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Introduction

Dear Colleagues,

A fortnight ago our Primary Heads met together with the Central Education Team to consider what good outcomes should look like in the context of our Trust. Despite being above national on many measures we could not describe our outcomes as reflective of the communities that we serve. Whilst our outcomes have risen in our secondary schools in recent years I feel the same applies. There is still more gas under the pedal! There are a few areas where our outcomes remain disappointing. For Greater Depth measures in primary we're not hitting national and the gaps for disadvantaged pupils remain too great.

The above might feel like a council of despair but it is not. When we met with Headteachers a few weeks ago, and again at the Chairs' Forum yesterday, the mood is one of energy and action. We know that the tools we are using—and by that I mean our focus on deliberate pedagogy and priority in planning and delivery for disadvantaged and vulnerable pupils—are the ones that will address our development areas. We also know that the people who will need to lead this stepping up in delivery will do so with intelligence and humility.

I've had a number of conversations with Heads and colleagues on my team in the last few weeks about the mindset we need to support our teachers to continue to develop their teaching. The issue also came up with Chairs last night. None of us can hear criticism and act on it if it feels personal or high stakes. Instead we need to develop a space for professional reflection where teachers feel safe and are able to deeply engage. I guess that this is a coaching methodology but I found it well laid out by Edgar Schein in his book, *Humble Enquiry*, and the name really describes the spirit required to make sure that our challenge about performance and outcomes is 'done with' rather than 'done to'.

We are at a watershed in our development. The incremental improvements required to be really great schools and a strong Trust are not going to be easy, but the moral imperative to give our young people the very best is compelling and I sense the commitment of all of us to achieving this.

With best wishes,

Gary Lewis

Chief Executive

Reminder: Headteachers' Meeting

A reminder that the first full Headteachers' Meeting for this academic year takes place tomorrow (Thursday 2 October) from 8.30am at Nailsea Baptist Church (BS48 2DS).

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

We recommend car sharing with other headteachers where possible, and parking (responsibly) on surrounding roads. Parking is available in the Nailsea town centre car parks but you could find that charges are now in place.

School Improvement Strategy 2025-2026

Each year we revise and update our Trust-wide School Improvement Strategy. This year there have been a couple of updates around the areas of leadership and how we undertake school improvement visits in-line with our priority pupils strategy.

Please [click here to view the updated strategy for 2025-2026](#).

Policies - Scheduled Reviews and Updates

As you will be aware all LSP/Trust-wide policies include details of the review period and when the next review is scheduled. Please be aware that all policies remain in place until a new/ updated policy is agreed by the Trustees or the Central Senior Leadership Team, even if their scheduled review date has passed. Schools will be informed whenever a policy has been updated in the bulletin. All policies [can be found on Foldr: Foldr / LSP Policies](#)

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 updated early foundation stage profile handbook
- **Key Stage 1**, including 2026 phonics screening check assessment
- **Key Stage 2**, including KS2 assessment dates and deadlines
- ... as well as number of other important updates, dates and deadlines.

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

Upper Pay Range Progression

Further to recent communications with headteachers, the Central HR Team have received questions from head, regarding the movement through the upper pay range (UPR). Currently the progression is automatic and will remain so for **this academic year**.

As you are aware we are currently consulting on [our Pay Policy](#) (as reminder that the deadline for this is **Wednesday 15 October**). Proposed within this new policy is that teachers who wish to apply for progression to UPR2 or 3 to indicate their intention at least 1 year in advance. Once the consultation process has taken place and the Pay Policy has been agreed further information on the process for the progression through the UPR will be provided to schools.

Schools are reminded that in the meantime it is necessary to ensure appropriate targets can be set as part of the performance development cycle.

Change Management Webinar

We appreciate that a number of schools will need to start a change management process for proposed changes to be in place for September 2026. In order to support schools with this process we will be running a webinar for Headteachers, School Business Managers and School HR Leads on the change management process. This webinar will talk attendees through the process and timelines relating to proposals for change management and will also provide some examples of the templates used. There will be a short time for Q&A.

