



*In this week's edition...*

ANNOUNCEMENTS, INFO & UPDATES	AUDIENCE	TASK
Introduction	All	Info
Business Breakfast Invitation	All	Info
Support Staff Pay Award	All	Info
Trustee Recruitment	All	Action
LSP Summer Newsletter - The Beacon	Heads/SBMs/OMs	Action
Marketing Images Request	Heads/SBMs/OMs	Action
Free Trees for School	All	Info
ESTATES & TRUST SERVICES	AUDIENCE	TASK
Dietary Needs and Allergens	SBMs/OMs	Action
HR UPDATES	AUDIENCE	TASK
Change Management for September 2025	Heads/SBMs/OMs	Action
FINANCE UPDATES	AUDIENCE	TASK
Impact of the 30 October Budget Statement	Heads/SBMs/OMs	Info
CPD UPDATES & OPPORTUNITIES	AUDIENCE	TASK
Upcoming Lighthouse Learning Sessions and CPD Networks	All	Info
Governance CPD - Term 2	Clerks, Chairs & LGBs	Info
Lloyds Bank - Free Fraud Prevention Training	Heads/SBMs/OMs	Info
KEY LINKS, DATES & DEADLINES		



## LIGHTHOUSE SCHOOLS PARTNERSHIP

### Introduction

Dear Colleagues,

I listened to the budget being broadcast live when I was in the car last week. The headlines sounded pretty positive for education and the rhetoric certainly presented education and health as the big priorities. That said, we await the detail (see Louise's item later in the bulletin) and I'll celebrate only when I have seen the money actually sitting in our school budgets. Please do not step back from planned economies yet.

Many thanks to Janine Ashman for leading our Trust Primary INSET on writing last term and to Catrin Battista and the team at St Peter's for hosting us once again. We have a number of other high profile events coming up: Our Autumn Business Breakfast will be at Churchill Academy & Sixth Form and the speaker is Simon Lawrence OBE. Simon is the National Trust portfolio director for the Bristol Region. In previous roles he was an army colonel and recently our Defence Attaché in the Rome Embassy. He will bring his reflections on servant leadership including his recent work with the National Trust. We do hope many of you will sign up to attend. Also if you know of a business owner/leader who might be interested (especially in our Chew Valley and Churchill hubs) please share the invitation and ask them to register as the point of these events is to build our network to support careers education.

All our pupil facing colleagues will be attending our Teaching and Learning Conference in the Lansdowne Suite at Ashton Gate on Friday 14 February 2025. We have a great line up of speakers and our theme is social mobility and disadvantage. I look forward to sharing the full programme in due course. We had initially planned to hold the event across several of our secondary schools but the strong steer from our Headteachers was to invest in the event and do it properly! So Ashton Gate it is. Their capacity is such that we will only be able to invite pupil facing staff to this event but we are already thinking about the Operational Away Day in July. It will be great to be joined by Bristol colleagues at both events. The Lighthouse Learning Team will be asking schools to confirm exact attendance numbers for 14 February shortly, so thanks in advance for your prompt support with that.

Lastly, another week, another Ofsted (High Down Juniors). Neil reminded me that we have 13 due this year! We now have the report for Stanton Drew, which is very positive, and we look forward to receiving St Mary's report soon. Best wishes to Andreyana Cowan, governors and colleagues at HDJ. We know that you will present the school in all its many strengths.

As ever,

*Gary Lewis, Chief Executive*

## Business Breakfast Invitation



**You're invited to**

**Lighthouse Business Partners**

# **Business Breakfast**

**Wednesday 20 November 2024**

**7.30-9.00am**

**Churchill Academy & Sixth Form (BS25 5QN)**

**Focus: Leadership**

**Guest Speaker: Simon Lawrence OBE**

**National Trust General Manager: Bristol Portfolio**

New to the National Trust and from a military and diplomatic background (including working with NATO and the EU) Simon will talk about the core principles and values of 'servant leadership'.



**Free event with complimentary breakfast  
Free parking available on site**

**[Click here to confirm you will be attending.](#)**

Please do so by 9.00am on Wednesday 13 November.

