



*In this week's edition...*

ANNOUNCEMENTS, INFO & UPDATES	AUDIENCE	TASK
Introduction	All	Info
Changes to Ofsted Inspection Framework	All	Info
Policy Consultation: Complaints Policy	All	Action
Policy Update: Attendance Policy	Heads & Attendance Leads	Action
New Staff LSP Welcome Sessions	Headteachers	Info
RPA 2025-26 Certificate	SBMs/OMs	Action
ICO 2025-26 Certificate	SBMs/OMs	Action
HR UPDATES	AUDIENCE	TASK
TLRs and Part Time Staff	Heads, SBMs and HR	Info
TRUST SERVICES & ESTATES	AUDIENCE	TASK
Change of utilities and meter reads	SBMs/OMs	Action
Climate Action Plans	SBMs/OMs	Action
GOVERNANCE UPDATES	AUDIENCE	TASK
LSP Chairs Forum	Chairs	Info
Clerk to Local Governing Bodies - Additional Schools Available	Clerks	Info
Changes to Ofsted Inspections - impact on Governance	Clerks, Chair & Governors	Info
LSP Clerks Forum	Clerks	Info
Staff Governor Elections	Clerks	Info
CPD UPDATES & OPPORTUNITIES	AUDIENCE	TASK
Diocese of Bath and Wells CPD Opportunities 2025 -26	All (Church Schools)	Action
Diocese of Bath and Wells School Leaders Conference 2026	Heads (Church Schools)	Info
KEY LINKS, DATES & DEADLINES		

## Introduction

Dear all,

You will have seen in the news that Ofsted has confirmed its [new scorecard approach to school inspections](#). The old framework is not one that many will mourn. I always found its attempt to condense all that a school is into one or two word judgements to be a horribly blunt process. This led to gradings that were sometimes unfair, occasionally brutal and frequently banal. What the old framework occasionally did better was to deliver pen-portraits of schools that captured something of their feel and ethos. Of course getting an inspector able to do this well was part of the Ofsted lottery, but when they did it well it was admirable. The paragraph from all last year's inspections that did this best for me was at Whitchurch Primary School, where the inspector wrote:

*From 'Excellent Entering' at the start of the day to 'Excellent Exiting' at the end, pupils are surrounded by smiles. Smiling is what 'S' stands for in the school's 'STEEP' approach to interacting. The other factors ensure that pupils make eye contact and say, 'Please', 'Thank you', and 'Excuse me'. Smiling is also one of the 'smart' walking rules, along with sensibly, silently and safely. Pupils move around school exactly like that.*

Indeed they do!

It would be wonderful if, in the midst of the new scaled ratings in six or seven areas of activity, these new scorecards reserved a space for really trying to capture what the school is like.

As well as the [detailed documents outlining the new framework](#) Ofsted have released a number of videos covering some of the key changes:

- [Education inspection framework: main changes](#)
- [What school report cards will look like](#)

Neil Lankester and I are booked onto the Ofsted Inspector Training Conference next month and we will hope to get our heads around Ofsted's new methodology so that the Education Team can continue to support our schools to the best possible outcomes. I have shared some more information on the new toolkits and judgements on the next page.

I hope that term is starting well in your school. I am looking forward to accompanying Corinne Clarke and Jenny Campbell to Evensong at Wells Cathedral next week where they will be formally welcomed to their new Headships by Bishop Michael. We enjoy and commit to our relationships with both our Dioceses as we share with them the responsibility for their schools.

You will see later in the bulletin that the Bath and Wells conference days are in March next year and the theme is Seeking Justice, Sharing Hope, which is totally congruent with our Trust priorities. I hope that all our Bath and Wells Heads will book to attend and invite their Parish Partners (vicars). The Diocese of Bristol Conference is on Friday 21 November and I will also hope to see our Bristol Heads there, also with Parish Partners, if possible.

