

SECONDARY



ESP

Enhanced
Service Plan
25/26



Thank you

I want to express my deepest thanks for your dedication, resilience, and leadership in these ever-changing times. With a new government, evolving Ofsted expectations, and financial pressures, we recognise the increasing challenges schools face. Now, more than ever, strong partnerships and shared support are vital.

The Enhanced Service Plan (ESP) is built on that principle—offering high-quality, bespoke support from a team of experienced former school leaders. We are proud that 99% of our church schools, along with a growing number of community schools, have chosen to be part of this shared commitment. Your engagement strengthens not only your own school but the wider family of church schools.

Because so many of you invest in the ESP, we are able to provide additional support at times of greatest need, ensuring no school is left without help during its most challenging moments. Whether facing an unexpected inspection, leadership transition, or times of crisis, our model enables us to be responsive and flexible, working for the greater good of all our schools.

As we continue to walk alongside you, we remain committed to keeping our support as affordable as possible, with some prices frozen despite rising external costs, so that every school can access the support it needs. I encourage you to explore this brochure, reach out with feedback and continue this journey with us. Together, we can ensure every child and adult in our care truly flourishes.

With gratitude and best wishes,

Simone Bennett
Director of Education



Membership of the ESP

The benefits

- A **highly experienced adviser** for your school
- **Up to 3 visits, the equivalent of 1.5 days of adviser time**
- Expert SIAMS support from serving inspectors
- Phone/email **support at any time**
- **40% discount** on a range of services
- Being a part of, and having access to, a wide spectrum of schools
- Access to the networks for **FREE**
- Access to briefings for **FREE**
- Buildings support*

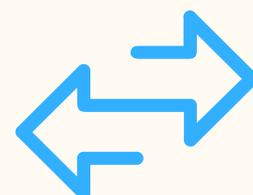


The cost

£4.50 per pupil - max £2820

Once in the ESP the following costs apply (non-ESP schools will pay the cost in brackets)

- **Training** - Full day £175 (£295) - Half day £95 (£160)
- **Headteacher Appraisal** - £465 (£775)
- **Governance Review** - £755 (£1260)
- **Additional time:**
 - After school training session £325 (£550)
 - Half day visit £420 (£700)
 - Full day visit £575 (£970)
- **Networks** FREE (£285 per network)



Flexible support through visit swaps

We are committed to providing a flexible and bespoke service. Appreciating the financial challenges of schools, we offer schools in the ESP the opportunity to swap some adviser time for the cost of courses.

You can swap up to half a day of adviser time for free access to one of a range of half-day or full-day courses**

OR

You can swap the equivalent of one day of adviser time for free access to the SIAMS IQs Unpicked staff meeting series.

* From 25/26 schools that are not in the ESP will be charged an hourly rate for buildings support

** Except for the pathway series or the school leaders conference

Plan your support for 25/26



The support we offer is bespoke to the needs of your school. You can use this page to think about how you might want to use your adviser time. You then have a starting point for discussions with your named adviser.

Possible focus for a half day visit

- Pastoral support for school leaders or staff
- Support with school improvement planning or self-evaluation
- Developing and embedding a distinctive Christian vision for the school
- Developing monitoring and evaluation
- Support for governors in developing strategic priorities
- Support/coaching for middle leaders, including religious education
- Strengthening spiritual development
- Strengthening inclusive practice
- Developing the effectiveness and impact of collective worship
- Verification of school leader judgements; book looks, environment, teaching etc
- Support in developing pupils as leaders of worship
- Subject specific leadership development
- Development of pedagogy in religious education
- Development support for school leaders, including governors
- Development of environmental action and education
- Support for foundation governors and/or local clergy in their role
- Preparation for SIAMS
- Preparation for Ofsted
- Curriculum subject review
- Wellbeing audit

Full day external reviews (see details on next page)

- SIAMS Review
- Leadership and Management Review
- Religious Education Review
- Teaching and Learning Review
- Collective Worship Review
- Vulnerable Pupils Review

Possible visit Swaps

- Swap one half day visit for a course
- or
- Swap two half day visits for SIAMS IQs Unpicked series

Additional services (outside the ESP)

- Headteacher Appraisal - £465*
- Governance Review - £775*

*cost for schools in the ESP



External Reviews

We provide a range of focused comprehensive reviews. These are always aimed at finding and celebrating the strengths of the school, whilst also identifying the next steps on your school's improvement journey. They provide a useful external view of what happens in school. All of our reviews include verbal feedback and a written report.