Thank you to Churchill Academy & Sixth Form for hosting.

## Support Staff Pay Award

The pay award for support staff, for the period 1st April 2024 - 31st March 2025, has now been confirmed as £1,290 for scale points 2 to 43, and 2.5% for scale points 44 and above. The Central Team will be implementing the pay award, and backpay, in November's pay. Schools will receive a copy of the updated pay scales shortly.

Please note the IMP Master Scenario will be updated with the revised pay rates from April 2024 on Thursday 7 November so that they will be accurately reflected in IMP for October forecasting. The Approved Budget (v6) used as the agreed comparator budget for forecasting will not be updated.

If you have any questions about this please contact the [Central HR Team](#) of [Central Finance Team](#).

## Trustee Recruitment

The Board of Trustees are currently recruiting for new members.

We have shared a number of posts on our social media -it would be great if these could be reposted from other LSP social accounts. Also if you were able to run the following wording on parent newsletter/emails home over the next week we would be really grateful - there is also [a graphic you can download as well](#):

### Lighthouse Schools Partnership is looking for new Trust Board members

*Could you help create a brighter future for children in your area?*

Lighthouse Schools Partnership (LSP) is currently formed of 30 schools (including this school) providing support and education to over 12,000 children and young people.

Becoming a Trustee is a rewarding and enriching opportunity to offer your personal and professional experiences in order to help shape the future of our schools.

We are keen to hear from individuals, from a variety of professional backgrounds, who are willing to commit to our vision and values and who are excited about improving outcomes for young people in the local community.

Find out more by visiting: [www.lsp.org.uk/couldyoubeatrustee](http://www.lsp.org.uk/couldyoubeatrustee)

We are hoping for a positive response so if Clerks could ensure the [Governor Vacancy Log](#) is up to date, we may be able to redirect some potential Governors your way.

## LSP Summer Newsletter - The Beacon

The next LSP Newsletter (The Beacon) will be published at the end of Term 2. The theme of this issue will be Nurture and the impact of the focus on nurture on schools and pupils.



As always, we would love to include any positive or interesting news stories from across the Trust. If you have any news stories or photos from your school that you would like us to include, could you please [email them to me](#) by Monday 2 December. This is a great opportunity to share with colleagues across the Trust and help to inspire one another. A gentle reminder to please ensure that any photos and images you send have all required permissions.

As always, you can stay up to date with Trust news on [Facebook](#), [X](#), [LinkedIn](#) and on the [LSP website](#).

*Leah Evans, Communications Officer*

## Marketing Images Request

As part of our marketing/communications, it is great to be able to use images of schools/pupils from schools across the Trust. If you have any recent professional - or good quality - photographs that you would be happy for us to use in our marketing, then we would love it if you could [email them to us](#). Images may be used in internal/external marketing materials and/or on social media channels, so please ensure you have any relevant permissions.

*Leah Evans, Communications Officer*



## Free Trees for School

The Woodland Trust are offering free trees to schools with the application window for tree packs to be delivered in March 2025 now open.



Simply choose your pack(s) from the list below and [fill out the online application form](#).

- Hedge
- Copse
- Wild harvest
- Year-round colour
- Working wood
- Wild wood
- Wildlife
- Urban Trees



## Dietary Needs and Allergens

Following an allergy incident in one of our kitchens, we have been in discussion with Aspens regarding the process for ensuring all parties are aware of dietary requirements and allergies. Schools have a good process for supporting this communication between the parents and kitchens; the intent is to build upon this with requesting and sharing the information more regularly. We have produced a flow chart (available to [download on Foldr](#) - location below) outlining the required process, which you may find useful when planning your regular communications to parents.

**Flow chart available on Foldr:** *Z:\My Files\School Business Managers\Trust Wide\Health & Safety\Flowchart for Dietary Needs and Allergens 18-10-2024.pdf*

If you have any questions please email the [Trust Services Team](#).

## HR UPDATES

### Change Management for September 2025

By the end of Term 2 the planning for any change management process to change staffing structures for September 2025 will need to be complete. If you are planning to change staffing structures for September 2025 and have not already been in contact with the Central Team, please contact your Finance or HR Business Partner as soon as possible.