With best wishes,

Gary Lewis, Chief Executive

## Changes to Ofsted Inspection Framework

Ofsted have now published their new toolkits - [you can view the toolkit here](#). You will see that there are descriptors for each of the judgement areas. Their methodology will be to start on the middle grade of Expected Standard and look for secure fit. If appropriate, they will then move up or down the scale. The basis for reaching a judgement is now 'secure fit' rather than 'best fit', so inspectors will look for the grade where all the criteria are met. The aim is to remove some of the judgement from the process and therefore improve consistency. The other big innovation is that schools' provision will be explored through the lenses of disadvantage, vulnerability or SEND. It is if they had read our strategic plan!

Later in the bulletin there is specific guidance for those supporting governance in our schools.

On first sight, the revised framework looks robust and fair. Neil Lankester and I will be training with Ofsted this term and will keep heads, leaders and governors fully up to date.

*Gary Lewis, Chief Executive*

## Policy Consultation: Complaints Policy

The Trust-wide complaints policy is annually reviewed and consulted upon with key stakeholders before ratification by Trustees in October.

We have reviewed the LSP Complaints Policy, and have made a few small changes, mostly providing clarity around Stage 3 panels and areas outside of the scope of the policy. You can [view the draft policy here](#) or on Foldr (*LSP Policies\Consultation - Complaints 2025*).

If you have any comments, suggestions or feedback please email [enquiries@lsp.org.uk](mailto:enquiries@lsp.org.uk) by 11.00am on Friday 19 September.

The Department for Education have announced that they will be providing new guidance on handling complaints. When this is released (timescale currently unknown) we will review the policy further if required.

## Policy Update: Attendance Policy

The Trust-wide Attendance Policy Template has been ratified for the 2025-26 academic year.

This template will need to be updated by your Attendance Lead to include the specific information for your school and uploaded to your school website ASAP.

A copy of the template policy, and supporting letters and documentation can be found on [Foldr](#):

*LSP Policies\Operational Policies\LSP Attendance Policy & Letters (September 2025 onwards)*

Your LGB does not need to agree/sign off this policy as this has already been done by Trustees.

## RPA 2025-26 Certificate

All schools should display the 2025-26 RPA certificate in their entrances. Please download the certificate [here](#) or from [Foldr](#):

*LSP Communications/Welcome Pack for New Schools/RPA Insurance*

## ICO 2025-26 Certificate

The Data Protection Registration Certificate for all LSP schools is available to download from [Foldr](#):

*LSP Communications/Welcome Pack for New Schools/ICO*

This doesn't have to be displayed but is recommended you save a copy as evidence for any future Data Protection Audit.

## New Staff LSP Welcome Sessions

As you are aware we run regular new staff welcome sessions for colleagues who join the Trust. These sessions cover staff benefits, Trust structures etc and are also a good opportunity to meet Central Team Colleagues and other new staff. We will be running five of these (one in each hub) in late September/early October for those who have joined this new academic year.

If you could let any new employees know that their invitation will come out to them, by email, in mid-September that would be great. Schools do not need to do anything further on this - we will organise, send invitations, and manage RSVPs centrally.

We will also run events later in the year for those who join us at mid-points throughout the year. Again all communications regarding this will be handled centrally.



## Teaching and learning responsibility (TLR) and part time staff

You may be aware that there has been a change in the School Teachers Pay and Conditions (STPCD). The STPCD now gives schools more flexibility, from September 2025, allowing them to base TLR payments on the proportion of responsibility undertaken rather than strictly applying the pro-rata principle.

Therefore, if you have a part time member of staff completing the full teaching and learning responsibility, they should receive the full TLR, rather than it be pro-rated.

However, if you have part time staff members who, for example are job sharing a TLR, they would each receive the proportion of the TLR relating to what they are delivering.

We are conscious that we need to have a consistent approach across the Trust to avoid any claims of discrimination.

