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Introduction

Dear Colleagues and Governors,

I've been thinking this month about the challenge that we sometimes have to find the metric or indicator that shows whether our work has had impact. My thoughts have, of course, come in the context of my own Performance and Development Review with our Trustees and my reviews with the people that I line-manage. On one level it is very easy: we can ask what were the outcomes like? Ultimately that is a really fair test but it won't necessarily show the impact of our work in just one year. Sometimes the improvement follows at a distance. I can think of a number of our schools where this has been the case and we have needed to hold our nerve and keep doing the right things despite early disappointments. That is currently the case with outcomes for our Priority Pupils, where I am sure that getting the culture of belonging right and providing precise teaching focussed on them will raise outcomes, but only once the climate and pedagogy are completely embedded and pupils have experienced strong provision for a period of time.

So how do we measure impact in the shorter term? One way might be through surveys and data collections from our pupils, colleagues and parents. We have used a consistent survey format for quite a few years but last year we agreed that this was a natural point to make a change. We now want survey tools that can be better calibrated to provide feedback on our priority areas of work. We also want to explore the effectiveness of our Central Team as well as our schools. This will be a major area of activity this year and I'll be talking with Heads and Chairs over coming months to begin to hear your requests for how we might make this change. More to follow.

I'm going to close by sharing something that I read in a newspaper at the weekend that is pertinent to the impact of education. At the age of 85 Melvyn Bragg is stepping down as host of Radio 4's 'In our time.' If you have ever listened to the show, you will know what a polymath he is. He remarked that reading the tributes to him as he retired from the show was a bit like seeing his own obituary and had caused him to reflect on his life's journey. Bragg came from a home with little money but had his life transformed by school. He said this:

“Shelley said that poets are the unacknowledged legislators of the world. No, they aren't – teachers are. They decide whether you go left or right. Mr James [his history teacher] and the Headmaster, Mr Stowe, changed that school in quite an astonishing way, by driving into you the importance of hard work. I am forever grateful to them.”

With best wishes,

Gary Lewis

Chief Executive

There are a number of policy consultations and updates for you all this week

Policy Publication - Principal Accounting Policies

The Trustee Finance Committee signed off the LSP Principal Accounting Policy at their meeting earlier this week. A copy of this can be found [on our website](#) and on the [LSP Policies section of Foldr](#). There is no further action for schools on this policy—please just ensure you are referring to the latest version of this policy if needs be.

Policy Consultation— Finance and Reserves Policies

Trustees have also released drafts of the Finance Policy and Reserves Policy for consultation prior to review and ratification in November. The draft policies can be found using the links below:

- Finance Policy [draft PDF version](#), or word version [via Foldr](#): *LSP Policies\Operational Policies\Policies*
- Reserves Policy [draft PDF version](#), or word version [via Foldr](#): *LSP Policies\Operational Policies\Policies*

Should you wish to provide any feedback or comments regarding these draft policies please email enquiries@lsp.org.uk by Wednesday 15 October 2025.

Policy Consultation—Pay Policy

We have updated the LSP Pay Policy. The policy shows tracked changes and has been updated mainly to reflect the new schools that have joined the Trust and the 2025/26 pay award. There are also changes to provide clarification to align with other LSP policies.

Click here to view the [Draft Pay Policy PDF version](#), or word version [via Foldr](#): *LSP Policies / Consultation - Pay Policy Sept 2025*

If you have any feedback on this policy please respond by Wednesday 15 October 2025 to Enquiries@lsp.org.uk, where responses will be collated. We welcome feedback as part of this consultation process to improve our policies, so we encourage you to read through the changes and provide your feedback.

Reminder: Policy Consultation - Complaints Policy

We have reviewed the LSP Complaints Policy, and have made a few small changes, including extending the timeline to respond and 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 by 11.00am on Friday 19 September.

Standards and Testing Agency (STA) Assessment Update

Please see below the latest update from the Standards and Testing Agency, which includes information on:

- **Primary Assessment General**, including information the National Curriculum Assessment Portal and parental information leaflets
- **Reception**, including baseline assessment
- **Key Stage 2**, including September checking exercise deadline
- ... as well as number of other important updates, dates and deadlines.

Click here to view the [STA Assessment Update](#).



Scam Alert - Fraudulent Invoices

We want to alert all staff to a potential scam involving fraudulent invoices for office supplies, particularly printer toner and paper.

We have received several reports that schools have received invoices or phone calls from fake companies claiming to have supplied these products. In many cases, no order was ever placed, and no goods were received, yet the invoice looks legitimate and requests prompt payment.