## Impact of the 30 October Budget Statement

The Budget Statement last week acted as 'Phase 1' of a Spending Review, which reset spending for 2024-25 and settled budgets for 2025-26. 'Phase 2' will be a longer-term spending settlement and will happen in the Spring. Here are some of the key impacts for schools:

- Real terms increase in schools funding. We will not understand the real impact of this statement until details of the Schools National Funding Formula are published later this term. At this point we will update our funding projections tool to help you to estimate the financial implications.
- Funding allocations for 2025-26 will incorporate the additional funding provided this year for the 5.5% teachers pay award.
- National Insurance (NI) for employers will increase in April 2025. The DfE has confirmed that additional funding will be provided but we don't yet know how this will be calculated. IMP will shortly be updating the NI rates in the budget planning system and we will let you know when this will take place. At the same point in time we will estimate the additional grant funding that you can build into your budget to compensate for this but this is likely to be ahead of any further information for the DfE and will therefore be our 'best guess'.
- An extra £1b is being issued to Local Authorities for SEND. The DfE have confirmed that this additional funding is being provided to help local authorities to meet the increases in the pressures they are expected to face, in terms of higher spending on top-up funding for mainstream schools and funding for special schools, in 2025-26. It is not being set aside to fund local authorities' accumulated deficits, next year.
- The Government has announced additional capital funding but we don't have any further information yet about how this funding will be distributed.
- As part of the capital funding announcement, £15m for the creation or expansion of nursery provision. The deadline for the first round of this is very short (12th December) but we are anticipating further rounds. Please do contact the [Central Team](#) if you are interested in this opportunity.
- From April 2025, the National Living Wage will increase to £12.21 per hour. The National Minimum Wage will increase to £10.00 per hour for 18-20 year olds, and £7.55 per hour for Under 18s and Apprentices. This is likely to impact on a range of costs incurred by schools, such as cleaning and catering, and we will update you as contract negotiations progress

*Louise Malik, Chief Financial and Operations Officer*



## Upcoming Lighthouse Learning Sessions and CPD Networks

Please email [Lighthouse Learning](#) 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](#).

DATE	EVENT	AUDIENCE
Monday 4 November 3.30-5.00pm	<b>Primary Assessment Network.</b> Online via Teams	Primary Assessment Leads
Monday 11 November 1.00-4.00pm	<b>Primary History Network.</b> English Hub @ St Peters	Primary History Leads
Tuesday 12 November 1.00-3.00pm	<b>LSP Church Schools Network.</b> Online via Teams	Church School Leads
Wednesday 13 November 3.30-4.15pm	<b>LSP Priority Students Network.</b> Online via Teams	Disadvantaged Leads
Thursday 14 November 5.30-6.30pm	<b>Governance CPD: Ofsted Preparation</b> <a href="#">Click here to register for this webinar</a>	Governors
Monday 18 November 1.00-4.00pm	<b>Primary English Network.</b> English Hub @ St Peters	Primary English Leads
Monday 18 November 1.00-4.00pm	<b>LSP SEND Network.</b> Online via Teams	SENDCOs
Tuesday 19 November 6.00-7.00pm	<b>Governance CPD: Safeguarding Responsibilities</b> <a href="#">Click here to register for this webinar</a>	Governors

*continued....*

## Upcoming Lighthouse Learning Sessions and CPD Networks

continued.....

DATE	EVENT	AUDIENCE
Wednesday 20 November 3.45-5.15pm	<b>White Rose Maths Mixed Age Webinar:</b> <i>Deepening our understanding of adaptive teaching.</i> Online via Teams.	Selected LSP Schools
Wednesday 20 November 3.30-4.00pm	<b>Secondary Raising Standards Network</b> Online via Teams (link to be sent from Natalie Wilcox)	Secondary Standards Leads
Monday 25 November 3.30-5.00pm	<b>Primary Science Network.</b> Online via Teams	Primary Science Leads
Monday 25 November 6.00-7.30pm	<b>Governance CPD: Financial Forecasting</b> <a href="#">Click here to register for this webinar</a>	Governors
Wednesday 27 November 3.30-4.15pm	<b>LSP Attendance Network.</b> Online via Teams	Attendance Leads



