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Introduction

Dear all,

You may have seen [NFER's Annual Teacher Workforce Survey](#) when it came out in March. Its key points are all quite challenging:

- High workload and pupil behaviour continue to be the drivers of early exits.
- Trainee recruitment for all except five secondary subjects was below the respective target in 2024/25 and the picture seems not to have changed for 2025/26.
- There is an increased reliance on unqualified and non-specialist teachers especially in schools with a higher proportion of pupils from disadvantaged backgrounds.
- A lack of access to flexible working arrangements may be contributing to teachers leaving the profession.
- The national roll-out of the Early Career Framework (ECF) has had little impact on retention of Early Career Teachers (ECTs).

At first sight those factors seem beyond our control but we do actually have some agency to improve them in our schools. We also need to make the steps that we are taking visible to our colleagues, so that we can have some competitive advantage and dispel some of the negativity that continues to hang around our profession.

We have made very significant progress on workload and I contrast my own life as a then young teacher with the experience that my son is having as an ECT1. The use of AI is likely to diminish the drudgery and heighten the importance of teachers' judgement and professional skill. Pupil behaviour however has deteriorated significantly in that same window in time and the change seems starkest in our primary schools. An EEF report back in 2019 noted that behaviour was best in primaries where teachers had direct CPD in raising and maintaining behaviour expectations at whole class level; we need to think about behaviour training as well as behaviour systems.

We are already configuring our People Strategy around the challenges noted by NFER. We are revising our ECF and our new programme provided by the National Society and UCL directly addresses the flourishing of teachers in their day-to-day and whole careers. Our Trustees will review our Strategic Plan this month and teacher retention is now right at the front of our plans.

With best wishes,

Gary Lewis, Chief Executive

Safeguarding: 2025 Updates and Training

As many of you will be familiar with, each September there are a number safeguarding updates and statutory training that need to be completed in line with the latest version of Keeping Children Safe in Education (KCSIE). Usually KCSIE would have been released in Term 6 so we can provide you with the updated information towards the end of the academic year. However the Government have confirmed that KCSIE 2025 will not be released until 'next month' (August). We are expecting it to contain 'technical changes' but do not know anything further at this point.

The usual key actions will still need to take place, but on a slightly different timeline to what we would have hoped for:

- As soon as KCSIE 2025 is released, we will update the Trust-wide Safeguarding Policy. It will be signed off by Trustees and we will circulate it to you so this can be personalised for your school, adopted by your LGB and published on your website as close to the start of the academic year as possible.
- Training slides (and videos if required) for you to use to deliver the Annual Safeguarding Update on the two September INSET days will also be provided. Please allow 30 minutes in your INSET schedule for this statutory update.
- All Local Governing Bodies (LGBs) will need to undertake the Annual Safeguarding Refresher training—please allow 30 minutes on your Term 1 agenda for this.
- All new staff and governors need to complete basic awareness/ Level 1 Safeguarding training and Prevent training. This will include checking that contractors have completed required safeguarding training as [on LSP guidance](#).

[Click here](#) to access the folder in which all Safeguarding documentation for September 2025 will be stored.

Safeguarding will be covered in the 'Preparing for September' special edition of the bulletin (see separate article below) including information and deadlines for completing safeguarding declarations for 2025-26 (all staff, governors and trustees).

If anything changes further we will, of course, update you all.

Thank you for your patience and in advance for ensuring the required safeguarding actions take place in your schools in September.

Welcome to the Central Team

We have had two new colleagues joining us in the Central Team this week:



Claire Scott has joined the HR Team as a HR Business Partner. Claire will be working Monday-Friday 9.00am-5.00pm. Claire is a welcome addition to the team, who have had a vacancy since December. Claire can be contacted, along with the rest of the Central HR Team, [by email](#).

Sarah Cran has also started as our Lead on Governance. Sarah will be available to contact every day from 9.30-2.30pm during term time. She will also be attending networks, CPD sessions and board meeting. She will be settling in/undertaking a handover over the final few weeks of this year, and will begin her new role, with gusto, from September! She can be contacted with all your questions and queries relating to Governance [via email](#).



A reminder that you can find an up to date of who's who in the Central Team [here](#).

Coming Soon... Preparing for September bulletin

We are working on our special edition of the bulletin outlining all of the key information and links you need for the first few days and weeks of Term 1 in September.

We hope to circulate this to Heads and Clerks in the next week or so - please keep an eye out for this.

Eleanor Capel-Davies, Head of Administration

Reminder - Beacon submission deadline

Don't forget to send in any stories or photos that you would like to be included in the next issue of the Beacon, which will be published at the end of this term.

