



In this week's edition...

ANNOUNCEMENTS, INFO & UPDATES	AUDIENCE	TASK
Introduction	All	Info
LSP Headteacher's Meeting - Wednesday 7 May	Headteachers	Info
Annual Planner 2025-26	SBMs, OMs & Operational Managers	Info
2024-25 meeting dates for SBMs & Office Managers	SBMs & OMs	Info
Key 2025-26 meeting dates for leaders	Heads, SBMs & OMs	Info
Reminder: copyright for images used on schools websites/social media	Heads, SBMs & OMs	Info
Operational Away Day 2025 - Save the Date	SBMs, OMs & Operational Managers	Info
FINANCE UPDATES	AUDIENCE	TASK
National Employers Support Staff Pay Offer April 2025	SBMs, Finance Business Partners & Headteachers	Info
UIFSM per meal increase	SBMs, Finance Business Partners & Headteachers	Info
2024-25 Final Allocations	SBMs & Finance Business Partners	Action
School Financial Benchmarking Comparisons for 2025-26 Budget Planning	SBMs, Finance Business Partners & Headteachers	
HR UPDATES	AUDIENCE	TASK
Change of Dates to Payroll Schedule	SBMs	Info
iTrent/Neo People Drop In Training Sessions	SBMs	Info

Continued...



Continued...

TRUST SERVICES & ESTATES	AUDIENCE	TASK
Trust-wide MIS Contract	All	Info
CPD UPDATES & OPPORTUNITIES	AUDIENCE	TASK
Upcoming Lighthouse Learning Sessions & CPD Networks	All	Info
Fully funded ULS Phonics Training for LSP Staff - Wednesday 7 May	Headteachers and English Leads	Info
Reminder: Diocese of Bath & Wells Training and Events	Church School Leaders, Clerks & LGBs	Reminder
Reminder: Team Teach Training	Headteachers & SENDCos	Reminder
Initial Teacher Training Placements 2025-26 - Five Counties Teaching School	Headteachers & ITT Leads	Action
KEY LINKS, DATES & DEADLINES		





Introduction

Dear all,

The speculation that teachers are likely to get a pay rise this year, assuming the Government accepts the leaked advice of the School Teachers' Review Body (STRB), is another bitter-sweet challenge for us to cope with. I'm glad that staff will get a pay rise that at least comes close-ish to wage inflation in other sectors. As to how we can afford that... I think we are at a moment when we need to remember that we are not the only Trust affected by these uncontrollable external events. The fact that we have so carefully managed our finances will give us a cushion and our advice to schools remains that we should do all that we can and not put off reductions that can be delivered now, so long as the impact of that is not perverse (incurs unreasonable change costs for example) or unjustifiably harmful to the front line in the classroom. The situation is really serious for us but for smaller trusts, trusts that are entirely in the primary sector or trusts with low starting reserves the next year could be fatal.

I think that it is unlikely that the Treasury will deliver more money for education but we are advocating that the current funding level should be maintained as the number of pupils in education declines and we also need to see some better funding formulae devised as the Age Weighted Pupil Unit (AWPU) methodology means that there is massive demographic funding pressure on schools with stricture on adult pupil ratios, class size caps and uneconomic intake numbers. We will need greater flexibilities in these models if we are to cope.

There is comfort for us that the coming financial crisis is not one that affects just our part of the system, the whole educational system is shaking. Something has got to give.

We have added finances (again) to our leaders meeting agenda next week!

As ever,

Gary Lewis

Chief Executive

LSP Headteacher's Meeting - Wednesday 7 May

A reminder that the next LSP Headteachers' Meeting is taking place on Wednesday 7 May, 8.30am-12.30pm at Nailsea Baptist Church (BS48 2DS).

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

Annual Planner 2025-26

We are pleased to confirm that we have now published the LSP Annual Planner for 2025-26.

[Click here to view the 2025-26 Annual Planner](#) which contains all sorts of dates, deadlines and reminders for next academic year and can be sorted by month, task or person/team responsible.

The deadlines for payroll processing will be added once these have been received from Neo People.

