



WEEKLY BULLETIN

9 December 2025

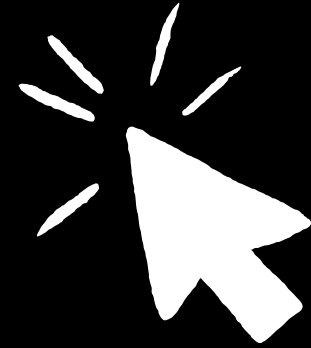
BDSIP | HELPING
STUDENTS
SHINE

BDSIP

SERVICE OFFER

TRUSTED
PARTNER IN
EDUCATION

BDSIP IS YOUR EDUCATION PARTNER - OWNED BY SCHOOLS, FOR SCHOOLS





BDSIP UPDATES

SPOTLIGHTED EVENTS

TRUST LEADERSHIP TODAY WITH PAUL CLAYDON

CONFIRMING HEADS CONFERENCE DATE

CPD

B&D RE AUTUMN TERM NEWSLETTER

B&D EDUCATIONAL VISITS GUIDANCE

CONTACT US

Spotlighted Events

Secondary Economics Network

**Mon 15 December,
2pm
[Click Here](#)**

EDM Spring Census Workshop

**Tues 6 January,
5:30pm
[Click Here](#)**

Trust Leadership Today with Paul Claydon

Paul Claydon seeks inspiration from football managers as he looks at how MATs can capitalise on their relationships with local authority partners.

[Click here](#) to read the rest of the article

To hear more from Paul, sign up for our **Inclusive Leadership: Leading for Equity, Belonging, and Achievement** CPD session, click [here](#) to sign up.

MANAGEMENT



WORKING WITH LOCAL AUTHORITY SUPPORT

WHAT MAT LEADERS CAN LEARN FROM FOOTBALL MANAGERS

Paul Claydon believes that MATs should look towards leading football managers for inspiration on how to manage and capitalise on their relationships with Local Authority partners.

Some executive leaders in Multi-Academy Trusts (MATs) may find their roles feel strikingly similar to managing a football team. You're juggling leadership, strategy and culture-building while responding to unpredictable challenges and keeping your team performing at its best. In this high-stakes environment, external support isn't a luxury – it's part of the game plan. And for MATs, one of the most underused and undervalued sources of that support is the Local Authority (LA). It can be helpful to think of your LA not as a distant governing body but as a potential coaching bench – filled with assistant managers, performance analysts, and well-being specialists. These are professionals who know the local context, have a long-term stake in community outcomes and can offer targeted support – if the relationship is managed well. As the 2024-25 football season draws to a close, it's worth re-examining how MATs can build a winning partnership with their LA support, drawing lessons from the world of elite football management.

BUILDING THE CULTURE: SHARED VALUES AND LONG-TERM VISION

No successful football club does well without a strong culture – and neither does a MAT. Culture is more than slogans; it's the shared beliefs and behaviours

that shape everything from staff development to pupil expectations. When working with LA support, culture alignment is key. The Education Endowment Foundation (EEF) has shown that interventions work best when they fit within a school's existing ethos – not when they're bolted on as one-size-fits-all solutions (EEF, 2020).

LAs often share core values with MATs: inclusion, equity, and long-term community investment. The best partnerships begin with an honest conversation about vision and culture. A strong MAT doesn't just tolerate external voices – it invites them to amplify its mission. Jurgen Klopp is attributed with saying that: "The important thing is what people think when you leave." Your culture should be strong enough to integrate local expertise without being diluted by it; strong relationships with the LA can keep your organisation match-ready for all seasons.

SELECTING THE STARTING XI: MATCHING NEEDS TO LOCAL EXPERTISE

Top managers don't just pick their biggest stars: they pick the right team for the moment. Likewise, MATs must be deliberate in selecting which external support to use and where to deploy it. LAs are uniquely positioned

to offer high-impact, targeted services – whether in safeguarding, SEND inclusion, behaviour support, or early intervention. Rather than duplicating internal provision, LA support should complement your in-house strengths. Carlo Ancelotti famously said: "Great teams must learn to lose without complaining." That spirit of maturity applies to MATs too: you can't fix everything at once. Prioritise, be selective, and use your LA's deep local knowledge to address the most pressing needs.