The deadline for submitting articles is **Friday 4 July**.

Please send any articles or photos to [Leah Evans, Communications Officer](#).

The staff edition will be circulated directly to staff and we will provide schools with the link for the parents' edition so you can include it in your end of term newsletters/emails home.



Vote for Gordano School in Tesco Stronger Starts

Gordano School are part of the customer vote for Tesco Stronger Starts funding for their 'Teach Teens a Trade' project. Voting will commence from this week, until the end of September 2025 in the Clevedon and Congresbury Tesco Express stores and customers can cast their vote using a blue token given to them at the check-out each time they shop. This decides how much funding the project gets, so please support them if you can.

You can read more [about the project here](#).



Neo People - Changes to New Starter Checklist

Neo People have informed us that there will be a change to the New Starter Checklist with immediate effect - this will add two additional screens to the end of the list.

These additional screens will be the following:

- Tax Details Screen - This will enable you to enter P45 or HMRC declaration information
- Attach to Payroll - This will enable you to choose when you attach a new employee to the payroll.

The full New Starter Guide available on the system or via the ticket system will be updated to give detailed instructions on how to process information onto these new screens, but those parts of the guide [are available here](#).

For those customers using the Recruitment module for New Starters there is no change to that process.

These changes will save you having to create tickets for tax information and will give you more control of which month employees are first paid.

Please can you ensure that this information is shared with any colleagues within your schools that require it.

New Payroll Schedule for 2025/26

Please click here to view the new [Payroll Schedule for 2025/26](#).

Please note the earlier December pay date of Friday 19 December 2025.



Submission of minutes and LGB updates to the Central Team

At their meeting in July, Trustees will be ratifying changes to LGBs and reviewing RAG rating comments/feedback. Please can you ensure that, by **9.00am on Thursday 3 July**:

- You have sent your latest minutes, including the RAG rating comment box to lgbreturns@lsp.org.uk
- You have [updated this form](#) with any leavers, new starters or reappointments to your LGB. A reminder that Trustees can make re-appointments in advance (for example reappoint in July for a term of office which will expire in October 2025).

Thank you to all those who have already submitted their board minutes.





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 2 July 3.30-4.15pm	Trust-Wide Attendance Network Online via MS Teams	Attendance Leads (All)
Tuesday 8 July 6.30-8.00pm	New Governor Training Online via MS Teams	New LSP Governors
Wednesday 9 July 10.30-12.00noon	New Governor Training Online via MS Teams	New LSP Governors
Thursday 10 July 5.30-7.00pm	Governance: Risk Management Webinar Click here to register.	Governors

ULS Spelling Introduction - Thursday 10 July 3.45 - 4.45pm

We are looking forward to sharing information about the new Unlocking Letter and Sounds (ULS) Spelling programme later this term. We recommend that all teachers delivering the programme (Years 2 - 6) attend the briefing. Each member of staff attending will need to book using this link:

[Click here to book your place](#)

English/ Writing Leads have written an implementation plan during the English Network - attendance at this session will form part of this plan. If you haven't yet had chance to discuss the spelling implementation plan with your English/ Writing lead please find time to do this before Thursday 10 July.

Janine Ashman, Director of Learning

Governance CPD: Risk Management (rearranged)



GOVERNANCE CPD: RISK MANAGEMENT

THURSDAY 10 JULY 2025

5.30-7.00PM

ONLINE: MS TEAMS WEBINAR

Open to all LSP Governors and Trustees

Delivered by:

Louise Malik, Chief Financial and Operating Officer

Beth Watts, Trust Services Manager

This session will cover an introduction to Risk Management, the Trust's Risk Management Arrangements and LGB roles and responsibilities.

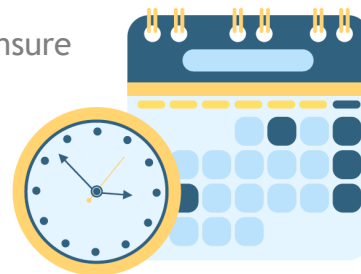
[Sign up for this webinar by clicking here.](#)



Any questions email lighthouselearning@lsp.org.uk

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
Friday 4 July @ 10.00am	Deadline to confirm CPD and network key contacts for 2025-26	Headteachers
Tuesday 8 July	Operational Away Day	SBMs & OMs
Thursday 31 July @ 5.00pm	Deadline for primary schools to have completed the DfE PE and Sport Premium digital reporting document.	Heads, SBMs & OMs



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