



Welcome!

ANNOUNCEMENTS, INFO & UPDATES	AUDIENCE	TASK
Introduction	All	Info
Consultation Reminder: Core Services Charge 2026-27	All	Reminder
Upcoming Headteachers' Meetings	Headteachers	Info
ALP Safeguarding Checks	Heads & DSLs	Action
New guidance: Restrictive Interventions	Heads, SBM/OMs & DSLs	Info
Urgent Action: Annual Safeguarding Declarations & Child-care Disqualification	Heads, SBM/OMs & DSLs	Action
HR UPDATES	AUDIENCE	TASK
Title: iTrent - New Leavers Process	HR Leads, SBMs/OMs	Info
iTrent - Leadership Ranges	HR Leads, SBMs/OMs	Info
GOVERNANCE UPDATES	AUDIENCE	TASK
Clerks Forum Date Change	Clerks	Info
Governor Challenge Questions for Headteacher Reports	All	Info
Term 3 Draft Agenda and Accompanying Notes Now Available	Clerks & Chairs	Info

Continued...



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CPD UPDATES & OPPORTUNITIES	AUDIENCE	TASK
Upcoming Lighthouse Learning Sessions and CPD Networks	All	Info
Staff Safeguarding CPD Materials	Heads, SBM/OMs & DSLs	Info
Team Teach Training Sessions	All	Info
SEND Webinar: What does a child need to feel safe and thrive in the classroom environment	All	Info
Development opportunity for Primary history leaders	Primary Heads & History Leads	Info
Teachers Webinars: Maximising the Impact of Learning Partners	Heads & SEND-COs	Action
Leadership CPD Opportunities	All	Info
Upcoming CPD for Governors	Clerks, Chairs, Governors	Info
Governance CPD: IDSR	Chairs, Clerks & Heads	Info
KEY LINKS, DATES & DEADLINES		



## Introduction

I have been thinking again about the emerging consensus about the harmful effects of screen and smartphone use on children and adolescents and it feels like we are approaching one of those moments in society when attitudes change.

We have been talking about this for some time within LSP. Gordano, Backwell and Chew Valley Schools are all in differing stages of implementing phone pouches. Helen Hall (the new Chair of Governors at Gordano School) and I were doing some pupil voice with Year 7s about adaptive teaching last Friday when I sneaked in a question about the school's policy on phones. There was near agreement from the pupils that it was a relief not to have phones in school and that it allowed them to really make friends with people. A couple of them went a step further and said that their parents had taken the decision not to let them have smartphones and that they only have 'brick phones' for emergencies.

I frequently hear from Primary Heads and Early Years Specialists that they believe that the language delay and unreadiness for starting school that growing numbers of children exhibit is related to screen use. The Government published a [research report](#) this month that mainly confirms that anecdotal hypothesis. Indeed it also notes that the negative impacts of screen use are magnified by social disadvantage; that is a depressingly familiar picture and one that we need to address.

The bold move made by Australia (to prevent under 16s from using social media) seems to have catalysed this debate in our country and just yesterday a consultation on a similar ban here in the UK [was being reported upon](#). I am certain that the next few months will create opportunities for us to act together and in support of parents. I'll be testing our appetite for this at the Headteachers' Meeting later this week.

As ever,

*Gary Lewis, Chief Executive*



## Consultation Reminder: Core Services Charge 2026-27

A reminder that the consultation on the Core Services Charge 2026-27 closes at 5.00pm on Friday (23 January).

Here is a summary of the key links you need:

- The policy and consultation documents for this consultation are available [on Foldr](#): *LSP Communications\Consultations\Core Services Charge for 2026-27*
- You can also [use this link](#) to view the documents (via SharePoint).
- [Click here](#) to view the recording of the online information session providing more detail on this consultation.

Please submit your comments on the consultation to [enquiries@lsp.org.uk](mailto:enquiries@lsp.org.uk).

## Upcoming Headteachers' Meetings

We are looking forward to seeing all Headteachers on Thursday (tomorrow) at Nailsea Baptist Church for our Term 3 meeting.

