

**SCHOOLS' EFFECTIVENESS ADVISER (SIAMS)**  
**MAIN TERMS AND CONDITIONS OF EMPLOYMENT**

|                            |                                                                                                                                                                                                  |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employer</b>            | The Peterborough Diocesan Board of Education (PDBE)                                                                                                                                              |
| <b>Hours</b>               | This is a part-time post of 8 hours per week                                                                                                                                                     |
| <b>Salary</b>              | £11,591 (plus £990 NI & £1159 pension / additional payment)                                                                                                                                      |
| <b>Pension</b>             | The PDBE offers a non-contributory pension scheme organised by the Church of England Pensions Board from whom further details can be obtained on request / optional additional financial payment |
| <b>Holiday</b>             | 25 days per year (pro rata) plus statutory holidays. Three additional days are also allocated by the DBE around the Christmas period.                                                            |
| <b>Location</b>            | The post will be based at the Education Office, Bouverie Court, 6 The Lakes, Bedford Road, Northampton NN4 7YD / home based, but will include travel throughout the Diocese and beyond.          |
| <b>Mileage</b>             | A mileage allowance will be paid in respect of journeys undertaken with the duties of the post (currently 45p per mile for the first 10,000 miles).                                              |
| <b>Probationary Period</b> | The appointment is subject to a 6 month probationary period.                                                                                                                                     |
| <b>CRB Disclosure</b>      | DBS Disclosure is required for this post.                                                                                                                                                        |
| <b>References</b>          | References given on the application form will be approached before interview unless otherwise specified. All offers of employment are subject to satisfactory references.                        |
| <b>Start date</b>          | 1.1.26                                                                                                                                                                                           |

**For an application form and further details please contact:**

Katie Wakeling, Executive Assistant to the Director of Education

Email: [education@peterborough-diocese.org.uk](mailto:education@peterborough-diocese.org.uk)

**Closing date for applications:** Friday 21 November 2025

**Interview date:** Monday 1 December 2025

# **SCHOOLS' EFFECTIVENESS ADVISER (SIAMS)**

## **JOB DESCRIPTION**

### **PURPOSE OF THE APPOINTMENT**

The School's Effectiveness Adviser (SIAMS) is the lead professional in the Education Team on improving the effectiveness of Church schools in the Diocese of Peterborough, working predominantly with schools in the Peterborough Diocese Education Trust (PDET). The primary purpose of the appointment is to provide coaching and support, developing 'excellent' headteachers in PDET and ensuring that there is effective SIAMS focused school improvement support.

### **ACCOUNTABILITY**

The Schools' Effectiveness Adviser (SIAMS) is accountable to the Diocesan Director of Education and the Diocesan Board of Education, as this is a diocesan appointment.

### **KEY RELATIONSHIPS**

**INTERNAL:** Members of the Education Team, the Diocesan Board of Education.

**EXTERNAL:** Headteachers/Principals (mainly within PDET), Governors, Teachers, Diocesan Officers, other Diocesan staff, National College Officers, Consultants, DfE Officials and LA staff, National Society Staff.

### **MAIN DUTIES AND RESPONSIBILITIES**

- To lead on direct SIAMS focused school improvement support for Church schools and across PDET and report to the Directorate/Board on the status of schools in relation to the Inspection Questions of SIAMS. It is expected the post holder will personally provide support and challenge for 20-30 Church schools within PDET per year.
- With reference to Inspection Question 4 in the SIAMS Framework, to explore data relating to aspects of the school such as attendance, behaviour etc., in order to ensure schools are creating and sustaining a culture where all pupils and adults are treated well.
- To provide rapid and sustained SIAMS focused school improvement for Church schools, particularly within PDET.
- To develop robust school improvement support in relation to the Inspection Questions within the SIAMS Framework, collaborating with other DBE officers as appropriate.
- To quality assure school improvement work in schools re. SIAMS.
- To undertake training of governors and school staff as necessary with a focus on a distinctively Christian response to educational issues.
- To prepare reports as requested for the DBE and other audiences.
- To undertake one strategic DBE project per year.
- To undertake such other duties as may be reasonably required.

# **SCHOOLS' EFFECTIVENESS ADVISER (SIAMS)**

## **PERSON SPECIFICATION**

### **ESSENTIAL**

#### **Knowledge and Experience**

- a. Clear understanding of and commitment to advancing the Church's place in education and an understanding of the distinctive nature of Church schools
- b. Qualified teacher status
- c. Evidence of continued professional development
- d. Proven track record of successful teaching, training and leadership in an educational setting
- e. Successful experience in Church of England school headship
- f. Proven track record of school improvement
- g. Professional expertise, knowledge and ability such as to evoke respect from those working in schools in the diocese, particularly within PDET
- h. Understanding of current educational issues relating to curriculum, SIAMS inspection and school improvement
- i. Experience of leading school staff professional development successfully

#### **Skills and Abilities**

- Ability to analyse and interpret data, as outlined in the main duties and responsibilities of the post
- Excellent presentation and communication skills for a range of audiences and purposes
- Ability to take a strategic lead in the professional development of school leaders re. SIAMS
- Strong organisational skills
- Competent IT skills
- Holds a current driving licence and has access to private transport
- A high level of self-motivation
- High order interpersonal skills which promote positive working relationships
- A demonstrable commitment to raising achievement for all pupils
- Excellent time management skills

### **DESIRABLE**

- A demonstrable Christian faith
- A registered SIAMS inspector / extensive SIAMS focused CPD
- Experience of school governance