SIAMS Review

A focussed look at the school through the lens of the SIAMS inspection framework. A useful health check between inspections.

Religious Education Review

An in-depth look at provision for religious education across the school, its impact and how well the school meets the requirements of the Statement of Entitlement for RE.

Collective Worship Review

A focussed look at the impact of collective worship on pupils and adults, how this is a result of the provision for collective worship and an outworking of the school vision.

Vulnerable Pupils Review

An evaluative review of how the school prioritises the needs of the vulnerable as well as the existing provisions for disadvantaged pupils.

Leadership and Management Review

A focussed look at leadership at all levels across the school. We will explore whether there is clear ambition set from the top and if it is supported by systems and processes.

Teaching and Learning Review

A focussed look to see if there is effective and consistent pedagogical practice across the school and the effect this is having on how well pupils learn.

Wellbeing Audit

We also offer a wellbeing audit for schools. This is a scheduled half-day visit with your named adviser. This will involve discussions with leaders at all levels, staff, parents and children. It is designed to road test your school's own approach to supporting wellbeing. It provides a useful external lens in ensuring that you are achieving what you set out to do.

Schools in the ESP can use their allocated time for reviews or buy additional time at a bespoke rate. All our external reviews take a full day.



Headteacher Appraisal

Over a third of schools that engage with us now choose our Headteacher Appraisal Service—a testament to its value in supporting both school improvement and leadership wellbeing. Conducted by our team of experienced former headteachers, this service provides expert, impartial guidance to ensure appraisal targets are clear, strategic, and achievable.

More than just a compliance exercise, our approach recognises that effective leadership is key to school success. We work with governors to ensure the process is rigorous yet supportive, focusing not only on school development but also on the wellbeing and sustainability of headteachers in an increasingly demanding role.

Our service includes:

- ✓ Attendance at the appraisal meeting
- ✓ Skilled facilitation of the process
- ✓ Guidance materials for governors
- ✓ A full written statement summarising the appraisal
- ✓ Ongoing email and phone support



With deep knowledge of school leadership and the evolving educational landscape, our team brings insight, experience, and care to every review. Join the growing number of schools benefitting from this essential service—because strong leadership drives strong schools.

“The process never feels rushed, there is always useful discussion and our advisers have always provided some great insights from their wider experience across lots of other schools within the diocese. The approach feels holistic, about the HT as a person, not just their role as HT. We always feel that there is a great deal of care taken and the whole process enjoyable - it is also great value for money!”

Chair of Governors

Innovation Inclusion Integrity

The future of school
leadership

Friday 14th
November 2025

The Met Hotel
Central Leeds

£199 per delegate
£499 for three places

Don't miss out
book now via
ESP Online



For large group bookings from
MATs or families of schools
contact:
training.ed@leeds.anglican.org.

PRICE
HELD



Join us at our annual School Leaders Conference where we will explore how we can embrace the opportunities ahead while staying true to the values that define us.

Under the theme "Innovation, Inclusion, Integrity," we promise an upbeat event which will inspire fresh thinking, meaningful connections, and practical strategies to shape your school and empower and uplift your community. Let's face the future with vision and humanity—because the future of education and the hope that this brings is ours to shape.

"Change will not come if we wait for some other person or if we wait for some other time. We are the ones we've been waiting for. We are the change that we seek."
— Barack Obama

Strengthening School Governance



Strong, well-informed governance is the foundation of a successful school. Through the Enhanced Service Plan (ESP), we provide expert support to ensure governors have the skills, confidence, and insight needed to lead effectively.

With an ESP membership, your governing board benefits from:

- ✓ **Dedicated Support** – Your named adviser is available to work with the board, offering tailored guidance and development.
- ✓ **Exclusive Free Resources:**
 - **The Governor Update** – A termly newsletter with essential news, information, and guidance.
 - **Senior Leaders Briefing** – National and local updates accessible to all governors.
 - **Chair of Governors' Network** – A chance to connect and share best practice across the region.
 - **Six Governor Briefings** – Covering key topics to keep all governors informed and prepared.