2024-25 meeting dates for SBMs & Office Managers

Please see below the remaining 2024/25 meeting dates for School Business Managers and Office Managers:

- Friday 23 May, 10.00am onwards - Bristol hub
- Monday 19 May, 10:00am onwards - All other hubs
- Friday 27 June, 10.00am onwards - Bristol hub
- Wednesday 18 June, 10:00am onwards - All other hubs
- Tuesday 8 July, Away Day

Please [click here to view the recording](#) of the SBM/OM meeting from Monday 28 April for those who were unable to attend.



Key 2025-26 meeting dates for leaders

As part of the Annual Planner/preparing for next year process we can now confirm the schedule of a number of key trust-wide meetings for Heads and Operational Managers.

All of these are included in the [Annual Planner](#) but we thought a summary article of these key dates, so they can be noted in your diaries, could also be helpful. Formal diary invitations will be sent out for these in due course.

Headteachers' Meetings 2025-26: 8.30am-12.30pm at Nailsea Baptist Church	
<ul style="list-style-type: none"> Thursday 2 October 2025 Thursday 6 November 2025 Thursday 22 January 2026 	<ul style="list-style-type: none"> Thursday 5 March 2026 Thursday 7 May 2026 Thursday 11 June 2026
Primary Headteachers' Meetings 2025-26: 8.30-11.30am at Nailsea Baptist Church	
<ul style="list-style-type: none"> Thursday 18 September 2025 Thursday 4 December 2025 Thursday 5 February 2026 	<ul style="list-style-type: none"> Thursday 26 March 2026 Thursday 2 July 2026
Operational Leadership Team Meetings 2025-26: Meetings online 9.00-10.30am (Central Team Operational Managers and Hub Business Leaders)	
<ul style="list-style-type: none"> Thursday 11 September 2025 Thursday 9 October 2025 Tuesday 4 November 2025 Tuesday 9 December 2025 (AM - full Operational Team Session) Thursday 8 January 2026 Tuesday 3 February 2026 	<ul style="list-style-type: none"> Tuesday 3 March 2026 Thursday 2 April 2026 Thursday 14 May 2026 Thursday 4 June 2026 Tuesday 7 July 2026 (all day - operational away day)
Operational Team Meetings 2025-26: Meetings online 10.00-11.30am (Central Team Operational Managers and all SBMs/OMs)	
<ul style="list-style-type: none"> Monday 22 September 2025 Monday 20 October 2025 Monday 17 November 2025 Tuesday 9 December 2025 (AM - full Operational Team Session) Monday 19 January 2026 Monday 9 February 2026 	<ul style="list-style-type: none"> Monday 16 March 2026 Monday 27 April 2026 Monday 18 May 2026 Monday 15 June 2026 Tuesday 7 July 2026 (all day - operational away day)

Reminder: copyright for images used on schools websites/ social media

Please be aware that if you use/publish images online, either on your website, social media, or on brochures/posters on your website, you must have the correct copyright permissions to do so. If you do not you will be liable to fines from copyright agencies. Images from image searches (google for example) will often be copyright protected and schools will be liable to be fined by copyright companies if they republish images online without permission and permits to use the photos.

Canva, Vecteezy and Pixabay offer free images that can be used on websites and social media posts (some will still require a discrete citation of where the image is from).

Finally a reminder that if you are using any images that contain pupils at your school, you need to have permission from their parent/carer to post this online.

Please share this reminder with colleagues who may be posting items on your website/ social media.



Operational Away Day 2025 - Save the Date

SAVE THE DATE

LSP

**OPERATIONAL
AWAY DAY**

TUESDAY 8 JULY 2025

This event is for all LSP Operational Leads and Managers (i.e. School Business Managers, Office Managers, Estates, HR and Finance Leads)

This all day event is an opportunity to:

- Receive key updates and training
- Meet and network with members of the Central Team and colleagues from other LSP Schools

MORE DETAILS AND SIGN UP PROCESS COMING SOON!

**VENUE:
LEIGH COURT
BS8 3RA**

National Employers Support Staff pay offer April 2025

Further to last week's NJC support staff pay offer of 3.2% from April 2025 (we had budgeted for 2.8%), we have updated both the Master Scenario and the WHATif2526.V3 Scenario with this revised estimated pay award.