The webinar will take place on Monday 20 October at 2.15pm and will last approximately 45 minutes. The session will be led by Sue Warneford-Thomson and Tania Newman.

To sign up for the webinar [please click here](#).



RPA Risk Management Survey 2025/26

Schools that have received an email about RPA risk management may wish to use this [draft copy](#) to assist them with its completion.

We have answered from an overall Trust perspective, considering the policies and processes that are in place, but there may be some questions that you choose to answer differently to reflect the situation at your school (e.g. 9,20,21).

If you have any questions or would like to discuss the survey in more detail, please do not hesitate to [contact John Finch](#).

Meter readings

If you have not already done so, please make sure you take your meter readings today (Wednesday 1 October) to support with the utility supplier switch. Thank you for your assistance with this.



Health and Safety Governance

Health and safety is about more than rules – it's about caring for each other. By making safety part of everyday decisions, we protect wellbeing and create a workplace where everyone can thrive. To support Health and Safety in our Schools, it is important that all Health and Safety Governors please complete the following training and log it with your school Clerk.

Please email trustservices@lsp.org.uk to let them know who your Health and Safety Governor is and they can arrange access to the training.

- Essential Health and Safety Training - Induction and then annually (iHASCO)
- Asbestos Awareness - Induction and then annually (iAM Compliant)
- Legionella Awareness - Induction and then every 2 years - (iAM Compliant)

LSP Trustee Recruitment

Following the recent updates to our Articles of Association, we will soon be starting another round of trustee recruitment. This is an excellent opportunity for individuals with expertise, dedication, and a commitment to advancing our organisation's vision. Trustees play a vital role in providing strategic oversight, ensuring good governance, and helping shape the future direction of our work. If you are interested, please get in touch with [Adele Haysom](#) or [Sarah Cran](#). More information will follow in due course.

LSP Chairs' Forum

It was so lovely to see so many of you at the Chairs' Forum last night and I hope it was as informative for you as it was for me. Please can I ask that you book the next dates in your diary, so we can avoid any clashes with LGB meetings

- Wednesday 14 January 2026, 7.00pm (Online)
or Thursday 15 January 2026 10.30am (Online)
- Wednesday 11 March 2026, 10.30am (Online)
or Thursday 12 March 2026 7.00pm (Online)

A reminder that the full programme of CPD for Governance (including forums, webinars and statutory training) can be found [on our website](#).

Sarah Cran, Lead on Governance

New Chairs' Training

New Chairs' Training - Tuesday 7 Oct 2025 6:30pm-8pm Gordano School

On arrival to the Gordano School Site (BS20 7QR), Sarah will meet you by the Gordano School wording, under the building overhang, directly as you enter the site.

This is the first training session for all New Chairs, and will be a chance for some basic training plus lots of sharing of experience and time for asking questions. As we plan the material for this evening our important question to you is: What do you want to cover? Is there anything that is particularly unclear or you are not sure about? Please [let Sarah know](#) if there are any topics or questions you would like covered on the day.

Bath and Wells Diocese Governance Training Dates

Please see the Governance Training information below, which should be shared with your schools LGB:

Date	Event	Cost	Booking link
6 October 6.00pm-7.30pm online	Foundation Governors Forum	Free	Events & training - Bath and Wells Diocese
15 October 6.00pm-7.30pm online	Church School Governance for renewing Governors	Free	Events & training - Bath and Wells Diocese
22 October 10-11.30am or 6.30-8pm	Church School Governance	Free	Church School Governance 2025 to 2026 - Bath and Wells Diocese
1 December 6.00 - 7.30pm online	New Chairs of Governor training	Free	Events & training - Bath and Wells Diocese

Governors' Book of Prayers

A reminder that for Church of England schools, Chairs, or a nominated person, should open LGB meetings with prayer.

Please find [attached a Governors Book of Prayers](#) which should be shared with your LGB.

Reminder: LSP Primary Geography Curriculum Webinars

A reminder that the first, of two, webinars for the implementation of the Primary Geography Curriculum takes place this afternoon (Wednesday 1 October).

