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Introduction

Dear Colleagues,

A couple of years ago, when I was researching my thesis, I read a piece of work by Professor Chris James of the University of Bath. His work was about school governance and was entitled [the Hidden Givers](#). To very briefly summarise, James argued that ‘governing is complicated, demanding, and goes on largely un-noticed. Much of the work of lay governors is hidden from view and is all undertaken for no tangible reward. The 300,000 or so school governors in England make a significant contribution to their schools and to the education system as a whole.’

My own project was very influenced by James’ work. He argued that the effectiveness of governance did not reside purely in the activities of governing body meetings. The relationship between governors and leaders was pivotal in either securing a positive culture where challenge was welcomed and effective or, where things go wrong, a defensive or - even worse - a complacent culture. James located much of this impact in the relationship between the chair and the headteacher.

Heads and Chairs had an email from Adele Haysom about 10 days ago. In it, Adele confirmed that she intends to step down from the Chair of our Board of Trustees at the end of this academic year and that the Board is now considering succession planning (see article below). As ever, Adele is being scrupulous in her modelling of good practice as the Charities Commission recommends that chairs do not serve longer than eight years. I am very conscious, as a now long serving CEO, that it is Adele making the sacrifice to ensure that there is turnover in perspectives at the top of our organisation. I would barely know where to start in thanking Adele for the contribution that she has made to the building of Lighthouse Schools Partnership but I did have the honour of giving the dedication of my thesis to her:

“This work is dedicated to Adele Haysom MBE who chairs my own academy trust. She is a most skilful and shrewd civic leader who works tirelessly without payment and only occasional thanks. Thank you, Adele.”

As ever,

Gary

Gary Lewis, Chief Executive

Changes to North Somerset SEND funding arrangements

We ran a session on Monday 17 November to answer questions about the changes to SEND funding in North Somerset that are being implemented in January 2026.

Please feel free to access the [recording of the session](#) and [the slides](#).

Further discussions are also planned for upcoming SENDCo meetings/networks.

Policy Consultation—Health and Safety Policy

The Audit and Risk Committee have approved the updated Health and Safety Policy for consultation. The consultation will run from **Wednesday 19 November to Friday 12 December**, with the Audit and Risk Committee due to approve the policy, post consultation, in January.

We would welcome your feedback on the updated policy:

[Part 1 - Statement of intent \(Trust produced document\)](#)

[Part 2 - Organisation \(Trust produced document to be personalised at school level\)](#)

[Part 3 - Arrangements \(Trust produced document to be personalised at school level\)](#)

Word versions of the above can be found [on Foldr](#): *LSP Policies\Consultation - Health and Safety Policy Nov 25*

Please email your comments and feedback to enquires@lsp.org.uk. Please feel free to suggest changes to any of the draft documents, using tracked changes, and send them to the same address.

In addition to the policy we are also working on a handbook document which will include further and more detailed arrangements.

The existing Health and Safety Policy remains in place until the new policy is agreed by Trustees.

Ofsted at Burrington

Sarah Joskey and her team hosted an inspection by HMIs at Burrington last week. It was under the new framework, so our interest was even higher than usual in the process. We may have a bit of a wait to see the report card as the first inspections are being grouped together for a simultaneous release at some point to ensure that no school is faced with excessive media attention.

As ever, the outcomes are embargoed but I can say that we were in agreement with the Inspectors' views and that Sarah and her staff managed what was a very busy programme with confidence and skill. Chris Chamberlain, from the Education Team, was in every meeting, so we will be sharing our learning with leaders in due course.

Gary Lewis, Chief Executive

LSP Trustees - Applications Open

We are currently looking for new Trustees to join our trust.

Our Trust Board thrives on the richness and diversity of our community, and we're looking for individuals who reflect this to join us as trustees. Trustees play a vital role in shaping the strategy and governance of our schools, and their contributions are central to our ongoing success.

Further information and details on how to apply can be found on our website—[Lighthouse Schools Partnership - Become a Trustee](#).

If you are interested, or know someone who might be a great fit, please get in touch with chair of the Trust Adele Haysom chairoftrustees@lsp.org.uk.



LIGHTHOUSE
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**COULD YOU HELP CREATE A
BRIGHTER FUTURE FOR CHILDREN
AND SCHOOLS IN YOUR AREA?**

Becoming a Trustee is a rewarding and enriching opportunity to assist in shaping the future of our schools and helping staff and pupils to flourish

LSP.ORG.UK/COULDYOUBEATRUSTEE

Admission Arrangements for 2027-28

A few things to update you on/make you aware of regarding Admission Arrangements for 2027-28:

LSP Admission Arrangements 2027-28

Admission Arrangements for all LSP Schools are being drafted for 2027-28 and we be running a public consultation on these in December. We will provide you with the relevant information regarding this in due course.

Consultations in the local area

Schools in North Somerset, Bristol and BANES are also starting to run consultations on their 2027-28 Admission Arrangements. You can [click here to view current consultations](#) we have been informed of should you wish to review or respond to any of them.