The Central HR Team have notified Neo People to pay TLR's, in line with the previous year, with the addition of the pay award. If you need to update the TLR for your part time staff member(s), please ensure that School Business Manager's inform Neo People and the [Central HR Team](#) or for SLA Schools, please inform your Central HR Assistant, as soon as possible.

If you have any questions regarding this, please reach out to the [Central HR Team](#).



## Change of utilities and meter reads

The end of the month will see our electricity contract change to British Gas. This is a result of the market tender run earlier this year to ensure the best possible rate for our electricity. Nothing will change from the process that we currently have in place, with ESOS still validating the invoices and sending them on.

To support the change of supplier, we are asking all sites to ensure that meter reads are taken on Monday 29 or Tuesday 30 September to provide a final reading. If you can add these on to the task that already exists on iAM we will use these to finalise the accounts.

If you have any questions about invoicing for utilities, you can contact the ESOS team on [support@esos-energy.com](mailto:support@esos-energy.com)

## Climate Action Plans

As previously advised on, we are supporting all schools with Climate Action Plans, which are required by the Department for Education (DfE). We have utilised the system currently on iAM Compliant and **drafted** a plan for all schools in iAM. This will be supported with a more detailed word document that will be circulated to all who have completed the form that was sent in the bulletin during Term 6. There may be suggested actions you'd like to already complete, or you'd like to add alternative actions. This is all possible and we encourage you all to take ownership of these plans within your school.

Your Hub Estates Lead will discuss these with you at your upcoming estates meetings to look at what actions could be linked to your estate development plan.

Please can we encourage you to [complete this form](#) - in order for us to support the draft of your plan if you haven't already.

If you have any questions relating to this, or would like to talk in further detail about your plan then please [contact Steph Franklin](#).



## LSP Chairs Forum

The first Chairs Forum for 2025 / 2026 will take place on Tuesday 30 September 2025 from 6:30pm at Backwell School.

The Chairs' Forum aims to provide a valuable opportunity to meet directly with Adele and Gary to gain strategic insight into the Trust's vision, upcoming priorities, and long-term goals.

It's also a chance for LGB Chairs to share insights, collaborate and strengthen capacity to lead governing boards effectively.

Engaging in this forum strengthens the connection between local governance and trust leadership - ensuring your voice is heard and your school's context is understood at the board level.

The rest of the dates for the academic year are as follows.

- Wednesday 14 Jan 2026 7pm - 8pm (online) or  
Thursday 15 Jan 2026 10:30am - 11:30am (online)
- Wednesday 11 March 2026 10:30am - 11:30am (online) or  
Thursday 12 March 2026 7pm - 8pm (online)

## Clerk to Local Governing Bodies - Additional Schools Available

Are you an experienced Clerk currently supporting a school governing body? We're looking for skilled professionals like you to take on additional schools within our trust.

This is a flexible, part-time opportunity ideal for current clerks looking to expand their portfolio in the Bristol Area. You'll provide high-quality administrative and procedural support to governing boards, ensuring effective governance across our schools.

If you are interested [please email Sarah Cran](#).



## Changes to Ofsted Inspections - impact on Governance

Yesterday Ofsted confirmed its changes to school inspections, moving the system to a new “report card” format for every school from November. Single-word judgements are replaced by a new five-point grading scale across six to eight judgement areas, and a binary judgement for safeguarding.

Governance is more prominent in this framework and is included in a refined “leadership and governance” evaluation area, while “inclusion” is also added as a standalone evaluation area for the first time. At the same time, the Department have also explained their updated approach to accountability, including the introduction of school profiles and additional improvement support for struggling schools.

The NGA are hosting a special event with His Majesty's Chief Inspector Martyn Oliver to talk through the changes and impact on governance. Details are here if you are interested. [Ofsted's new Approach to Inspections with Martyn Oliver | National Governance Association](#)

The NGA has created a Summary of Ofsted changes for LGBs, which can be accessed using the link below.