Please be vigilant.

North Somerset SEND Funding Update - Monday 3 November

Following the work that was completed earlier in the year with the Strategic Schools Forum, North Somerset Council (NSC) will be implementing a flexible funding model—details of which were provided in a briefing at the NSC SENDCo conference in July 2025.

There will be an online SEND Funding Update meeting on Monday 3 November at 9.30am (see Meeting link below) during which schools will be able to find out about the changes and the new SEND inclusion toolkit that has been produced to help support the change. The meeting is open to North Somerset SENDCOs, Headteachers and Finance/Business Managers.

SEND Funding Update

Monday 3 November, 9.30am

[Click here for the Teams Meeting](#)



LSP Chairs' Forum - Tuesday 30 September

A reminder that the first Chairs' Forum for 2025/26 will take place on Tuesday 30 September, 6:30pm at Backwell School (BS48 3BX). Please confirm your attendance at the Chairs' Forum by [emailing Sarah Cran](#) or replying to your calendar invite.

LSP Clerks' Forum - Thursday 25 September

IMPORTANT: Please note, there was an error in the Clerks' Forum date which was printed in last week's bulletin. The first Clerks' Forum for 2025/2026 will take place on Thursday 25 September, 6.00pm at the LSP Central Team Offices, Gordano School (BS20 7QR).

Please confirm your attendance at the Clerks' Forum by [emailing Sarah Cran](#) or replying to your calendar invite.

Training Matrix for Trustees and Governors

As you may be aware, ALL governors and trustees should complete Cyber Security training annually. Please find the link below to complete Cyber Security Training for 2025/26:

[Cyber security training for school staff](#)

Clerks - this link should be shared with all Governors to complete.

A reminder that GDPR will also need to be completed once every 3 years. This training is done through iAM Compliant.

Please also continue to ensure all other September training and paperwork is completed.



Upcoming Lighthouse Learning Sessions and CPD Networks

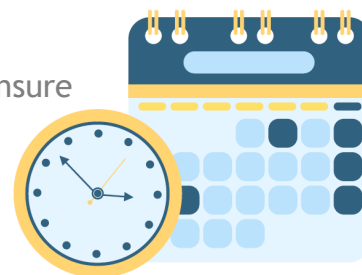
Please email [Lighthouse Learning](#) if you have any questions about the below events. Agendas, Teams links (if required) and other resources will be emailed one week in advance of each network.

The full programme of Lighthouse Learning CPD on offer for 2025-26 can be found on the [LSP website](#).

DATE	EVENT	AUDIENCE
Wednesday 17 September 3.30-4.00pm	Secondary Raising Standards Network Both Online via Teams (link to be sent from Natalie Wilcox)	Secondary T&L Leads
Friday 19 September	ECT Induction Day @ St Peter's Primary Portishead	Primary ECTs
Monday 22 September 1.00-4.00pm	Trust-wide SEND Network @ St Peter's Primary Portishead	SENDCOs
Monday 22 September 3.30-4.45pm	Trust-wide Designated Safeguarding Lead Network Online via Teams	Designated Safeguarding Leads
Monday 29 September 3.30-4.45pm	Primary English Network Online via Teams	Primary English Leads
Tuesday 30 September 6.30-8.00pm	Chairs Forum @ Backwell School	Chairs of LGBs
Wednesday 1 October 3.30-4.30pm	Secondary Curriculum/T&L Network Online via Teams	Secondary Curriculum/T&L Leads
Monday 6 October 8.30-11.30am	Early Years Network @ St Peter's Primary Portishead	Early Years Leads
Monday 6 October 1.00-4.00pm	Primary Assistant/Deputy Head Network @ St Peter's Primary Portishead	Primary AHTs & DHTs
Monday 13 October 3.30-4.45pm	Primary Maths Network Online via Teams	Primary Maths Leads

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	Primary Headteachers' Meeting @ St Peters Primary School, Portishead. Click here to view the agenda.	Primary Heads
Friday 19 September 2025	Deadline for Gifts & Hospitality and Business Interests Declarations to be returned to the LSP Central Team via lgbreturns@lsp.org.uk .	Heads, SBMs & Clerks
Friday 19 September 2025	Deadline for feedback regarding Complaint Policy Consultation.	All
Friday 26 September 2025	Deadline for all staff to complete Annual Safeguarding Declaration (and Child Care Deceleration 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 Online Annual Safeguarding Declaration.	Clerks & Chairs
Wednesday 15 October	Deadline for feedback and responses to Finance, Reserves and Pay Policy consultations.	All
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