Operational Team Meeting - Monday 17 November

Please feel free to access [the recording](#) of the Operational Team meeting that took place earlier this week (Monday 17 November).

Discussion topics and actions are available [on Foldr](#): *School Business Managers\Trust Wide\Ops Team Meetings*

As mentioned above our next meeting will be held face to face on Tuesday 9 December—please sign up using the link above.

Reminder - Articles for The Beacon

The next LSP Newsletter (The Beacon) will be published at the end of Term 2. The theme of this issue will be **Investing in our staff**. As always, we would love to include any positive or interesting news stories from across the Trust.

If you have any news stories or photos from your school that you would like us to include, could you please [email them to me](#) by **Monday 1 December**. This is a great opportunity to share with colleagues across the Trust and help to inspire one another.

A gentle reminder to please ensure that any photos and images you send have all required permissions.

Leah Evans, Communications Officer

Staff Opportunities— Moderators, Facilitators and Coaches

We are proud of the collaboration and professional generosity within and beyond LSP. One area we do this is through our CPD offer with the chance to both participate and deliver professional development. We are now looking for enthusiastic teachers to support deliver the following aspects of our work:

LSP Primary Writing Moderators

We are looking to grow and develop our team of writing moderators from across our schools. This is a great opportunity for teachers to be part of our very strong moderation process and both share and develop their expertise. Moderators will work as part of our team to lead Trust writing moderation.

Person specification:

- At least 2 years teaching in the year group they would like to moderate
- Experience of Local Authority KS2 moderation (if looking to moderate Y6) as either a teacher or a moderator
- Experience of leading writing or assessment in your school

Recruitment and training process

- Expression of interest by 4.00pm on Wednesday 26 November 2025 using this form: [LSP Primary Writing Moderators - Expression of Interest - Fill out form](#)
- Moderation and feedback task
- ½ day training (schedule for Friday 12 December)

Flourishing Leadership Programme: Facilitators and Coaches (Primary and Secondary)

We are delighted to be the regional delivery partner for the National Society of Education's new Flourishing programmes. We have had a positive start with our Flourishing ECT programme and, in February 2026, will start to deliver the Emerging Leaders programme, followed by Flourishing Teachers later in the year.

As part of this we will be working with at least 6 MATs from across our region to deliver this innovative leadership programme.

We are looking for facilitators and coaches to deliver the programme to cohorts of up to 25 participants. This is an exciting opportunity to deliver teacher CPD as part of the Lighthouse Learning Team. Details and a person specification can be found here: [Flourishing Leaders Programme - Facilitator & Coach Information](#).

The first step is to complete this expression of interest form: [Flourishing Leaders Facilitators and Coaches - Expression of Interest - Fill out form](#) by **Monday 1 December** and we will be in contact with more details.

Please share these opportunities with your staff bodies, and any questions please [get in touch](#).

Janine Ashman, Director of Professional Learning

Unlocking Excellence English Hub - Information Event for Secondary Support and Funding

Over the past seven years Unlocking Excellence English Hub has worked extensively with primary schools in our region supporting the teaching of early reading and phonics.

We are delighted to share that the Department of Education have now asked us to work with secondary schools, with a particular focus on supporting struggling readers in KS3.

This work will include audit and action planning, resource funding and the opportunity of specialist, in school support.

We are hosting an information event on Tuesday 2 December 8.30 - 12.00pm in Pill. This is an opportunity to find out more about the project and is open to secondary Reading/Literacy Leads and SLT members who lead this area. You can book your place using the link below (please share) [Register here to attend or to find out more about the project.](#)



Are you working to ensure every pupil is a successful reader?

We are recruiting schools to join our Secondary Schools Pilot. Schools will receive:

- An audit of current reading and literacy provision
- Up to £3,300 to spend on resources to raise reading and literacy standards
- Bespoke in-person support

We are prioritising schools who meet two or more of the following criteria – **but all schools are encouraged to contact us to find out more:**

- Higher than average number of Year 7 pupils who did not meet the expected standard in the KS2 reading assessment at primary school
- A higher than average proportion of pupils eligible for pupil premium
- Reading identified as an area for development by Ofsted
- Staff leading in reading are new to their positions
- Disadvantaged pupils' KS4 attainment is below the national average for disadvantaged pupils
- A high proportion of priority groups such as EAL, FSM, travellers
- A higher than average number of pupils with SEND (based on either the number of pupils on SEN support or the number with an EHCP).



**Project Launch Event: 2nd December 8.30 – 12.00pm
St Katherine's School, Pill**

We are hosting a launch event for Reading/ Literacy Leads to find out more about the project and next steps to access support and funding. We would also encourage SLT members who lead this area to attend. The morning will include:

- Sharing good practice
- Observe reading interventions
- CPD from Chris Such
- Information about next steps

[Register here to attend or to find out more about the project](#)



St. Katherine's School

LSP Primary Writing Progression

We shared the final version of this with English Leads at their network on Monday. We have given each school a printed copy but it is essential that all staff members has access to it. It can be found here: [LSP Writing Progression Nov 2025](#)

Some English Leads asked about buying additional printed copies.