## Governance CPD - Term 2

The Lighthouse Learning Governance CPD Offer continues this term, with a number of webinars on key topics taking place:

Webinar Topic	Date and Time	Contents / Who is this for?	Webinar Sign Up Link
Ofsted Preparation	Thursday 14 November 2024 6.00-7.30pm	Delivered by Neil Lankester, Director of School Improvement and Ofsted Inspector. This session will take governors through the recent changes to graded and ungraded inspections. The session will also support governors to prepare for meetings with the lead inspector during inspection. This is a recommend session for any governors in school expecting an inspection during this academic year.	<a href="#">Click here to register for this webinar</a>
Safeguarding	Tuesday 19 November 2024 6.00-7.00pm	Delivered by Janine Ashman, Director of Learning.  Suitable for all Governors. Safeguarding Link Governors are strongly encouraged to attend.	<a href="#">Click here to register for this webinar</a>
Financial Forecasting	Monday 25 November 2024 6.00-7.30pm	Led by Louise Malik, Chief Financial and Operating Officer. An online webinar for LSP Governors to develop a better understanding of the financial framework within which we work and to ensure an understanding of the budget setting and monitoring timetable and governor responsibilities within it. Suitable for all Governors.	<a href="#">Click here to register for this webinar</a>
Nurture and SEND	Wednesday 4 December 2024 6.00-6.45pm	Delivered by Debbie Coker, Director of Inclusion. Suitable for all Governors. SEND Link Governors are strongly encouraged to attend.	<a href="#">Click here to register for this webinar</a>

Please feel free to sign up to the events that interest you - we look forward to seeing you there.

A reminder that the full Governance CPD programme can be found [on our website](#).

## Lloyds Bank - Free Fraud Prevention Training

Lloyds Bank (the LSP bank provider) has launched a free **Interactive Fraud Training Course**. The training includes a series of short interactive modules which cover important topics including online scams, ransomware, email fraud, phone, and text fraud.

It takes about 30 minutes to complete all modules, and you can revisit the training as often as you like if you want to complete it in stages, or if you want to revisit a module again.

It's a great way to help raise awareness of fraud scams across an organisation so please feel free to sign post this training to relevant staff within your school setting. The training will give a chance to work through scenarios based on real life fraud cases as well as the guidance needed to help keep the organisation safe.

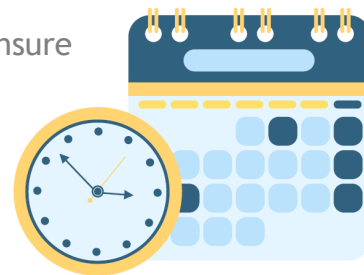
The training can be accessed via this link:

<https://www.lloydsbank.com/business/security/fraud-prevention.html>



# KEY DATES, DEADLINES & REMINDERS

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



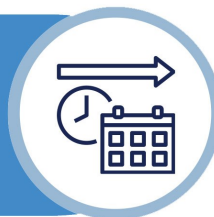
## Key Dates

DATE	INFORMATION	FAO
Wednesday 6 November 8.30-10.30am	LSP Primary Heads' Meeting @ Nailsea Baptist Church <a href="#">Click here to view the agenda</a>	Primary Heads
Thursday 7 November 2024	Workforce Census Date	SBMs/OMS and HR
Friday 8 November 2024	Deadline to upload to completed pay progression spreadsheet, indicating threshold applications to HR Secure Team following ratification by LGB.	Heads, SBMs/Oms & HR
Wednesday 20 November	LSP Secondary INSET Day	Secondary Schools
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
Friday 29 November 2024	Deadline to ensure LGB Updates Form has been updated with any leavers, joiners or reappointments for approval by Trust Board on 11/12/2024	Clerks
Wednesday 4 December 8.30am -12.30pm	LSP Headteachers' Meeting @ Nailsea Baptist Church	Heads

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)