These sessions are for primary schools which will begin delivering this new curriculum from Term 2. Please note that if your school is signed up you will need to attend both sessions as it is a two-part training session.

It is really important that your staff can access these materials during the training session so please can you make sure they have been downloaded onto your school's file storage system and you have communicated their location to your staff so that they can make the most of the time in this session.

These sessions will be delivered online from 3.45-5.00pm (please see the webinar links below). It is for Headteachers to decide if staff will log in to training as a school, in teams or as individuals - please could you make sure that staff have been given the link for the webinar well before the meeting as they will need to sign up to receive the link.

- To sign up for the webinar on Wednesday 1 October [click here](#).
- To sign up for the webinar on Wednesday 8 October [click here](#).

Adaptive Teaching in the Primary Phase

As discussed at the recent Primary Headteachers' Meeting over the next two years our collective and individual challenge is to apply our understanding of the LSP Pedagogy Framework in a flexible and reflective way, so that teaching begins from what the data tells us about the starting points of the pupils in our class, and moves them swiftly towards what we believe they can achieve.

As an Education Team we have created a simple overview of what we feel adaptive teaching [looks like in this guide](#). We strongly recommend looking through this in SLT and with your teaching team as part of your CPD schedule as it provides a starting point for the discussion about 'what this looks like in the classroom'.

Please also [click here to view the LSP Pedagogy Framework](#) as it would be worth while resharing this with your staff alongside this document.

UCL/NSE ECT Mentor Induction Conference Catch Up

UCL/NSE will be running another ECT Mentor Induction Conference for those who missed last week's training. If there are ECT Mentors that you know missed the session, please circulate this date to them.

The Catch-Up Conference will be held online, on **Tuesday 14 October, 9am–3pm.**

Sign up link: [Meeting Registration - Zoom](#)

White Rose Maths INSET - Monday 3 November

If your school would like to attend this, please [complete this form](#) by 9.00am on Friday 26 September 2025, with numbers of staff who will be attending.

Team Teach L1 Training - Wednesday 15 October

Our next cohort of Level 1 Team Teach training is on Wednesday 15 October, 8.30am - 3.30pm in the English Hub room at St Peter's Primary, Portishead. We have a few spaces left - [please click here to book your place.](#)



Pupil Premium Webinar - Thursday 2 October



GOVERNANCE CPD: LSP PUPIL PREMIUM STRATEGY & THE ROLE OF GOVERNORS

THURSDAY 2 OCTOBER 2025

5.00-5.45PM

ONLINE: MS TEAMS WEBINAR

Open to all LSP Governors and Trustees (all phases)

Delivered by: Natalie Wilcox, Director of Education
including Pupil Premium

This session will cover

- Why is this important?
- How does this fit with the Trust Priority Pupils' Strategy?

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

Any questions email lighthouselearning@lsp.org.uk

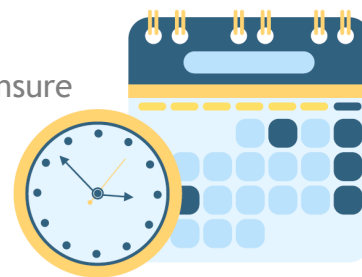
Upcoming Lighthouse Learning Sessions and CPD Networks

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 1 October 3.30-4.30pm	Secondary Curriculum/T&L Network Online via Teams	Secondary Curriculum/T&L Leads
Thursday 2 October 5.00-5.45pm	Pupil Premium Strategy and Role of Governors Click here to sign up for this webinar.	Clerks, Chairs and Governors
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
Tuesday 7 October 6.30-8.00pm	New Chairs' Forum @ LSP Central Team Offices at Gordano School	New Chairs of LGBs
Monday 13 October 3.30-4.45pm	Primary Maths Network Online via Teams	Primary Maths Leads
Monday 20 October 2.15pm	Change Management Process Webinar Click here to sign up for this webinar.	Heads, SBMs and HR Leads

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
Thursday 2 October 8.30-11.30am	Headteachers' Meeting @ Nailsea Baptist Church Click here to view the agenda.	Heads
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