Full Governance Review: A Professional External Perspective

For boards seeking a comprehensive, impartial evaluation, our Full Governance Review provides an in-depth assessment of strengths and areas for growth. Led by experienced advisers, the review offers a clear roadmap for improvement, with a detailed written report covering:

- ✓ How effectively the board's vision drives decision-making.
- ✓ Performance against the three core statutory roles of governance.
- ✓ Compliance with legal and regulatory requirements.
- ✓ The organisation and efficiency of board meetings.
- ✓ How governance enhances the school's Christian ethos.

non-member rate

£1260

£755

cost for schools
in the ESP

With increasing accountability on school governance, investing in high-quality support is more important than ever. Join the ESP today and ensure your board is fully equipped to lead with confidence.

High Quality Training

40% discount for schools in the ESP



Empowering school leaders, teachers, and governors with practical, research-based training is at the heart of our professional development offer. Our courses are designed and delivered by experienced former school leaders who work alongside schools daily, ensuring that every session is relevant, engaging, and rooted in real-world practice.

Why Choose Our Training?

- ✓ **Expert-Led & Up-to-Date** – Our advisers bring firsthand experience and the latest sector insights.
- ✓ **Practical & Impactful** – Every course is designed to be applied immediately in your setting.
- ✓ **Flexible Learning** – Access self-study courses, live online sessions, and long-term development programmes through **ESP Online, our easy-to-use learning platform.**

What School Leaders Say About Our Training

- ★ *“Engaging delivery and very helpful for my setting—lots of ideas and information shared by the course facilitators. Plenty of opportunities to hear about best practices.”*
– New to Collective Worship Course
- ★ *“Interesting and engaging, with lots of opportunities for reflection on our school’s spiritual journey. Loads of practical ideas to implement.”* – Developing Children’s Spirituality
- ★ *“Clear, thorough, and to the point. I’ve come away with useful things to do that will have a real impact, plus knowledge I didn’t have an hour earlier!”* – Senior Leaders’ Briefing
- ★ *“The course was great. Lots of ideas on how to develop subject leadership, which will positively impact our school.”* – Subject Leader Pathway
- ★ *“Clear, concise, and a good balance of learning, discussion, and practice. Time to get personal questions answered was invaluable.”* – Applying for Headship in a Church School

A Learning Experience That Works for You

Whether you're looking for targeted support for new leaders, expert guidance on SIAMS, governance training, or CPD to develop subject leadership, we offer a wide range of high-impact courses to help you and your team grow.



Career Pathways Programme 25/26

2024
PRICES
HELD

Supporting Leaders at Every Stage

Great leadership doesn't happen by chance—it develops through expert support, structured growth, and real-world experience. Our Career Pathways Programme is designed to nurture school leaders at every stage, equipping them with the skills, confidence, and vision to excel.

Unlike external qualifications such as NPQs, our Pathways Programme is tailored to the distinctiveness of Church school leadership, offering hands-on, practical development that makes an immediate impact.

Tailored Development for Every Stage of Leadership

- **Teachers' Pathway** – Focusing on pedagogy, classroom management and improving outcomes. This is delivered to a whole staff team through a series of staff meetings to ensure consistency and professional growth for all. Costs vary by size of school, ask your adviser for details.
- **Subject Leaders' Pathway** (£169)* – A one-term course designed to enhance subject leadership, curriculum impact, and accountability.
- **Deputy Headteacher Pathway** (£495)* – A one-year programme that strengthens leadership knowledge and skills, preparing deputies for the next step in their careers.
- **Headteacher Pathway** (£495)* – A one-year programme for headteachers in years two to five, focusing on deepening leadership impact and sustaining success.
- **Experienced Headteacher Pathway** (£495)* – A one-year programme for leaders with five or more years of headship, designed to replenish, sustain, and inspire experienced school leaders.

“I would describe the pathway as an essential part of CPD for a school leader. Against a backdrop of NPQs which are often content and context focused this course provides the opportunity to reflect upon yourself and your practice as a leader in manageable but purposeful chunks. I would highly recommend this course to anyone seeking leadership within a school setting.”

Feedback 23/24 cohort

SIAMS Inspection Questions Unpicked



Expert-Led Inspection Preparation for Church Schools

With the latest SIAMS framework placing a strong emphasis on theological and reflective leadership, schools need a clear understanding of the inspection questions (IQs) and how they apply in practice. Our **SIAMS IQs Unpicked** course is designed to guide school teams through each inspection question, helping them evaluate, strengthen, and evidence their distinctiveness as a Church school.