[Click here to view the NGA Summary of Ofsted Changes for LGBs](#)

More information around Ofsted and governance will be coming in the next few days.

*Sarah Cran, Lead on Governance*



## LSP Clerks Forum

The first Clerks Forum for 2025 / 2026 will take place on Wednesday 24 September 2025, 6.00pm at the LSP Central Team Offices at Gordano School.

A formal invitation/sign up form will be circulated directly to Clerks shortly.

The LSP Clerks' Forum provides a valuable opportunity to connect with peers, stay informed, and develop professionally.

### Key reasons to attend:

- **Meet with Adele Haysom (Chair of the Trust) and Sarah Cran (Lead on Governance)**
- **Network with Other Clerks**  
Share experiences and build a supportive professional network.
- **Stay Up to Date**  
Get the latest on governance regulations, policies, and best practice.
- **Share Tools and Tips**  
Learn efficient ways to manage agendas, minutes, and board admin.
- **Support Each Other**  
Discuss challenges and find solutions in a safe, confidential space.
- **Develop Your Role**  
Gain insights to strengthen your impact as governance professional.
- **Improve Governance**  
Better clerking supports stronger boards and better outcomes for pupils.

Clerks are at the heart of effective governance. By attending the LSP Clerks' Forum, you invest in your own development, stay informed, and connect with the Governance team and others who understand the unique demands of the role. It's an opportunity to strengthen your skills, share good practice, and help ensure your governing board operates at its best.

Dates for the next Clerks Forum will be looked at after this meeting.

## Staff Governor Elections

Please see the updated file in SharePoint to support with any new staff governor elections:

[Staff Governor Elections](#)



## 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 2025-26 can be found on the [LSP website](#).

DATE	EVENT	AUDIENCE
Wednesday 10 September 3.30-4.15pm	<b>Secondary Attendance Network</b> Online via Teams	Secondary Attendance Leads
Wednesday 10 September 3.30-5.00pm	<b>Secondary Networks for Maths and MFL</b> Both Online via Teams (link to be sent from Natalie Wilcox)	Secondary Maths and MFL Leads
Thursday 11 September 3.30-5.00pm	<b>Secondary English Network</b> Online via Teams (link to be sent from Natalie Wilcox)	Secondary English Leads
Monday 15 September 3.00-4.45pm	<b>Primary Assessment Network</b> Online via Teams	All Assessment Leads
Wednesday 17 September 3.30-4.00pm	<b>Secondary Raising Standards Network</b> Both Online via Teams (link to be sent from Natalie Wilcox)	Secondary T&L Leads
Monday 22 September 1.00-4.00pm	<b>Trust-wide SEND Network @ St Peter's Primary Portishead</b>	SENDCOs
Monday 22 September 3.30-4.45pm	<b>Trust-wide Designated Safeguarding Lead Network</b> Online via Teams	Designated Safeguarding Leads
Monday 29 September 3.30-4.45pm	<b>Primary English Network</b> Online via Teams	Primary English Leads

## Diocese of Bath and Wells CPD Opportunities 2025 -26

The Bath and Wells Diocesan Training offer for 2025-2026 is [now available here](#).

### Bath and Wells Governance Training Dates

Governance training is also available this term. Please see the information below, which should be shared with your schools LGB:

Date	Event	Cost	Booking link
2 October 4pm-5.30 online	Collective Worship	£35 per person	<a href="#">Events &amp; training - Bath and Wells Diocese</a>
6 October 6pm-7:30 online	Foundation Governors Forum	Free	<a href="#">Events &amp; training - Bath and Wells Diocese</a>
15 October 6pm -7:30 online	Church School Governance for renewing Governors	Free	<a href="#">Events &amp; training - Bath and Wells Diocese</a>
21 October 6pm -7:30 online	Clerks Forum	Free	<a href="#">Events &amp; training - Bath and Wells Diocese</a>
22 October 10-11:30am or 6:30-8 pm	Church School Governance	Free	<a href="#">Church School Governance 2025 to 2026 - Bath and Wells Diocese</a>
23 October 4pm-5.30 online	SIAMS for Schools	£35 per person	<a href="#">Events &amp; training - Bath and Wells Diocese</a>
13 November 1pm or 6pm online	Heads and Chairs Autumn Briefing	Free	<a href="#">Heads and Chairs Annual briefings 2025 to 2026 - Bath and Wells Diocese</a>
1 December 6pm -7:30 online	New Chairs of Governor training	Free	<a href="#">Events &amp; training - Bath and Wells Diocese</a>