The Primary Headteachers' Meeting, scheduled for Thursday 5 February, will be reduced to a one hour online session from 9.30-10.30am. Primary Heads will receive the online MS Teams invitation directly.

## ALP Safeguarding Checks

We are very concerned that not all schools have completed initial safeguarding checks for ALPs their pupils are attending. This is a **statutory requirement** and Headteachers are responsible for ensuring these essential checks happen. Please check that your school has completed all checks.

Schools will also need to complete ongoing checks. We will be sharing a Trust model for this at this term's Designated Safeguarding Lead (DSL) Network (Monday 26 January, 3.00-4.45pm).

If you have any questions about this please contact [Janine Ashman, Director of Learning](#).

## New guidance: Restrictive Interventions

You may have seen that the Department for Education has [issued new guidance](#) that comes into force in April 2026. We will be sharing this at our DSL Network and will review our Trust guidance to ensure we are compliant.

## Urgent Action: Annual Safeguarding & Childcare Disqualification Declarations

We continue to have a significant number of staff who have not completed either or both of these on Employee Self Service (ESS).

Using ESS allows SBMs/OMs to run a report for their school identifying who has and has not signed the declaration(s). Previous guidance on how to check [can be accessed here](#).

Again this is a legal requirement, that forms an important part of your Single Central Record.

**All returns need to be completed by Friday 30 January.**

Instructions for staff were provide in advance of the start of this academic year and [can be found here](#).

Please [contact the Central HR Team](#) if you require any further support.



## iTrent - New Leavers Process

Further to our email of **Monday 5 January 2026**, Neo People have confirmed that there is a new leavers process on iTrent, and this is now through the checklist process.

There is also an automated process to amend an employee's username, upon leaving, to their personal email address.

The Neo People Guide has been updated and please do contact them should you have any queries regarding the new process. The Neo People Guide is available on iTrent and is accessed via the home screen under 'Guides & Forms'.

If there are any queries, please contact the [Central HR Team](#).

## iTrent - Leadership Ranges

When adding salary information for an employee who is on a leadership scale, please ensure you select the correct scale from the options in the 'Grade' box. Please don't select 'Teachers - Leadership' as this will default the pay scale record to LS01 - LS50.

The image shows a screenshot of a web form with a dropdown menu. The dropdown is open, showing a list of options. The options are organized into groups with labels on the left. The labels are: 'Payment table \*', 'FT Salary', 'Protected', 'Override minimum', 'Override bar point', 'Override maximum', 'Grade payment table', 'Grade minimum', 'Bar point', 'Grade maximum', and 'Next increment date'. The corresponding options in the dropdown are: LS01-LS05, LS01-LS08, LS02-LS05, LS02-LS06, LS03-LS07, LS04-LS07, LS04-LS08, LS05-LS09, LS06-LS09, LS06-LS10, LS07-LS10, LS07-LS11, LS08-LS11, LS08-LS12, LS08-LS13, LS08-LS14, LS09-LS11, LS09-LS12, and LS09-LS13.

Label	Option
Grade	LS01-LS05
Payment table *	LS01-LS08
FT Salary	LS02-LS05
Protected	LS02-LS06
Override minimum	LS03-LS07
Override bar point	LS04-LS07
Override maximum	LS04-LS08
Grade payment table	LS05-LS09
Grade minimum	LS06-LS09
Bar point	LS06-LS10
Grade maximum	LS07-LS10
Next increment date	LS07-LS11
	LS08-LS11
	LS08-LS12
	LS08-LS13
	LS08-LS14
	LS09-LS11
	LS09-LS12
	LS09-LS13

If the range doesn't exist in the list of dropdown options, please submit a ticket to Neo People to ask them to create one.