Led by our experienced advisers—who are all serving SIAMS inspectors—this course provides expert insights, practical guidance, and structured reflection to ensure your school is well-prepared.

How It Works

- **Six Virtual Sessions** – Each session focuses on a single SIAMS inspection question (IQ).
- **Training Input** – A 30-45 minute expert-led session unpacks the question and key expectations.
- **Self-Review Activities** – Two reflection tasks allow school teams to assess and develop their own practices.

Flexible Delivery – Sessions are designed to fit into staff meetings, SLT discussions, or even governor training.

Prepare with confidence and clarity - we advise schools that are at the mid-point between inspections to consider this course or a full SIAMS Review.

“Clear, precise and good use of time to allow staff to follow up as part of the staff meeting time.”

Headteacher

£350

cost for schools in
the ESP



**Schools in the ESP
can swap two half
day visits for this
course.**

Saving Creation



The Diocese of Leeds is committed to working towards being carbon net zero by 2030

As an education team, we take seriously our part in this and so have pledged to:

- Produce and promote resources to support schools and school leaders in developing and evidencing a culture of justice and responsibility through the lens of carbon reduction action.
- Review and develop our practice so as to reduce the environmental impact of our work as a team.

Resources for Schools

There are a range of resources available for schools which include:

- Saving Creation Toolkit for Schools - The toolkit is made up of a series of Action Sheets, each looking at a 'big ticket' area of a school's environmental impact.
- Pupils Leading Climate Action Workshop - A workshop for pupils, guiding them to engage with and lead the school's climate response, linked to IQ5, an active culture of justice and responsibility.
- Climate-Focused Training Courses.
- Buildings Support - Bespoke advice and support from our Buildings Team to help schools in developing climate-positive buildings.

Speak to your named adviser if you want to know more.



Meet the team



Simone Bennett - Director of Education

Simone has worked in education leadership for more than 30 years in a range of school sizes and contexts. During ten years in headship, she led schools through rapid and sustained improvement to outstanding Ofsted and SIAMS inspection outcomes. Her particular interests are in developing vision, authentic leadership practice, and the place of pastoral care in empowering others. She is the Diocesan lead for SIAMS. Simone is a Fellow of the Chartered College of Teaching, a member of the national SIAMS QA team and is ordained.

Darren Dudman - Deputy Director of Education

Darren has worked in senior leadership positions in a wide range of schools and has been involved in primary education for over 30 years. For fourteen years he was a primary church school headteacher. This work included leading rapid improvement from an Ofsted category. He sits on a number of national panels in relation to his role overseeing school organisational matters. He has particular interests in leadership and curriculum development as well as educational philosophy. Darren is a SIAMS inspector.

Pam Acheson - School Adviser

Pam has worked in education for over 25 years across three local authorities, holding a range of senior leadership positions, including Executive Head of a Federation of three rural primaries in North Yorkshire. She has secured good OFSTED and SIAMS outcomes and is passionate about supporting teachers and developing future leaders. With a Theology degree, Pam is dedicated to enhancing RE teaching and helping church schools shape their vision and distinctiveness.

Paul Bowlas - School Adviser

Paul has worked in schools for over 25 years including in leadership positions in state and independent schools. He has led a large church school federation and has acted as interim headteacher for schools in challenging circumstances. Whilst headteacher, Paul has been a local authority school improvement partner, he is also a SIAMS inspector. Paul has a particular interest in the development of technology for leadership and systems for school effectiveness.



Meet the team



Gemma Crawford - School Adviser

Gemma began her career in North Yorkshire before moving to Leeds, where her passion for high-quality Early Years education deepened. She served as a headteacher for nine years in a large, diverse church primary school, where her inclusive leadership and community-focused approach secured strong inspection outcomes in both Ofsted and SIAMS. Gemma is committed to supporting schools in developing inclusive practices and fostering strong community connections.

Ashleigh Lees - Secondary Adviser

Ashleigh has worked for over 20 years in a range of senior leadership positions in church secondary education. She is currently Headteacher of an outstanding church secondary school where she led the team to an 'excellent' judgement in SIAMS in 2019. Ashleigh is a SIAMS inspector and has recently completed the NPQ for Executive Leadership. She has particular interests in worship, ethos and the curriculum.