For reporting to governors and Trustees, we have saved another version of the initial draft budget with this change - *DraftBudget2526.V2*. This will, of course, worsen your projected financial position for future years and you should therefore use this version to show you what savings need to be made to deliver a balanced in-year budget for 2026-27.

UIFSM per meal increase

The DfE have confirmed an increase to the per-meal rate for UIFSM for the 2025-26 academic year. The rate will be increased from £2.58 to £2.61, and we have updated IMP to reflect this increase in funding in both the Master, Whatif2526.V3 and the new version of the initial draft budget highlighted above.

2024-25 Final Allocations

The DfE has now published the final allocations for April to August 2025 for the following Pre-16 funding streams.

- Core Schools Budget Grant (CSBG)
- Teachers Pay Additional Grant (TPAG)
- Teachers' Pension Employer Contribution Grant (TPECG)

The Central Finance Team has updated spreadsheets for each of these grants [in Folder](#) as shown below. Please ensure that you update the Master Scenario in time for your April forecast. Please note that we are still waiting for allocations for Post 16 SBG and NICs Grant.

⇒ *School Business Managers - Trust Wide - Information for 2024-25 Budgets - Actual CSBG 2024-25 - revised April 2025*

⇒ *School Business Managers - Trust Wide - Information for 2024-25 Budgets - Actual TPAG 2024-25 - revised April 2025*

⇒ *School Business Managers - Trust Wide - Information for 2024-25 Budgets - Actual TPECG 2024-25 - revised April 2025*

School Financial Benchmarking Comparisons for 2025-26 Budget Planning

All schools should undertake financial benchmarking to help schools see how they spend their money and the outcomes they achieve against other schools, and the DfE provides a tool to enable schools to do this. However, although we would still encourage schools to use the DfE tool, IMP also gives us some valuable KPIs to help support schools in the Trust with the budget setting process.

We have therefore prepared a comparison report for 2025-26 and 2026-27 using your initial draft budget in IMP (as at 23rd April 2025). We appreciate that these are not yet finalised budgets, but the information provided may help inform your final budget preparation and prompt useful conversations with other schools in the Trust.

You will see data for both primary and secondary schools and we have also added consolidated data for federations at the far right of each data set. This report is available to view in Foldr.

School Business Managers - Trust Wide - Information for 2025-26 Budgets - 2025-26 & 2026-27 IMP Benchmarking Reports - Primaries, Secondaries and Federations

We particularly recommend reviewing:

- Staff costs as a proportion of revenue income
- Pupil Adult ratios (the number of children expressed per full time equivalent member of staff)
- I/E summary per pupil (per pupil income and expenditure levels across a range of categories), including a surplus or deficit per pupil

IMP rag rates this data for you and also provides averages for primary and secondary schools.

Schools are also encouraged to review the new [DfE Financial Benchmarking and Insights Tool \(FBIT\)](#).

This new tool replaces the 'View my financial insights' and the 'Schools financial benchmarking' website, combining elements of the two.

FBIT can be used by anyone working in a role relating to school resource management to:

- benchmark a school's spending against other similar schools
- identify areas for improvement and share best practice with other schools
- build a report to share analysis with governors and senior leadership

Schools will no longer be sent a Benchmarking Report Card but will receive a link to their summary report on the homepage of FBIT. This report can be downloaded as a PDF, and we...

Continued...

School Financial Benchmarking Comparisons for 2025-26 Budget Planning

(Continued...)

...would encourage you to share the information with your governors. The summary report will highlight three areas for investigation along with the headline data. Please note that a Red RAG rating is used to highlight when a spending profile is different to other similar schools and that good and outstanding schools are likely to have red RAG ratings for certain cost categories because they have a strategic spending model that prioritises certain area of spend. The DfE are not encouraging schools to become more average!

The tool can be useful to understand why your school is an outlier compared to similar or comparator schools and understand why your school may be spending more or less than others and see if there are areas which might need to change. You can and should drill down into cost categories when exploring your school's data.

If you wish to prepare your own report using the charts available, you simply click the 'Save an image' button and the image will appear in a download file.

We would recommend you watch a [demonstration of the service, available here](#). The demonstration takes less than 15 minutes and explains how to use the information and how to drill down into the data.



