

PRIMARY

Enhanced Service Plan



Thank you

I want to sincerely thank you for your dedication, resilience and leadership during these constantly changing times. With the White Paper, shifting Ofsted expectations, a new curriculum on the horizon and financial challenges, we recognise the many difficulties schools face. Now, more than ever, strong partnerships and mutual support are essential.

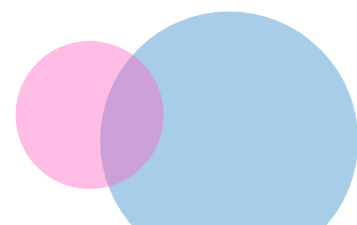
The Enhanced Service Plan (ESP) is based on this principle. We provide tailored, high-quality support from a team of experienced former school leaders. We are proud that all but two of our church schools in 25/26, along with a growing number of community schools, are committed to this shared journey. Your involvement not only benefits your own school but also strengthens our wider network of church schools.

Thanks to your investment in the ESP, we can offer extra support when it's needed most, ensuring no school is left without help during tough times. Whether dealing with leadership changes, an unexpected inspection, or crises, our flexible model allows us to respond quickly and work for the good of you and all our schools.

As we support you, we stay committed to affordable services. Some prices are frozen despite rising costs, ensuring every school can access support. Please take the time to review this brochure, share your feedback and continue with us. Together, we can help every child and adult thrive.



Simone Bennett
Director of Education



£ Pricing

£4.65 per pupil

min £465 - max £1750

What's included:

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

↔ Visit swaps

Swap up to half a day of adviser time for a course**

OR

Swap one day of adviser time for the SIAMS IQs Unpicked series

* Non-ESP members will be charged an hourly rate for building support

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



ESP Member rates

(vs non-member rates)

Training

Full day £175 (£295)

Half day £95 (£160)

Headteacher Appraisal

£480 (£800)

Governance Review

£780 (£1300)

Additional time:

After school training

session £335 (£570)

Half day visit £435 (£725)

Full day visit £595 (£1000)

Networks

FREE (£295 per network)

Sign up here



Plan Your Support

Use this page to consider how you might use your adviser time, giving you a starting point for conversations with your named adviser.

Possible focus for a half day visit

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

Full day external reviews (see details in the ESP brochure)

- SIAMS Review
- Religious Education Review
- Collective Worship Review
- Leadership and Management Review
- Teaching and Learning 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 - £480*
- Governance Review - £780*

*cost for schools in the ESP



External Reviews

We offer a range of focused, comprehensive reviews. Their purpose is to celebrate strengths, identify clear next steps, and provide an external perspective on what is happening in school. Every review includes verbal feedback and a written report.

SIAMS Review

A focused look at the school through the SIAMS framework. A helpful health check between inspections.

Religious Education Review

A detailed review of provision for RE, its impact, and how well the school meets the Statement of Entitlement.

Collective Worship Review

A focused look at the impact of collective worship on pupils and adults, and how provision and practice reflect the school's Christian vision.

Vulnerable Pupils Review

An evaluative review of how the school prioritises the needs of vulnerable pupils and the effectiveness of current provision.

Leadership and Management Review

A focused look at leadership at all levels. We explore ambition, clarity of direction, and whether leadership is supported by effective systems and processes.

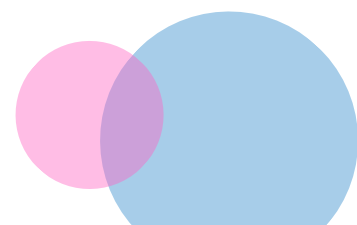
Teaching and Learning Review

A review of the consistency and effectiveness of teaching across the school and its impact on pupils' learning.

Wellbeing Audit

A scheduled half-day visit exploring the school's approach to wellbeing. This includes discussions with leaders, staff, parents and pupils, offering an external check on how well your approach is working in practice.

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

Almost half of the schools we work with now choose our Headteacher Appraisal Service, a reflection of its value in supporting both school improvement and leadership wellbeing. Delivered by our team of experienced former headteachers, this service offers expert, impartial guidance to ensure appraisal targets are clear, strategic and achievable.

We work alongside governors so the process is rigorous yet supportive, with a focus not only on school development but also on the wellbeing and sustainability of headteachers in a 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

£480

cost for
schools in
the ESP

Our experienced team bring insight and care to every review. Join the growing number of schools benefitting from this essential service.

“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



High Quality Training

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

40% discount for schools in the ESP

Why Choose Our Training?

Expert-led and Up-to-date – Our advisers bring firsthand experience and the latest sector insights

Practical and 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 – lots of ideas, useful reflections and opportunities to hear best practice.”

“Clear, thorough and to the point – I now have strategies I can use straight away.”

“Excellent balance of learning, discussion and practice – invaluable support for leadership.”

A Learning Experience That Works for You

Whether you're seeking targeted support for new leaders, expert SIAMS guidance, governance training, or CPD to develop subject leadership, our offer provides a wide range of impactful courses to help your staff and teams grow.

