

Enfield County School for Girls



Onward Ever, Together

Appointment of Headteacher

Information for Candidates

Welcome

Chair of Governors

Dear Applicant,

Thank you for your interest in the position of Headteacher at Enfield County School for Girls.

As Chair of Governors, it is my privilege to welcome you to a school with a proud heritage, a strong sense of purpose and an unwavering commitment to excellence. Guided by our motto, Onward Ever, Together, Enfield County School for Girls is a community where ambition, integrity and opportunity are central to all that we do. Our motto reflects our commitment to continuous progress, personal growth and high achievement, alongside the importance of collaboration, belonging and supporting one another.

The Governors are seeking to appoint a Headteacher of drive, vision and compassion who will champion the school's core values of Respect, Responsibility, Equality of Opportunity, Cooperation and Generosity of Spirit. These values shape our culture and underpin our belief that every student should feel known, valued and supported so they can flourish both academically and personally.

Enfield County School for Girls is an all-ability split-site school within the London Borough of Enfield. For more than 100 years, we have provided young women in the local community with a high-quality education rooted in aspiration, opportunity and care. We are proud to be a vibrant and diverse school, reflecting the multicultural character of London, with students and staff from a wide range of backgrounds, cultures and faiths.

While we are proud of our achievements and traditions, we are equally focused on the future. We are seeking an exceptional leader with a proven record of raising standards, championing inclusion and providing strong strategic leadership. The successful candidate will possess the vision, integrity and determination required to guide the school through its next stage of development and continue transforming the life chances of our students.

If the vision, values and spirit of Onward Ever, Together resonate with you, we warmly encourage you to learn more about Enfield County School for Girls and the exciting leadership opportunity this role presents.

Keith Carrano
Chair of Governors

Headteacher Welcome

With over 100 years' experience in girls' education, Enfield County School for Girls has a long-standing tradition of transforming the life chances of young women.

Our students' academic progress consistently exceeds national averages, reflecting our unwavering commitment to excellence.

Our students achieve highly in all areas, supported by experienced staff and a happy and purposeful learning environment in which every individual is valued.

As a non-denominational all-girls' school, we are proudly home to a vibrant, culturally diverse community. I am privileged to be the Headteacher of our unique school.

Our thriving co-educational sixth form continues our journey of success; we warmly welcome external applicants to join our inclusive and ambitious community, alongside applications from our existing students.

Our [school history timeline on our website homepage](#) details over 100 years of history from our school archives which will give you a flavour of what we are about. We invite you to visit our wonderful school and see for yourself what we are able to offer.

Warm regards,



Ms J Gumbrell
Headteacher



Headteacher

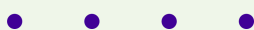


Recruitment Information

The Governors are seeking to appoint a Headteacher of drive and compassion who will share the school's values of Respect, Responsibility, Equality of Opportunity, Cooperation and Generosity of Spirit. These values shape our culture, our commitment and our expectations that all our students will feel known, valued and supported and so best placed to achieve their full potential. This vacancy arises as the current Headteacher, Jennifer Gumbrell, will be retiring following her dedicated service to the school over the past nine years.

Enfield County School for Girls is an all-ability split-site school situated in the London Borough of Enfield with 1000 students on roll. We are a vibrant and diverse school, a microcosm of multi-cultural London with students and staff from a range of backgrounds, cultures and faiths. A forward-thinking school with a proud tradition of providing a high-quality education to young women of the area for over 100 years. Our students' academic progress consistently exceeds national averages, reflecting our unwavering commitment to excellence. We meet our commitment by equipping our students with the necessary academic and social skills as well as enabling the character development they need to succeed in life.

We are looking for an outstanding leader to take the school to the next stage of its development. The ideal candidate will have a proven record of raising standards, championing inclusion, strong strategic skills, and the vision to enable our continuous drive to transform the life chances of our students. We value diversity and want a school workforce which reflects the population of the Borough we serve. We encourage applications from all backgrounds.