## Clerks' Forum Date Change

A polite reminder that the Clerks' Forum was due to take place at the end of January, this date has now been changed to:

- Thursday 5 February at 7.00pm
- Friday 6 February at 10.00am

Clerks only need to attend one of these sessions; it is an informal opportunity to catch up and discuss how things are going. Teams links have been sent out already, if you have not received them, please contact [Sarah Cran, Lead on Governance](#). Also if anyone would like an item to be put on the agenda, please email Sarah.

## Governor Challenge Questions for Headteacher Reports

A [new set of challenge questions](#) is now available to support governors in reviewing the termly Headteacher Reports. These prompts are designed to focus discussion, strengthen accountability, and help local governing bodies probe key areas more effectively.

Governors can use the questions selectively, choosing those most relevant to their school's priorities.

Feedback on the question set is welcome. Please send this to [Sarah Cran](#).

## Term 3 Draft Agenda and Accompanying Notes Now Available

The [draft agenda for Term 3](#), along with supporting notes, has been shared with Clerks. These materials are designed to help Chairs and Clerks plan their meetings effectively and ensure key priorities are covered in line with the Annual Planner and other deadlines.

Governors are encouraged to review the agenda in advance and use the notes to guide discussion, clarify expectations, and ensure consistent governance practice across all schools.

Again feedback on the agenda structure or content is welcome. Please send this to [Sarah Cran](#).



## Upcoming Lighthouse Learning Sessions and CPD Networks

Please email [Lighthouse Learning](#) if you have any questions about the below events.

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

DATE	EVENT	AUDIENCE
Wednesday 21 January 3.30-4.00pm	<b>Secondary Raising Standards Network</b> Online via Teams	Secondary Progress Leads
Wednesday 21 & 28 January 3.45-5.00pm	<b>Primary Geography Curriculum Training for tranche 3 schools</b> <i>Sign up link to follow</i>	Tranche 3 primary staff
Monday 26 January 8.30-11.30am	<b>Primary AHT/DHT Network</b> In person, at St Peter's Primary, Portishead	Primary AHTs/ DHTs
Monday 26 January 1.00-4.00pm	<b>Primary Early Years Network</b> In person, at St Peter's Primary, Portishead	Early Years Leads
Monday 26 January 3.00-4.45pm	<b>Trust-wide DSL Network</b> Online via Teams	DSLs (all phases)
Monday 2 February 3.30-4.45pm	<b>Primary Maths Network</b>	Primary Maths Leads



## Staff Safeguarding CPD Materials

Based on feedback about training areas of need we now have a complete set of safeguarding CPD materials for DSLs to deliver in school. The units are:

### 2025-2026

- Term 2 Children's Mental Health
- Term 3 Domestic Abuse
- Term 4 Parental Mental Health
- Term 5 On-Line & Cybercrime
- Term 6 Specific SEN Risks

Materials can be accessed here: [LSP Safeguarding CPD Training Resources 2025.docx](#)

## Team Teach Training Sessions

We continue to work with Elementa to deliver accredited Team Teach Training over the coming months. All training will be in the English Hub Building, St Peter's Primary School from 8.30 - 3.30pm (participants must attend for the whole session). Lunch will be provided and participants will need to stay on school site for the whole day.

The cost for each course is as follows and will be recharged to schools:

- **Level 1:** £117
- **Level 2:** £230

We have planned the following sessions for staff to complete their refresher training (previous training must have been completed and expire close to these dates):

- **Level 2 Refresher:** Thursday 12 February, Monday 1 June and Tuesday 29 September
- **Level 1 Refresher:** Thursday 26 March

We have also booked these sessions for staff who need new training/previous training has expired:

- **New Level 1 Course:** Tuesday 15 September
- **New Level 2 Course:** Tuesday 13 and Thursday 22 October (both dates must be attended).

Please use [this online form to book places](#) on any of the above courses.

If you have any questions please do not hesitate to contact the [Lighthouse Learning Team](#).

## SEND Webinar: What does a child need to feel safe and thrive in the classroom environment

All LSP staff are invited to join this upcoming SEND webinar, hosted by Louise O'Rourke, Lead for Nurture and Behaviour.