TACTICS AND FORMATIONS: ALIGNING STRATEGY ACROSS THE SYSTEM

Elite teams shift formations depending on the opposition. Whether you're stabilising

underperforming schools or scaling a successful model, strategy matters. Effective MATs align their support strategy not just within their own structure, but across the wider local system. This is where LAs can offer real value. They bring a full-pitch view of regional trends, early years transition pipelines and vulnerable groups across boroughs. Working collaboratively allows for system-wide thinking, shared data, joint training, and aligned outcomes. As Pep Guardiola states: "Preparation is everything." LAs can be key players in that preparation, helping you align school improvement plans to the local education landscape.

MAKING SUBSTITUTIONS: STAYING FLEXIBLE AND RESPONSIVE

Even the best game plans need adjusting. If something isn't working – whether it's a curriculum intervention or an outreach strategy – leaders need the confidence to change things. LAs are used to working across multiple contexts and can often ►

22 | Trust Leadership Today | Summer 2025

MANAGEMENT



"Preparation is everything."
Pep Guardiola



"Great teams must learn to lose without complaining."
Carlo Ancelotti

STRONG RELATIONSHIPS WITH THE LA CAN KEEP YOUR ORGANISATION MATCH-READY FOR ALL SEASONS.

Trust Leadership Today | Summer 2025 | 23

UPCOMING CPD

Click on the course titles to learn more and register

CPD

Mon

Tues

Weds

Thurs

Fri

w/c 8 December	Primary Technicians Network Meeting		Governor Accredited Programme (GAP) Module 3: Safeguarding – ‘Understanding and promoting a culture of vigilance’		
w/c 15 December	Secondary Economics Network				
w/c 5 January		EDM Spring Census Workshop	Arbor Admin – Spring Census Support Workshop		
w/c 12 January				Governor Accredited Programme (GAP) Module 4: Enabling equality, diversity and inclusion: ‘A fairer system for all’	
w/c 26 January				Primary English Subject Leader Briefing	
w/c 2 February		Secondary Religious Education Network Meeting ----- Training to Assess Writing in Year 6			Inspire and Develop the Vulnerable Writer
w/c 10 February	Primary English Subject Leader Briefing				
w/c 23 February		Primary Religious Education Network Meeting	Governor Accredited Programme (GAP) Module 5		
w/c 9 March			Primary Maths Professional Learning Network	Governor Accredited Programme (GAP) Module 6: Preparing for Ofsted – ‘How to demonstrate impact of governance to inspectors’	

This calendar shows the upcoming CPD for the term ahead, further dates can be found via [our website](#)

B&D RE Autumn Term Newsletter

 **B&D Dates for Your Diaries**

Junior RE Conference

A unique leadership and dialogue experience for Y4/5 pupils and teachers.

Dates: 20th Mar 2026 & 7th May 2026

Book: nnadeem@bdcs.org.uk

Please find in our BDSIP resources:

[Summary Advice for Schools on Ramadan 2025](#)

[A Briefing Paper on Ramadan by B&D SACRE for Schools 2025](#)

[RE Agreed Syllabus for Barking and Dagenham 2025](#)

Please click [here](#) for the Autumn Newsletter.

B&D Educational Visits Guidance

All maintained and voluntary controlled schools must follow OEAP national guidance, have a trained Educational Visits Co-ordinator (EVC), and gain Local Authority approval for higher-risk trips.

Schools should ensure robust risk assessments, use licensed providers, and record all visits on EVOLVE. EVC training is renewed every 3 years, and audits are carried out every 3–4 years.

For advice or training, contact educationcoreteam@lbbd.gov.uk.

Click [here](#) to read the full guidance.

CONTACT US

All feedback and questions are welcome. If you have any queries about any aspects of this briefing or any wider issues, please use the contacts below:

Lee Boyce, Chief Executive – Lee.Boyce@bdsip.co.uk

Paul Claydon, Deputy Chief Executive – Paul.Claydon@bdsip.co.uk

Nicole Leah, Director of Learning – Nicole.Leah@bdsip.co.uk

General enquiries – info@bdsip.co.uk

CPD enquiries – cpdevents@bdsip.co.uk



USEFUL RESOURCES

DECEMBER SPEECH AND LANGUAGE STRATEGY

ADELA KAY'S DECEMBER RESEARCH

FREE* FESTIVE ACTIVITIES FOR THE KIDS!