London Borough of Enfield Secondary Comprehensive School

Non-denominational, maintained, single sex school for girls ages 11-18

Coeducational at post 16

Start date: 1 January 2027

Salary Range: L28-34 £104,648-£120,566 includes Outer London Allowance

Closing date for applications: 1 September 2026

School visits: Wednesday 8 July at 1pm, Thursday 9 July 9am or Friday 10 July at 9am

Shortlisting date: 3 September 2026

Interview dates: Monday 14 and Tuesday 15 September 2026

OUR

SCHOOL



Enfield County School for Girls is a successful secondary school in the London Borough of Enfield, with a proud history dating back to 1909. Originally established as a girls' grammar school, the school has evolved into a high-performing, non-selective comprehensive school for students aged 11–18, with a thriving co-educational sixth form.

The school has a strong reputation for academic achievement and high standards of teaching and learning. We are committed to providing an ambitious, inclusive and supportive environment where students are encouraged to develop confidence, resilience and independence. Our curriculum is broad and balanced, enriched by a wide range of extracurricular opportunities including clubs, trips, leadership programmes and cultural activities that support students' personal development.

At Enfield County School for Girls we are proud of our welcoming and collaborative community. Staff are passionate about education and work together to ensure that every student is supported to reach their full potential. We are committed to the professional development and wellbeing of our staff, offering opportunities for career progression, training and collaboration within a supportive and forward-thinking environment.

Our aim is to empower young people to become confident, successful learners who are well prepared for further education, employment and life beyond school.

OUR STUDENTS

- Our school has approximately 1,000 students aged 11–18, including a co-educational sixth form.
- Our students come from a diverse and vibrant local community, reflecting the cultural diversity of the London Borough of Enfield.
- Students demonstrate positive attitudes to learning and are encouraged to develop confidence, independence and resilience.
- Behaviour across the school is strong, with students showing respect for one another, staff and the wider school environment.
- Students follow a broad and balanced curriculum, supported by a wide range of extracurricular opportunities, including sports, performing arts, trips and leadership activities.
- Many students progress to further education, universities, apprenticeships and employment, supported by strong guidance and pastoral support.
- Our sixth form students play an important role within the school community, acting as leaders and role models for younger students.
- Our students are engaged, respectful and motivated, contributing to a positive and supportive learning environment across the school.



OUR LOCATION

Our setting is based across two sites in the heart of Enfield Town, providing a vibrant and accessible environment for both staff and students.

- Lower Site: Rosemary Avenue
- Upper Site: Holly Walk

The two sites are located just a short distance from each other, allowing our teams to work closely together while benefiting from two spacious environments.

Being centrally located in Enfield Town, we benefit from excellent transport links, including nearby train stations, bus routes, and easy road access.

Both sites offer:

- On-site car parking spaces
- Large, spacious outdoor grounds
- A welcoming and well-resourced environment
- Easy access to local amenities in Enfield Town



STAFF BENEFITS

We value our staff and recognise that a supportive, positive working environment is key to providing the best experience for the children in our care. We are committed to supporting the wellbeing, development, and work–life balance of every member of our team.

PROFESSIONAL DEVELOPMENT

We invest in our staff and encourage continuous learning and career progression.

- Ongoing training and professional development opportunities
- Support for further qualifications
- Opportunities to develop specialist skills and progress within the setting
- Regular supervision and performance development meetings

SUPPORTIVE TEAM ENVIRONMENT

We pride ourselves on being a friendly and welcoming team.

- A collaborative and supportive workplace culture
- Experienced leadership team providing guidance and support
- Opportunities to share ideas and contribute to the development of the setting

WELLBEING AND WORK–LIFE BALANCE

The wellbeing of our staff is extremely important to us.

- A positive and respectful working environment
- Consideration for work–life balance
- Supportive management team

GREAT WORKING ENVIRONMENT

Our two sites offer excellent facilities for both children and staff.

- Spacious outdoor grounds
- Well-resourced learning environments
- Staff parking available on both sites
- Central Enfield Town location with excellent transport links

BEING PART OF OUR COMMUNITY

Working with us means being part of a setting that values community, teamwork, and high-quality early education.