Further copies cost £10 each. If you would like further hard copies - please complete this form ([LSP Writing Progression Order \(£10 a copy\) - Fill out form](#)) by Friday 28 November and we will place the order before Christmas (and recharge schools for the number of booklets ordered).

Wraparound Care Agreements

We have recently received queries from schools regarding wraparound care agreements and the inclusion of clauses such as auto-renewals.

If you receive a new agreement from your provider and have any concerns, please send the agreement to trustservices@lsp.org.uk and we will review it for you.

Trust Services Team

HR UPDATES

Timesheets via Employee Self Service (ESS) for December Payroll

Due to the December payroll being processed earlier than usual (to accommodate the earlier pay date in this month), we are required to amend the submission and approval deadlines for timesheets submitted via ESS.

Neo People have confirmed the following *one-off* deadlines applicable **only for the December payroll**:

- **Employees** must submit their timesheets in ESS by **28 November**.
- **Reporting Managers** must approve submitted timesheets by **2 December**.

Any timesheets intended for December payment that are submitted after these deadlines will need to be entered manually into iTrent by the school's iTrent administrator. If you are an SLA school, please notify hr@lsp.org.uk as soon as possible so the manual processing can be arranged.

Where manual entry is required due to missed deadlines, please ensure that any timesheet subsequently authorised in ESS is offset with a corresponding negative entry in the following month. This is essential to prevent duplicate payments.

Normal timesheet deadlines will resume from **January 2026**.

Employment Law Update

You may have heard on the news about the introduction of the Employment Rights Bill. The bill is set to introduce 28 amendments to current employment law with changes due to come into effect from April 2026 to October 2027. The government have described the bill as the ‘biggest upgrade to workers’ rights in a generation’. The new laws will make changes to areas such as family friendly rights, menopause policy and support, flexible working, day one unfair dismissal rights which will impact on probation periods, performance management and disciplinary policies (although this is still an ongoing debate) and an increased duty on employers to prevent sexual harassment.

The bill is currently ping ponging back and forth between the House of Lords and the House of Commons but may receive royal assent at the end of November 2025 which means that employer groups will be able to add their voice via the consultation process. The Central HR Team are currently working through an impact assessment for LSP with further information to follow as and when we know more and timetables are confirmed.

If you are interested to read more the government have provided more information in a road map document - [Implementing the Employment Rights Bill - Our roadmap for delivering change](#).



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 19 November 3.30-4.00pm	Secondary Raising Standards Network. Online via Teams (link to be sent from Natalie Wilcox)	Secondary T&L Leads
Monday 24 November 8.30-11.30am	Primary Geography Network @ St Peter's Primary	Primary Geography Leads
Monday 24 November 1.00-4.00pm	Primary SEND Network Online via Teams	Primary SENDCOs
Monday 24 November 3.30-4.45pm	Primary Assessment Network Online via Teams	Primary Assessment Leads
Wednesday 26 November 3.30-4.15pm	Secondary Attendance Network Online via Teams	Secondary Attendance Leads
Monday 1 December 3.30-4.15pm	Primary Attendance Network Online via Teams	Primary Attendance Leads
Monday 1 December 3.30-4.45pm	Secondary SEND Network Online via Teams	Secondary SENDCOs

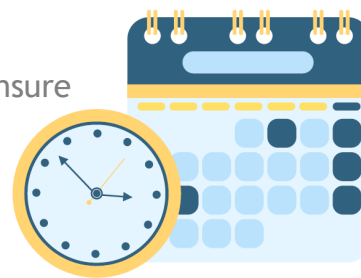
Upcoming CPD webinars for Governors

Please see below upcoming CPD sessions available for Governors. Clerks, please share this with all Governors in your LGB.

DATE / TIME	EVENT	LINK
<p>Monday 1 December from 5.30pm</p>	<p>Financial Reporting for Governors*</p> <p>The aims of this session are to give governors:</p> <ul style="list-style-type: none"> • an understanding of the financial framework and governor responsibilities • an awareness of the budget setting and monitoring timetable • the knowledge required to in to interpret and challenge financial monitoring reports from IMP <p><i>*Please note that this is a session that we run every Autumn. It is suitable for new governors responsible for finance or those wanted a refresher.</i></p>	<p><u>Click here to sign up for this webinar</u></p>
<p>Thursday 4 December from 5.30pm</p>	<p>SEND and Inclusion</p> <p>A session on SEND and Inclusion within LSP, aimed at enabling LGBs to offer support and challenge, as well as understand Trust-wide priorities and focus on this important area.</p>	<p><u>Click here to sign up for this webinar</u></p>

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 28 November	Deadline for submitting LGB minutes and changes to LGB to Central Team	Clerks



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