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Introduction

Dear Colleagues,

At our Central Team SLT planning day on Friday we spent some time considering the blind spots in our People Strategy. Some of this is startlingly obvious, we focus primarily, indeed almost exclusively, on the development and needs of teachers. The professional development and motivational needs of our pupil-facing support teams and operational colleagues are not well enough provided for. We will need to do better and also create the leadership capacity to expand our offer.

Another strand of that discussion focussed on the benefits that we can offer to colleagues across our Trust. We hear from those who work in the private sector that negotiations on remuneration now typically focus more on benefits and pensions than on salaries. In our sector we have a national salary structure that we have to meet as a minimum and we frankly don't have the headroom to go above that. With the added-value elements we do have a better story; our public sector pensions are a huge benefit. The cost of defined benefit schemes is a massive investment for our country and we are the beneficiaries of that and we probably need to talk that up. We also have a rewards and employee assistance package that is meaningful but probably under-utilised and therefore under-appreciated. Our Employee Assistance Package (delivered via the Schools Advisory Service (SAS)) for example includes counselling, physiotherapy, an integrated GP service and many more services that we would like to see more uptake on. We will clearly be stepping up our promotion of this but it is something that might be worth talking up in staff meetings and ensuring that every one of our employees knows how to access this offer. Full details of the offer [can be found here](#).

There continues to be a demoralising narrative about working in education, including some mixed or leading messaging from unions, that can distort the reality. The challenges are of course real but so too is the warmth of knowing that what we do really matters. Young people are a joy to work with—90% of the time! We need to sell the other advantages of working in our Trust.

Lastly, while I can't publish outcomes I am delighted to commend Lorraine Woollven and the team at Churchill Primary for their very positive Ofsted visit last week.

As ever,

Gary Lewis, Chief Executive

Upcoming Primary Headteachers' Meeting

The next LSP Primary Headteachers' Meeting will be taking place on Thursday 26 March.

Agenda and venue confirmation to follow in due course. Please ensure you have updated your diary.

Reminder: Primary Moderation Sign Up

We will be hosting moderation sessions across all primary phase year groups in May 2026 - all sessions are being held in the English Hub Room at St Peter's Primary, Portishead, BS20 6BT. Moderation is a key way for teachers to standardise and moderate their assessments by working with colleagues from across schools within LSP.

Year Group	Date	Time
EYFS	Monday 18th May am	8.30 - 11.30am
Year 5	Friday 22nd May am	8.30 - 11.30am
Year 6	Friday 22nd May pm	1.00 - 4.00pm
Year 3	Wednesday 20th May am	8.30 - 11.30am
Year 4	Wednesday 20th May pm	1.00 - 4.00pm
Year 1	Monday 18th May pm	1.00 - 4.00pm
Year 2	Tuesday 19th May pm	1.00 - 4.00pm

A reminder to please ensure that sign up for those attending the sessions has taken place by **10.00am on Monday 30 March 2026** using this form [LSP Primary Moderation - May 2026](#).

If you have any questions please email the [Lighthouse Learning Team](#).

Operations Team Meeting for SBMs and OMs

Thank you to all of the School Business Managers and Office Managers that were able to attend the Operations Team meeting on **Monday 16 March**.

Please [click here](#) to view the topics discussed and, for those of you that were unable to attend, you can access a [recording of the session here](#).

Free Breakfast Club Programme

There has been a lot of publicity from the government about the rollout of free breakfast clubs to every primary school in England, as one way of helping children thrive academically and socially, as well as supporting working families with the cost of living. The Department for Education (DfE) is rolling out this programme and associated funding in phases from April 2026, targeting the most disadvantaged schools first. *Trust schools in this first tranche will have received an email inviting them to apply. Other schools will be invited to join future cohorts.*

However, it is worth noting that the government is planning to legislate to introduce a duty on *all* state-funded schools with primary aged pupils, to provide the free breakfast club provision in the future. The expectation remains that all schools should provide wraparound child-care from 8.00am until 6.00pm (paid for by parents/carers), and the aim is that the new, free breakfast club offer will build on existing school provision and contribute to the full wraparound care offer.

In summary, when schools apply for and are accepted on to the programme, they must deliver a breakfast club that is:

- **open to all pupils** on roll from Reception to Year 6.
- **at least 30 minutes** in duration, held immediately before the start of each compulsory school day.
- **free** and accessible to all pupils.
- **providing breakfasts** that meet the School Food Standards for England.
- located on, or in the vicinity of, the **school site**.

