday 9 October 3.45-5.00pm	<b>LSP History Curriculum Training Session.</b> To sign up for this webinar click <a href="#">here</a>	Primary schools
Monday 14 October 1.00-4.00pm	<b>Primary Early Years Network.</b> Online via Teams	Early Years Leads
Thursday 17 October 6.30-8.00pm	<b>LSP Chairs' Forum</b> @ Backwell School	LGB Chairs



## White Rose Maths - CPD Sessions

Following the successful mixed age maths INSET delivered by White Rose Maths in September, we are pleased to offer the following CPD sessions (including the opportunity to attend an INSET for schools who did not attend the small school/ mixed age INSET in September). This CPD will provide an opportunity for your staff to deepen their understanding of White Rose Maths resources and pedagogy to support their maths teaching.

### Mixed Age Planning Webinars

Course: *three bespoke online webinars* (suggestion is that these are your staff meetings for these weeks)

Length of course: **90 minutes 3.45 - 5.15pm** (online)

- **Wednesday 13 November:** *deepening our understanding of adaptive teaching*
- **Wednesday 22 January:** *episodic teaching and lesson design*
- **Wednesday 12 March:** *enable and extend*

### INSET DAY: Monday 6 January

Course: *Adaptive teaching and Lesson planning (Single age)*

Length of course: Full day **Monday 6 January 2025 9.00am-3:30pm**

### INSET DAY: Monday 2 June

Course: *Adaptive teaching and Lesson planning (Single age)*

Length of course: Full day **Monday 2 June 2025 9.00am-3:30pm**

The LSP will fund all of these sessions to enable as many schools as possible to take advantage of these opportunities.

INSETs are open to all schools who deliver in single age groups and you only need to attend one of them. We know many of you will have already planned your INSETs so may not be able to attend this year so, depending on numbers, we may run the Monday 6 January INSET and move the June session into next year. If you are a school who is not currently using White Rose Maths, you may still want to send your maths lead to find out more.

Please can you [confirm your plans on this form](#) by the end of this week.

## Understanding Domestic Abuse Training

Please see below details for the Understanding Domestic Abuse Training happening at Portishead Police HQ on Friday 18 October (09.15 - 16.30). Please share with any colleagues who may be interested in this training.



### UNDERSTANDING DOMESTIC ABUSE

This training programme will provide you with an understanding of Domestic Abuse. How to Identify domestic abuse, learn the warning signs and have confidence to respond, safely and appropriately.

This programme includes a working knowledge of the Domestic abuse, stalking and 'honour'- based abuse risk identification checklist (DASH) and MARAC.

This training is suitable for practitioners and professionals who have an interest in developing an in-depth knowledge and understanding of Domestic Abuse and how to respond effectively to support survivors.

DATE:  
**18TH OCTOBER 2024**

TIME:  
**09:15 - 16:30**

VENUE:  
**POLICE HQ,  
PORTISHEAD**

COST:  
**£100**

#### LEARNING OUTCOMES;

- Identify domestic abuse
- Understanding DA through trauma lens
- Understanding the legislation
- Identifying domestic abuse
- To be able to respond appropriately to domestic abuse
- Referral Pathways to relevant Services

Full charge applies to academy schools.  
No charge for North Somerset Council staff, North Somerset maintained school staff, NHS Health staff and Avon and Somerset Police.

#### FOR INFORMATION OR TO BOOK

please send an email to [Training@nextlinkhousing.co.uk](mailto:Training@nextlinkhousing.co.uk) Including your:

- Name
- Job Role
- Council directorate or Organisation
- Email address
- Phone number



## Reminder: SEND webinar – Demand Avoidance

This webinar is open to all LSP staff to attend.

Please share the information with colleagues, including the [link to register](#) for the webinar.

This poster, and the sign up link can also be found on the LSP CPD for Staff page [on our website](#).



LIGHTHOUSE  
LEARNING



# SEND WEBINAR: DEMAND AVOIDANCE

**WEDNESDAY 9 OCTOBER 2024**

**3.30-4.30PM**

**ONLINE: MS TEAMS WEBINAR**

Open to all LSP Employees (not just teachers)  
Delivered by Suzy Divine: LSP Lead Teacher for  
SEND.

- Find out what is Demand Avoidance and how this can impact ability to cope and engage with classroom activities and the wider school environment.
- Explore some approaches that may help to support individuals with Demand Avoidance.

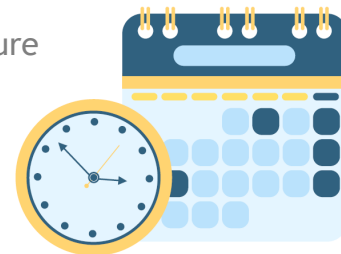


**[CLICK HERE TO BOOK A PLACE](#)**

Any questions email  
[lighthouselearning@lsp.org.uk](mailto:lighthouselearning@lsp.org.uk)

# 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
9–30 October	Consultation window for Finance Policy . Please submit any comments to <a href="mailto:enquiries@lsp.org.uk">enquiries@lsp.org.uk</a>	All
Friday 25 October 2024	Deadline for Teacher and Leadership Performance Development (Appraisals) to be completed.	Heads & SBMs
Wednesday 30 October 2024	Return date for Autumn Census Data	SBMs/OMs
Thursday 31 October 2024	Deadline for Support Staff Appraisals to be completed.	Heads & SBMs
Friday 22 November 2024	Deadline for providing evidence to DfE Curriculum and Assessment Review. <a href="#">Click here to access the call for evidence</a>	All



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](mailto:newsletter@lsp.org.uk)