[Click here to book your place](#)

# SEND WEBINAR

What does a child need to feel safe and thrive in the classroom environment?

WEDNESDAY 28 JANUARY 3.45-4.45PM

**All Lighthouse staff are invited to join this upcoming SEND webinar.**

This session will focus on:

- **Introduction**
- **The 'Why'** – Why it is important to create a classroom environment where children feel safe, with a focus on the science and the nervous system.
- **The 'How'** – How practitioners can foster safety, and how they can adapt and respond to ensure this remains in place.
- **Reflection** – Opportunities for staff to reflect on their own practice and identify key takeaways

This session will be recorded and will be made available for a limited time after the event. Please have smart devices available to take part in interactive sections.

**BOOK YOUR PLACE**

## Development opportunity for Primary History Leaders

During 2026, Heritage Schools have an exciting and varied range of FREE webinars for teachers to attend.

To find out more about the webinars and to sign up for any of them, please follow the Event-brite link below:

[Historic England's Heritage Schools Programme Events](#)

## Teacher Webinars: Maximising the Impact of Learning Partners

As you are aware, part of the training and support package from Sally Franklin and the LSP Inclusion Team includes two introductory webinars from Sally, designed for teachers to support practical implementation in your schools.

The first session from Sally gives an abridged version of the research and best practice behind the Learning Partners Model as a start point for teachers to consider how they will most effectively deploy and work with any supporting adults in the classroom.

It is an essential part of the training package which all teachers and SLT must attend.

The follow up session delivers an overview of the content, language and practical strategies that the Learning Partners will receive in September 2026, so that practice can be aligned. It has proven beneficial for schools to attend both sessions.

**Please can you ensure that these dates are in your CPD/school calendars and please let me know if there are any foreseeable problems/clashes.**

**Teachers' Webinar 1:** An Introduction to Maximising the Impact of Learning Partners (Sally Franklin).

Wednesday 17 June

3.30 - 5.00pm

Online (webinar link to be provided in due course)

This session will NOT be recorded

**Teachers' Webinar 2:** Practical Strategies for Maximising the impact of Learning Partners (Suzy Divine).

Wednesday 24 June

3.30 - 5.00pm

Online (webinar link to be provided in due course)

This session will be recorded

At the end of each session, I will be asking for feedback from the participants to inform future planning.

Webinar links will be provided in due course.

*Suzy Divine, Lead Teacher for SEND*

## Leadership CPD Opportunities

We are delighted to share some leadership opportunities with you to discuss with your staff (especially as we are entering the PDP (appraisal) review window).

Information on these opportunities [can also be found our website](#) - please feel free to share the link to our webpage with staff.

Lighthouse Learning, through our generated income, is able to offer bursaries to cover the programme fees (but not release time).

### Flourishing Emerging Leaders:

- For new or aspiring middle leaders
- Up to 8 funded places
- Starting after February 2026 half term
- 4 x half days out of school to attend in person facilitation sessions (all other aspects are outside of teaching time)
- Applications submitted by **Friday 30 January**—click here for [Application form](#)

Click to access:

- [Flourishing Emerging Leaders Candidate Information](#)
- [Flourishing Emerging Leaders Course Content](#)

### Flourishing Headteachers:

- For new or aspiring headteachers
- Up to 2 funded places
- Starting after February 2026 half term
- 6 x days out of schools to attend in person facilitation sessions and immersion visit (all other elements are outside of teaching time)
- Applications submitted by **Friday 30 January**—click here for [Application form](#)

Click to access:

- [Flourishing Headteachers Candidate Information](#)
- [Flourishing Headteacher Course Content](#)

Please contact [Janine Ashman](#) if you have any questions about either of these programmes.

*Continued...*

## Leadership CPD Opportunities

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### Recruitment for West100 Cohort 4

Please share with leaders in your school who are looking to headship in the next three years.

West100 is a fantastic programme and we are proud, as a Trust, to be a founding partner of the programme in our region. We have had LSP staff in each cohort so far and we are eager to continue this into the upcoming cohort 4. The programme fees for this cohort will be funded by LSP.