Links to the full programme of diocese governance training for both Baths and Wells and Bristol can be found on [our website](#).

# Diocese of Bath and Wells School Leaders Conference 2026

Please see poster below and [click here to book your place](#).



## Flourishing Together: Seeking Justice, Sharing Hope

### School Leaders and Parish Partner Conference 2026

This exciting conference brings together School Leaders and Parish Partners from across the Diocese of Bath and Wells.

Together we will be considering how we transform unjust structures in society, as we consider poverty, disadvantage and the role of churches and schools.

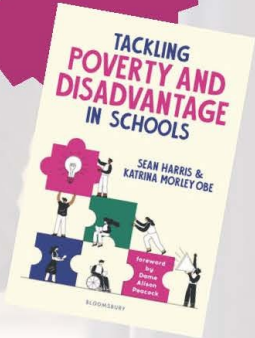


#### With Sean Harris (FCCT)

Director of PLACE (People, Learning and Community Engagement) - Tees Valley Education  
Co-author of Tackling Poverty and Disadvantage in Schools

- Hear from our spotlight speakers who will be sharing their stories
- Our experienced panel will take your questions
- Come together for worship, led by our bishops

Book before 30 November 2025 to be in with a chance of winning a copy of Sean's book



12 or 13 March 2026



09:00am - 16:00pm



Flourish House, Wells



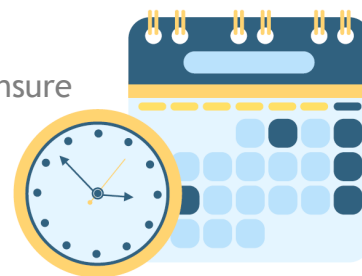
School leaders £50  
Parish partners £25



[www.bathandwells.org.uk/school-leaders-parish-partner](http://www.bathandwells.org.uk/school-leaders-parish-partner)

# 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
15-26 September 2025	Headteacher Performance Development (Appraisals) to be completed within this timeframe.	Heads & Chairs
Thursday 18 September 8.30am-2.00pm	<b>Primary Headteachers' Meeting @ St Peters Primary School, Portishead.</b> <a href="#">Click here to view the agenda.</a>	Primary Heads
Friday 19 September 2025	Deadline for Gifts & Hospitality and Business Interests Declarations to be returned to the LSP Central Team via <a href="mailto:lgbreturns@lsp.org.uk">lgbreturns@lsp.org.uk</a> .	Heads, SBMs & Clerks
Friday 26 September 2025	Deadline for all staff to complete Annual Safeguarding Declaration (and Child Care Declaration for Primary staff) on ESS.	All
Tuesday 30 September 2025	Deadline for Upper Pay Scale (UPS) applications to be received by Headteachers.	Heads, SBMs & HR Leads
Friday 3 October 2025	Final deadline for all Governors and Trustees to complete <a href="#">Online Annual Safeguarding Declaration.</a>	Clerks & Chairs
Friday 24 October 2025	Deadline for Teacher and Leadership Performance Development (Appraisals) to be completed.	Heads & SBMs
Friday 31 October 2025	Deadline for Support Staff Appraisals to be completed.	Heads & SBMs
Friday 7 November 2025, 10:00 am	Deadline for schools to return teaching and leadership pay progression spreadsheets to the HR Secure Team channel.	Heads, SBMs & HR Leads

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