In exchange, schools will receive funding to cover food, staffing, and delivery costs of running their club:

- **A £1,000 start-up grant** for equipment and materials you need to run your club.
- **£25 per day to cover fixed costs**, no matter how many pupils attend.
- **£1 per pupil per day** who attends.

Schools will continue to have flexibility in how to set up and run their breakfast club, including whether to provide the breakfast club in-house or outsource to an external provider to lead on their behalf. Where schools or outsourced childcare providers operate paid-for provision and a free breakfast club, schools are expected to ensure that parents and carers can benefit from the free club and pay a lower fee for the paid-for provision than they were prior to the introduction of the free breakfast club, reflecting that 30 minutes is free. Schools may need to consider whether the free offer could reduce the uptake for the paid existing offer, although there may also be circumstances where the reduced cost of the paid offer may increase demand. Every schools' circumstances will be different and will need to be considered and costed carefully.

As soon as we have information about future application dates for schools, we will provide further details and also request more information from schools about existing provision so that we can offer appropriate support and guidance for our schools.

In the meantime, please [click here for government guidance for schools on the free breakfast club scheme](#), which may be of interest.

English Hub Job Opportunities

The DfE is expanding the English Hub remit from September 2026 so that we will be working in Early Years, KS2 and KS3. To fulfil this we are recruiting for key posts within the English Hub Team:

- English Hub Early Years Lead (0.8 - 1.0 FTE)
- English Hub Lead (combined with LSP Lead English Teacher)

Both these posts are advertised internally [on ESS](#) and applications for these posts close on **Tuesday 24 March 2026**. Please share with your staff and [contact Janine Ashman](#) if you have any questions.

Offer of furniture from Whiteoak Academies

Whiteoak Academies have revamped their IT suite and have some furniture looking for a new home:

- 18 stools that are 53cm high
- 15 stools that are 58cm high
- 11 desks at 74cm high



Please contact school@hannahmoreandgrove.co.uk or 01275 851127 if you are interested - the items will be available on a first come first served basis.



Access Problems for PS Financials

It has been reported to us that some users are experiencing problems accessing PS Financials (PSF) using their original RDP access link.

If you are asked to enter your email address and your Microsoft password does not work with your email, please contact the [LSP Central Finance Team](#) and we will issue a new RDP link upon request.

PSF V7 Training and Go Live Date Reminder

Just a reminder that training invitations, guidance and access information to the new Version 7 Test Centre of PS Financials have now been issued. Please share with users who have **Full PSF Accounting Licences**.

PSF-Online users are not required to attend the training as there is no change to the purchasing platform at their access/task level.

The Version 7 training will be delivered on **Thursday 26 March from 9.30am** until mid-afternoon (3.00pm at the latest).

We strongly recommend that all Full PSF Accounting Users attend this live training session. Please note, the Version 7 training will be recorded for those that are unable to attend.

Following the 'go live' date for Version 7 (Friday 27 March), support will be limited; it is the week prior to Easter break, and likely to be particularly busy as there will be one payroll run, using Version 7, before the holidays.

On **Friday 27 March**, 'version 7 go live day', there will be a short period of downtime in the morning, so please refrain from accessing PS Financials until midday.

Remittance Advice Notes

We are seeing a growing number of schools not sending school remittance notes out weekly. Due to the increase in number of supplier calls that are being received centrally, alongside the launch of PSF Version 7, the Central Finance Team are no longer able to manage these calls.


The team will now be directing the suppliers back to the school for information relating to payments.

We would advise you add a calendar note to ensure that remittance notes are sent out post payroll and before Midday on a Tuesday to avoid an influx of calls.

Pension Scheme Update: Poster

The poster below, explaining the upcoming pension scheme changes to member contributions is [available to download here](#). Please display this poster in your staff rooms.

LSP TEACHER PENSION SCHEME UPDATE



LIGHTHOUSE
SCHOOLS PARTNERSHIP

Changes to Member Contributions

Each April, Teachers Pension member contribution bands are updated in line with the Consumer Price Index (CPI). In the year to September 2025, CPI was 3.8%. From 1 April 2026, the bands will be changed to reflect this increase.