Change of Dates to Payroll Schedule

As from **Thursday 1 May 2025**, the dates for the Neo payroll schedule will be changing in order to give schools additional time to complete their payroll reconciliation. Payroll cut off will be brought forward by a couple of days, so rather than having just 3 days from the date you receive the Trial Report to the Input Deadline, this will now increase to between 6 to 7 days (depending on the number of days in the month).

The new Payroll Schedule has been added to the '*Guides and Forms*' section on the Home page in iTrent.

If you have any questions, please contact the [Central HR team](#).

iTrent/Neo People Drop In Training Sessions

In order to assist School Administrators and SBM's with the payroll system, Neo People are running a number of drop-in training sessions over the next few weeks. The sessions are for 30 minutes each and anyone who inputs their payroll changes into iTrent is welcome to join.

Please share the links with anyone who you feel will benefit from these sessions:

Session: New Starter Checklist

Dates/times available:

- Wednesday 30th April, 10:30-11am - [Click here to join meeting on Teams](#)
- Tuesday 6th, 13th and 20th May, 10:30am-11am - [Click here to join meeting on Teams](#)

Session: Temporary input drop in's (including fast payroll input and touching on absence)

Dates/times available:

- Tuesday 6th, 13th, 20th May, 9:30-10am - [Click here to join meeting on Teams](#)
- Thursday 8th, 15th, 22nd May, 9:30-10am - [Click here to join meeting on Teams](#)

Trust-wide MIS Contract

The current LSP MIS contract with ESS/SIMS expires on **31 March 2026**. We are required under public procurement regulations to procure a new contract/agreement in a compliant manner. We took this opportunity to explore other MIS systems that are available to schools/trusts, and a working group was established with representatives from our schools, Governors, and the Central Team.

We are pleased to share that following the completion of a robust selection and procurement process, we have appointed Bromcom as the new MIS provider for the Trust. The working group attended product demonstrations from suppliers in February and the evaluation and scoring from these presentations unanimously support this decision. The added functionality and improved usability offered by Bromcom should deliver improvements and efficiencies for all our schools. The negotiated Bromcom contract also offers significantly better value for the Trust.

Trust Services will be engaging with the wider Bromcom team to pull together a draft implementation plan as we work to go-live prior to the end of our current SIMS contract on 31 March 2026. This will include details of staff training and the rollout of the parent/carer apps.

Thank you to the working group for their valuable input in the decision-making process for this important trust-wide contract.





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
Wednesday 30 April 3.30-4.00pm	LSP Secondary Raising Standards Network Online via MS Teams	Secondary Standards Leads
Wednesday 30 April 3.30-5.00pm	LSP Secondary Networks for Maths and MFL Both Online via Teams (link to be sent from Natalie Wilcox)	Secondary Maths and MFL Leads
Wednesday 21 May 3.30-4.30pm	SEND Webinar—Dyspraxia Sign up link to be released shortly	All

Fully funded ULS Phonics Training for LSP Staff - Wednesday 7 May

We are delighted to offer full Unlocking Letters and Sounds (ULS) Phonics Training on **Wednesday 7 May**. This training is fully funded by Lighthouse Learning at **no cost to LSP schools** and will take place in the English Hub Building, St Peter's Primary School (BS20 6PZ), from 8.30am - 3.30pm (please note: delegates must attend the whole day).

This is essential training for any colleagues who have not yet completed it. You may also want to send staff who are joining you in September 2025 (especially if they are working in FS or KS1), or offer the training to regular volunteers or supply teachers who work in your schools.

[Click here to book your place.](#)

Reminder: Diocese of Bath & Wells Training and Events

Please see below details and booking links for upcoming Diocese of Bath and Wells Training and Events. Please share with staff/governors as appropriate:

A full list of the Diocese Bath and Wells Training events can be found [on their website](#).