Helen Lever - School Adviser

Helen has over 20 years experience in senior leadership, including 10 years as a Headteacher leading the school to outstanding judgements in both OfSTED and SIAMS. During her career, she has worked in a range of schools across four authorities and supported schools in Calderdale, Oldham and an international school as an LLE. Helen has a keen interest in the arts and is passionate about training and developing staff at all levels to secure good teachers and leaders for the future.

Rupert Madeley - School Adviser

In over 10 years' experience as a church primary school headteacher, Rupert has a successful track record leading schools to outstanding judgements in SIAMS and OFSTED. He has worked across a wide variety of settings, from small rural schools to large inner-city ones, including working in communities with high deprivation and in the international schools sector. He has great interest in ethical leadership, creativity, outdoor education, character development and climate action. Rupert is a SIAMS inspector and is in training to be an Anglican Lay Minister.



Meet the team



Lee Talbot - School Adviser

Lee started his career in the largest primary school in Leeds and has worked in both North and West Yorkshire leading a number of good and outstanding schools helping to raise standards and provide outstanding learning opportunities for the children and families. Lee is a SIAMS inspector. He is passionate about inclusive learning and has a strong track record of staff development and vibrant curriculum design, with a keen interest in literacy and outdoor learning.



Helen Shelley
Education Team Business Manager

Kevin Matthews
School Buildings Officer



Beth Maclean
School Buildings Support Officer

Anne-Marie Sceats
Education Administrator



Shakira Anderson
Education Administrator

Service Charter

Leeds Diocesan Board of Education



Schools participating in the Service Agreement are entitled to expect the Leeds Diocesan Board of Education to:

- Have a pastoral concern for the staff and pupils of the school
- Provide professional, expert assistance and advice
- Provide written guidance, model procedures and other documentation
- Arrange briefing sessions on important matters relating to Church of England schools
- Deliver services and attend meetings as and when appropriate
- Act with discretion and safeguard confidentiality
- Deal promptly and courteously with requests for assistance
- Anticipate needs and provide relevant information
- Be responsive to the needs of individual schools and their distinctive ethos
- Understand the roles and responsibilities of governors of Church of England schools
- Represent the interests of Church of England schools with partner local authorities, DfE, Ofsted, ESFA, The Church of England Education Office (National Society) and other appropriate bodies
- Ensure schools comply with National requirements for safeguarding, recruitment, admissions

Terms of Agreement

In consideration of the Diocese of Leeds Board of Education (LDBE) providing the services in accordance with this agreement, the customer agrees to pay the fees and charges to the Leeds Diocesan Board of Finance (LDBF). The LDBF will raise an invoice(s) for the services and the customer will pay such invoices within 28 days of the date of each invoice or before delivery of a bespoke service.

If payment of the fees and charges is not made by the due date, the LDBF shall be entitled, without limiting any other rights it may have, to charge interest on the outstanding amount.

If either party ('the defaulting party') commits a breach of this agreement and does not remedy the breach to the satisfaction of the other party ('the complaining party') within 30 working days of the defaulting party's receipt of the complaining party's written notice specifying the breach and requesting it to be remedied; or the breach is not capable of remedy; or the breach is a fundamental breach of the agreement, then, the complaining party may, without prejudice to any accrued rights or remedies under the agreement, terminate the agreement by notice in writing, such notice to have immediate effect.

Complaints

In the event of a school being dissatisfied with any part of the service in this agreement, the first point of contact is the named adviser for the school. If this does not resolve the issue, contact should be made with Simone Bennett, Director of Education.



“ Really appreciated the support and advice both personally and professionally. Honest dialogue is possible and this helps improve the school.
- Secondary Headteacher, Bradford ”

“ The delivery of professional development and school improvement support is always of the highest quality. Whilst the team is small in comparison to the number of schools supported, the approach is always personalised and the team place great emphasis on knowing schools and their leaders well so that the impact of working together has the greatest possible benefit.
- Primary Headteacher, North Yorkshire ”

“ I feel very well supported by the full team. There is a warmth alongside a clear understanding of the demands of our role as senior leaders.
- Headteacher, Calderdale ”



The Education Team
Diocese of Leeds
Church House
17-19 York Place
Leeds
LS1 2EX
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 THE CHURCH
OF ENGLAND
Diocese of Leeds

www.leeds.anglican.org/how-we-can-help/education