Career Pathways

Great leadership grows through expert support, structured development and real-world experience. Our Career Pathways Programme nurtures teaching staff and leaders at each stage of their journey, equipping them with the skills, confidence and vision needed to excel. Unlike generic qualifications, our pathways focus on the distinctiveness of Church schools, offering hands-on, practical, values-led development with immediate impact.



Tailored Development for Every Stage

Teachers' Pathway

Focus on pedagogy, classroom practice and improving outcomes. Delivered to whole staff teams through a structured series of sessions.

Subject Leaders' Pathway

Designed to enhance subject leadership, curriculum impact and accountability. Delivered to whole staff teams through a structured series of sessions.

Deputy Headteacher Pathway

A one-year programme strengthening leadership knowledge and skills, preparing deputies for future roles. *£495 for ESP members.*

Headteacher Pathway

For headteachers in years two to five of headship; focused on deepening leadership impact and sustaining success. *£495 for ESP members.*

Experienced Headteacher Pathway

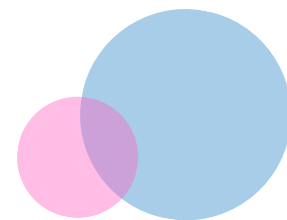
A one-year programme for leaders with five or more years of headship, designed to replenish, sustain and inspire experienced leaders. *£495 for ESP members.*

“An essential part of CPD for any aspiring or serving leader...reflective, practical and immediately useful.”
— Feedback from participants

**2025
PRICES
HELD**



SIAMS IQs Unpicked



Expert-Led Inspection Preparation for Church Schools

The latest SIAMS framework emphasises theological and reflective leadership. Schools, therefore, need a clear understanding of each inspection question (IQ) and how it applies in practice. Our SIAMS IQs Unpicked course guides school teams through all IQs, helping them evaluate, strengthen and evidence their distinctiveness as a Church school.

This course provides insight, structured reflection and practical activities to ensure your school is well-prepared.

How It Works

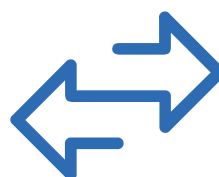
- Six Virtual Sessions – Each focused on a single inspection question
- Training Input – 30–45 minutes of guidance unpacking each IQ
- Self-Review Activities – Two reflection tasks to support self-evaluation and next steps
- Flexible Delivery – Ideal for staff meetings, SLT time or governor training
- Prepare with confidence and clarity. We advise schools 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

£360

cost for
schools in
the ESP



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



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 lead confidently.

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 and impartial evaluation, our Full Governance Review offers an in-depth assessment of strengths and areas for development. Led by experienced advisers, the review provides a clear roadmap for improvement, including a written report and supportive follow-up to create a robust governance development plan.

£780
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

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, 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.



School Leaders'
Conference

Creating a New Story

Friday 13th November
2026

The Met Hotel
Central Leeds

£199 per delegate
£499 for three delegates

Don't miss
out
book now via
ESP Online



2022
prices



Join us as we consider how the stories we tell in our schools have the power to shape the future, and which stories might need to change.

This conference invites school leaders to:

- Examine the stories shaping leadership, curriculum and culture
- Challenge narratives that no longer serve pupils or communities
- Reclaim belonging, purpose and hope in an increasingly pressured system
- Learn from one another in order to imagine richer, more humane definitions of flourishing

Under the theme **Creating a New Story**, this year's conference will bring school leaders together to think differently, share honestly and explore what it means to lead with imagination and integrity.



Meet the Education Team



Pam Acheson
School Adviser



Shakira Anderson
Education
Administrator



Simone Bennett
Director of Education



Paul Bowlas
School Adviser



Gemma Crawford
School Adviser



Darren Dudman
Deputy Director of
Education



Ashleigh Lees
Secondary Adviser



Helen Lever
School Adviser



Beth Maclean
School Buildings
Support Officer



Rupert Madeley
School Adviser



Kevin Matthews
School Buildings
Officer



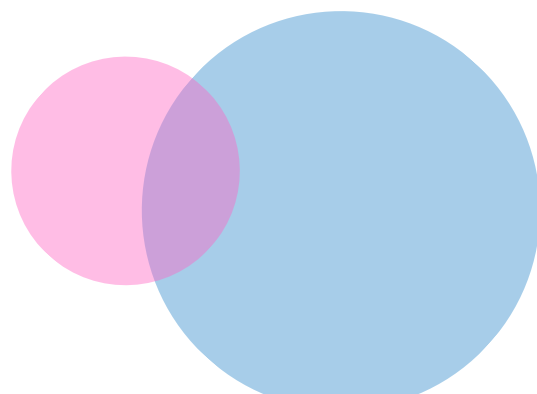
Anne-Marie Sceats
Education
Administrator



Helen Shelley
Education Business
Manager



Lee Talbot
School Adviser





Meet the Education Team

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.

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.

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.

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.

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.

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.

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.



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.



“ 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

“ Really appreciated the support and advice both personally and professionally. Honest dialogue is possible and this helps improve the school.

”
- Secondary Headteacher, Bradford

The Education Team
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 THE CHURCH
OF ENGLAND
Diocese of Leeds

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