DATE	EVENT	BOOKING LINK
Friday 2 May - 9.00 for 9.30 start at Flourish House	Bath and Wells RE Conference	Events & training - Bath and Wells Diocese
Tuesday 6 May - 6pm online	Church School Governance for Members and Trustees	Events & training - Bath and Wells Diocese
Tuesday 13 May - 6pm online	Clerks Summer Forum	Events & training - Bath and Wells Diocese
Tuesday 20 May - 10am or 6.30 pm	Church School Governance	Church School Governance - Bath and Wells Diocese
Wednesday 21 May - 4pm online	SIAMS for Schools	Events & training - Bath and Wells Diocese
Thursday 5 June - 6pm online	Church School Governance for renewing governors	Events & training - Bath and Wells Diocese
Thursday 5 June - 3pm at Flourish House	Trustees in person forum	Events & training - Bath and Wells Diocese
Monday 9 June - 6pm online	Foundation Governor Summer Forum	Events & training - Bath and Wells Diocese
Wednesday 18 June- 6pm online	New Chairs of Governors: leading in a church school	Events & training - Bath and Wells Diocese
Wednesday 25 June - 1pm or 6pm	Heads and Chairs Summer Briefing.	Heads and Chairs Summer briefing form - Bath and Wells Diocese

Reminder: Team Teach Training

A reminder that Team Teach training is scheduled across the year covering both Level 1 and Level 2 programmes. There are spaces remaining for each of the courses below:

Date	Programme	Deadline to sign up
Monday 2 June & Thursday 12 June 2025	Level 2 Team Teach Training	Friday 16 May
Wednesday 17 September & Wednesday 1 October 2025	Level 2 Team Teach Training	Tuesday 9 September
Wednesday 15 October 2025	Level 1 Team Teach Training	Tuesday 14 October

All training will be held at English Hub Room, St Peter's Primary, BS20 6BT.

[Please book here](#). If you have any questions please email the [Lighthouse Learning Team](#).

You will need to complete the form for each delegate you want to sign up. Please do ensure that teachers who should complete this course book themselves in.



Initial Teacher Training Placements 2025-26 - Five Counties Teaching School

We are pleased to be building a strong partnership between Five Counties SCITT and Lighthouse Schools Partnership which will lead to offering SCITT opportunities in our schools in the 2026-27 academic year. As a first step in this partnership we are hoping to host trainee teachers at Lighthouse Schools Partnership schools during the 2025-26 academic year as part of their Five Counties ITT.

School placements dates for 2025-26 are as follows:

- **Placement A:** Monday 22 September 2025 - Friday 16 January 2026
- **Placement B:** Monday 26 January 2026 - Friday 3 July 2026

Trainees will spend four days a week in school and one day a week at centre-based training in Bristol. Five Counties provide comprehensive training and CPD for mentors and use an online programme called Mosaic for all the assessment processes which has helped to reduce workload for both trainees and mentors as well as keeping mentors well informed of the training and expectations on a weekly basis.

There will be funding available per trainee per placement to support the release of your mentors.

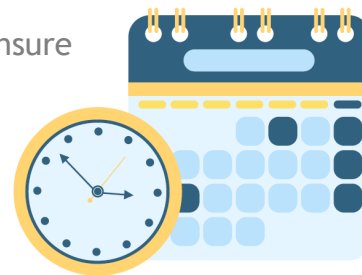
Please can you/your ITT Lead indicate your availability for ITT placements in 2025-26 by Friday 9 May on [this online form](#).

We know you may already work with other providers in the area, but it is possible to host trainee teachers from more than one ITT programme as although training dates may be different the overall training content is common to all ITT. We are, however, eager to offer placements through Five Counties in our schools so please do consider this if you have not worked with them before.



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 30 April at 3.30pm	Comments/thoughts on proposed 2026-27 term dates for LSP schools Email enquires@lsp.org.uk any views.	All
Thursday 1 May at 4.30pm	Final deadline for signing up to UWE research mobile-phone survey. If you did want your primary school community to take part please complete this form .	Primary Headteachers
Wednesday 7 May 8.30am-12.30pm	LSP Headteachers' Meeting @ Nailsea Baptist Church	Headteachers
Monday 12-Thursday 15 May	KS2 SATs	All (primary focussed)
Thursday 15 May	Spring Census	Headteachers, SBMs & OMs
19-23 May	Primary Moderation @ St Peter's Primary	Primary Leaders

KEY LINKS

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)



Annual Planner 2025/26

Click to view the Annual Planner for
next academic year (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