Annual Salary Rate for the Eligible Employment from 1 April 2025 - 31 March 2026	Annual Salary Rate for the Eligible Employment from 1 April 2026	Member Contribution Rate
Up to £34,872.99	Up to £36,198.99	7.4%
£34,873.00 to £46,943.99	£36,199.00 to £48,727.99	8.9%
£46,944.00 to £55,660.99	£48,728.00 to £57,776.99	9.9%
£55,661.00 to £73,768.99	£57,777.00 to £76,572.99	10.5%
£73,769.00 to £100,590.99	£76,573.00 to £104,413.99	11.6%
£100,591.00 and above	£104,414.00 and above	12%

What does this mean for you?

Your contribution rate is determined by your annual salary. If your salary sits in a higher band from April 2026, your rate may change. Check your payslip after 1 April 2026 to confirm your updated contribution.

CHANGES
EFFECTIVE

1 April
2026

Important—SIMS End of Contract

A reminder to all schools that the trust wide contract with SIMS ends on **31 March 2026**, so after this date there will be no access to your SIMS platform. Therefore, if there is anything else you need to check in SIMS please ensure you have done this before the close of contract. As part of the migration to Bromcom, schools will have performed full data checks and/or testing as per the migration guidance. However, it is worth considering any processes you may not have undertaken yet in Bromcom and spot checking that any data required for these is present and as expected in Bromcom.

Changes to Educational Visits Approval

Delegated Services have changed the way schools gain approval for their educational visits. Please see more [information about this here](#).



RAG Rating Returns

This is a reminder to please complete your RAG ratings on the minutes from your LGB meetings. We appreciate that the RAG system is not a perfect tool; however, it remains an important mechanism for giving us a consistent overview of governance activity across the trust. Even with its limitations, it is far better to have indicative information than none at all, and your input allows us to identify where support or follow up may be needed.

If you have experience of a more effective or refined system used in another large multi academy trust, we would be very grateful if you could [share it with us](#). Your insight will help us explore improvements for future cycles.

Thank you for your continued attention to this and for your ongoing commitment to robust governance.

Sarah Cran, Lead on Governance



Upcoming Lighthouse Learning Sessions and CPD Networks

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

DATE	EVENT	AUDIENCE
Monday 16 March 8.30-11.30am	Primary Geography Network @ English Hub, St Peter's Primary School	Primary Geography Leads
Monday 16 March 1.00-4.00pm	Primary SEND Network Online via Teams	Primary SENDCos
Wednesday 18 March 3.30-4.15pm	Secondary Attendance Network Online via Teams	Secondary Attendance Leads
Wednesday 18 March 3.30-5.00pm	Secondary Maths and MFL Networks Optional networks. Links circulated by N Wilcox	Secondary Maths and MFL Leads
Thursday 19 March 3.30-5.00pm	Secondary English Network Optional network. Link circulated by N Wilcox	Secondary English Leads
Monday 23 March 3.30-4.15pm	Primary Attendance Network Online via Teams	Primary Attendance Leads
Monday 23 March 3.30-4.45pm	Secondary SEND Network Online via Teams	Primary Attendance Leads
Wednesday 25 March 3.30-4.00pm	Secondary Raising Standards Network Online via Teams	Secondary Standards Leads

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:

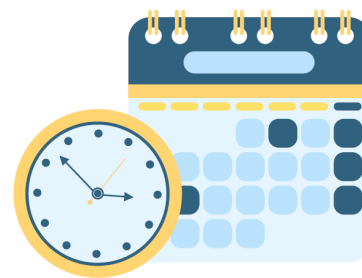
DATE	EVENT	BOOKING LINK
Thursday 26 March	SIAMS for Schools	Further info and booking
Tuesday 28 April	New Chairs of Governors Training	Further info and booking
Tuesday 5 May	Church School Governance* for Renewing Foundation Governors	Further info and booking
Tuesday 12 May	Church School Governance* for new Members and Trustees	Further info and booking
Tuesday 19 May	Church School Governance* for new Foundation Governors	Further info and booking

*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).



DATE	INFORMATION	FAO
Friday 20 March	Deadline to submit applications for SCA project funding. These are to be emailed to Callum Fear in the Central Estates Team.	Heads & SBMs/ OMs
Friday 20 March By 10.00am	Deadline to return Support Staff Pay Progression Spreadsheets to HR Secure.	Headteachers
Monday 20 April	Support Staff Pay Progression letters available in HR Secure for collection.	Heads & SBMs/ OMs
Monday 27 April	Deadline to review and send out Support Staff Pay Progression letters ahead of April pay day.	Heads & SBMs/ OMs



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