TACKLING ANTISEMITISM & ISLAMOPHOBIA

December Speech and Language Strategy

Read and Tell Stories

Speech and Language Support

Top Tip: December

Read and Tell Stories

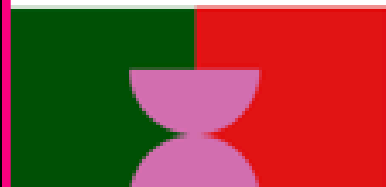
Why? When children listen to stories, they hear new words, learn how sentences work, and start to understand ideas, feelings, and routines. Stories also spark imagination, strengthen attention, and create shared moments that help children feel connected and calm.

Top Tips:

1. Choose books and stories that the child enjoys!
2. You don't have to read every word. Point to pictures, name things, and make fun sound effects.
3. Follow their lead. Let children turn the pages, choose the book, or talk about what catches their eye.
4. Comment on what's happening in the story instead of asking lots of questions. This takes the pressure off and helps children join in naturally.
5. Be playful. Use silly voices, actions or props. This keeps children engaged and shows that reading is fun.



Little and often works great. Even 5 minutes a day helps grow a child's vocabulary, attention, imagination and confidence.



Barking &
Dagenham
Family
Hub



words first
Multidisciplinary services for schools
www.wordsfirst.uk 0208 0501499

Please see attached the Speech, Language and Communication Strategy of the Month for December: Read and Tell Stories

As we approach the Year of Reading, there's no better time to embrace the power of storytelling.

Reading and sharing stories with children is more than just fun- it's a proven way to boost vocabulary, attention, imagination, and confidence.

Share this tip with families, colleagues, and friends. Encourage everyone to read and tell stories daily. Together, we can build a culture of reading that supports every child's development.

BDSIP

HELPING
STUDENTS
SHINE

Adela Kay's December Research

Elective Home Education, Child Sexual Abuse, Attendance and More

Adela Kay, Assistant Headteacher at Aspire Virtual School, has conducted in-depth research on a variety of pressing issues affecting children and young people within our community.

This month, Adela examines key developments shaping the experiences of children and young people, including home education safeguarding challenges, attendance and attainment patterns, delays in child sexual abuse cases, support for children with complex needs, relational practice, brain injuries in youth justice, and outcomes for children in care.

Below you'll find summaries and links to the latest research and reports relevant to our work with children and families.



FREE* Festive Activities and Days Out for the Kids!

Barking & Dagenham Holiday Activities



This Winter

Get involved in **healthy** and **fun** activities

Check out the programme at lbdd.gov.uk/HAF

EACH ACTIVITY INCLUDES A HEALTHY LUNCH

Scan the QR code for our new and easy booking process. Bookings open on the 22nd November at 12pm.



#HAF2025
This provision is free for children and young people who live or go to school in Barking and Dagenham and are eligible for benefits related free school meals.

Department for Education

Barking & Dagenham

★ Bookings open on 22nd of November at Midday. Feel free to browse and register your interest. HAF Holiday Activities are free for children who receive Benefit Related Free School Meals.

🎁 Each child can book up to 4 sessions this Christmas. There are also some paid activities for children who are not eligible.

We look forward to welcoming your child.

[Click here to book.](#)

Tackling Antisemitism & Islamophobia

Support for Schools in Barking & Dagenham

We are seeing a worrying rise in antisemitism and Islamophobia nationally, which can directly affect the atmosphere and safety of our schools. These forms of prejudice, whether obvious or subtle, harm inclusion and wellbeing across our communities.

In B&D, we recognise that staff need clear guidance to identify, challenge, and respond to these issues.

📖 For advice, strategies and practical support, please see our SACRE newsletter on prejudice:

👉 [Click here to read it.](#)