Applications close on **Sunday 23rd February 2025 at 5pm**. The application form can be found below, along with helpful information on the programme, including the West100 blog, and a summary of the programme:

- Access the [West100 Application form](#)
- Visit [the West100 blog](#)
- Download a [short programme summary](#)

Please contact [Janine Ashman](#) if you would like any further information, or you are welcome to speak to some of the previous or current participants. These include:

- Cohort 1: Corinne (Northleaze), Kerrie (Blagdon), Clara (Backwell Secondary), Holly (Whitchurch)
- Cohort 2: Lucy (Churchill Academy)
- Cohort 3: Angela (St Peter's), Abby (Whiteoak) , Jacqui (Fishponds)



## Upcoming CPD 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
Thursday 29 January 6.00-7.00pm	<p><b>Ofsted Preparations</b></p> <p>Online webinar for all LSP LGBs looking at the new Ofsted framework and how to ensure your school, and LGB, can prepare for inspection</p>	<a href="#">Click here</a> to sign up for this webinar
Wednesday 4 February 5.00-6.30pm	<p><b>Reorganised—SEN for Governors</b></p> <p>Online webinar for all LSP governors looking at SEN provision in LSP schools and how this can be supported and challenged by the LGB.</p> <p><i>Originally scheduled for 4 December 2025</i></p>	<a href="#">Click here</a> to sign up for this webinar

A reminder that the full Lighthouse Learning CPD for Governance Programme can be found [on our website](#).

## Governance CPD: IDSR

Thank you to those who attended the Lighthouse Learning Governance CPD session on the Inspection Data Summary Report (IDSR) on Monday evening.

[Click here to view the slides from the session.](#)

[Click here to view the recording of the session.](#)

A reminder that the full programme of Governance CPD can be found on the [LSP website](#), as well as the reminders we provide in the LSP Weekly Bulletin.

## Bath and Wells Diocese Governance Training and Events

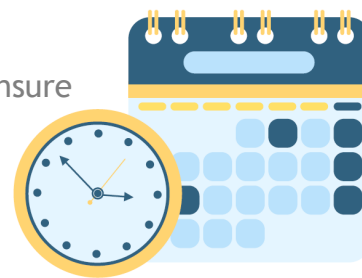
Please see the Governance Training and Forums information below, which should be shared with your schools LGB:

DATE	EVENT	BOOKING LINK
Tuesday 10 February	Foundation Governors Spring Forum	<a href="#">Further info and booking</a>
Wednesday 25 February	Clerks Spring Forum	<a href="#">Further info and booking</a>
Tuesday 3 March	Trustees Spring Forum	<a href="#">Further info and booking</a>
Wednesday 11 March or Thursday 12 March	School Leaders and Parish Partner Conference 2026	<a href="#">Further info and booking</a>
Thursday 26 March	SIAMS for Schools	<a href="#">Further info and booking</a>
Tuesday 28 April	New Chairs of Governors Training	<a href="#">Further info and booking</a>
Tuesday 5 May	Church School Governance* for Renewing Foundation Governors	<a href="#">Further info and booking</a>
Tuesday 12 May	Church School Governance* for new Members and Trustees	<a href="#">Further info and booking</a>
Tuesday 19 May	Church School Governance* for new Foundation Governors	<a href="#">Further info and booking</a>

\*Church School Governance: Please note, this Course is required if you are a new Foundation Governor/ Trustee or Member or if you are renewing your term as a Foundation Governor.

# 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
Thursday 22 January 2026 8.30am-12.30pm	LSP Headteachers' Meeting @ Nailsea Baptist Church	Headteachers
Friday 23 January at 5.00pm.	Deadline for responding to the consultation on the Core Services Charge for 2026-27	Heads and Chairs
Tuesday 3 February 2026	Deadline for schools to have reviewed their final revenue outturn (2024-25) against their April forecast	Heads & SBMs





# 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)