NATIONAL GUIDANCE

MAXIMISING VALUE FOR PUPILS

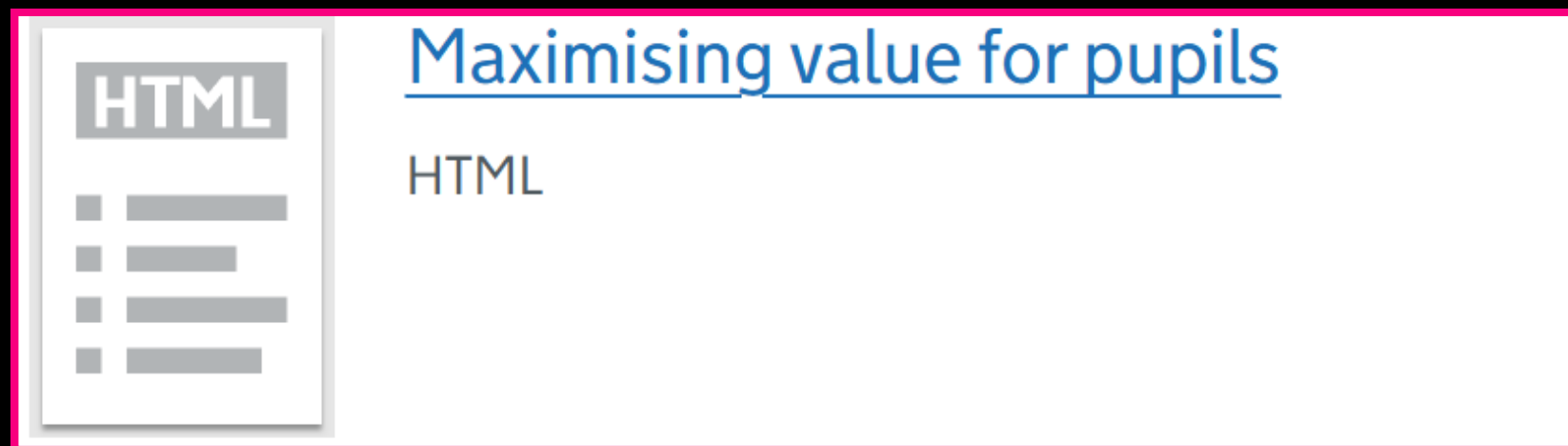
GOVERNMENT LAUNCHES NATIONAL CONVERSATION

ACHIEVING BETTER VALUE WHEN BUYING

IMPROVE DIGITAL AND FINANCIAL PLANNING

DFE: Maximising Value for Pupils

Policy Paper - 4 December 2025



Details

Information about the Maximising value for pupils programme, which tackles systemic barriers and supports schools and trusts to allocate resource effectively across 4 pillars:

- commercial
- assets
- workforce
- developing capability, including digital and commercial

It explains current initiatives, future plans and practical tools to help schools and trusts secure better deals, optimise budgets and reinvest savings to improve education for all children.

DFE: Government launches national conversation on SEND

Press Release - 2 December 2025

The government is launching a major national engagement campaign to place parents at the heart of SEND reform.

What's planned:

- **9 in-person and 5 online events across the country**
- **Thousands of opportunities for families to share their experiences**

Focus areas:

- **Early intervention**
- **Local and inclusive provision**
- **Fair, consistent support**
- **Evidence-based practice**
- **Strong collaboration across services**

Parents can also share views on proposals such as written support records, independent advocacy, and a national SEND support framework.

[Click here to read more.](#)

DFE: [Achieving better value when buying](#)

Guidance - 4 December 2025

DfE provides tools and guidance to help schools and trusts secure better value for money when buying goods, services, and energy.

Key Support Services:

 [Energy for Schools](#): Helps state-funded schools join DfE's energy contract for best value, reduced risk, and a simpler buying process.

 [Risk Protection Arrangement \(RPA\)](#): An alternative to commercial insurance offering financial protection, cyber cover, and staff support.

 [Get Help Buying for Schools](#): Free procurement support helping schools buy compliantly, save time, and secure good value. Over 5,000 schools have already benefited.

Stay Updated:

- Follow [Buying for Schools](#) on LinkedIn
- Read the [Buying for Schools blog](#) for news and guidance

Useful Links:

- [Get Help Buying for Schools](#)
- [DfE Energy for Schools](#)

[Click here to read more.](#)

DFE: Improve your School's and Trust's Digital and Financial Planning

Press Release - 4 December 2025

DfE provides tools and guidance to help schools and trusts strengthen their technology, AI use, and financial planning.

Technology Planning

- Use Plan Technology for Your School for tailored advice
- Follow Digital & Technology Standards for safe, cost-efficient decisions

Artificial Intelligence

- Guidance on using generative AI to reduce workload and personalise learning
- Part of the national AI Opportunities Action Plan

Financial Planning

- Benchmark spending with FBIT
- Identify savings and plan staffing more effectively

SRMA Support

- Free, expert advice from School Resource Management Advisers

 [Click here to read more](#)



BDSIP

HELPING
STUDENTS
SHINE

X @BDSIPEd

bdsip.co.uk

in BDSIP