- Opportunities to take part in events and celebrations
- Strong relationships with families and the local community
- A setting where staff contributions are valued and recognised

APPLICATION PROCESS

Thank you for your interest in joining our team. We are proud to be a vibrant school community, supported by a diverse and enthusiastic network of governors, staff, pupils, parents and alumni.

How to Apply

To apply, please complete the application form via MyNewTerm on the **Vacancies** page of our **school website**.

If you have any questions regarding the application process, please contact us at:
ecsgeneral@enfieldcs.enfield.sch.uk

Applications will be reviewed upon receipt, and interviews will be arranged accordingly. Early applications are therefore strongly encouraged. We reserve the right to withdraw this advertisement once a suitable candidate has been found.

SAFEGUARDING COMMITMENT

Enfield County School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. All applicants will be subject to appropriate safeguarding screening, including:

- References from previous employers
- An enhanced DBS check
- Verification of qualifications and employment history

EQUALITY AND FAIR RECRUITMENT

We are committed to ensuring that no job applicant is treated unfairly because of a protected characteristic as defined in the Equality Act 2010. We welcome applications from individuals of all backgrounds and are committed to promoting equality, diversity and inclusion.



JOB DESCRIPTION

Job Title: Headteacher, Enfield County School for Girls

School: Enfield County School for Girls (split-site)

Grade/Salary: Leadership Range L28–34 (£104,648–£120,566 including Outer London Allowance)

Responsible to: Governing Body

Start Date: 1st January 2027

Purpose of the Role

The Headteacher is the principal educational leader of Enfield County School for Girls and is accountable to the Governing Body for the strategic leadership, educational performance, culture and day-to-day management of the school.

The Headteacher will provide inspirational, values-based leadership, upholding and promoting the school's core values of Respect, Responsibility, Equality of Opportunity, Cooperation and Generosity of Spirit. These values underpin the school's culture and commitment to ensuring that every student feels known, valued and supported, enabling them to achieve their full potential academically, socially and personally.

Enfield County School for Girls is a highly successful all-ability split-site school serving over 1,000 students across the London Borough of Enfield. As a vibrant and diverse community reflecting the rich cultural heritage of London, the school is proud of its inclusive ethos, high aspirations and long-standing commitment to providing an exceptional education for young women. For more than 100 years, the school has played a significant role in transforming the life chances of generations of students through promoting academic excellence, strong pastoral care and personal development.

The Headteacher will build on the school's strong track record of achievement, where students consistently make progress above national averages, and will lead the next phase of the school's development. Working in partnership with governors, staff, students, their families and the wider community, the Headteacher will articulate and deliver a clear strategic vision that secures the highest standards of teaching, learning and overall well-being.

The successful candidate will be an outstanding leader with a proven record of raising standards, championing inclusion and driving sustainable school improvement. They will possess strong strategic and operational leadership skills, a commitment to equality and diversity, and the vision to ensure that every student is equipped with the academic knowledge, social skills and personal confidence needed to thrive in an ever-changing world.

The Headteacher will have overall responsibility for safeguarding, educational outcomes, staff development, financial management, statutory compliance and the effective leadership of the school's split-site provision. Through compassionate and ambitious leadership, they will continue to enhance the school's reputation and ensure that Enfield County School for Girls remains a school of choice for families across the local area.

The Headteacher will ensure that all duties are carried out in accordance with relevant statutory legislation, regulatory requirements, the school's instrument of government and all applicable policies and procedures.

The role is undertaken within the framework of the Headteachers' Standards (2020) and School Teachers' Pay and Conditions Document (STPCD).



Strategic Leadership and Accountability

The Headteacher will:

- Provide visible, values-led leadership that reflects the ethos and aspirations of the school securing its continued success and future development.
- Develop, articulate and implement a compelling strategic vision for the school's continued success and future development.
- Sustain a culture of high expectations, academic excellence and inclusion for all students.
- Lead rigorous self-evaluation and school improvement planning, ensuring priorities are evidence-informed, appropriately resourced and regularly reviewed.
- Secure sustained improvement in outcomes, attendance, behaviour, wellbeing and personal development.
- Ensure effective leadership and operational oversight across the school's split-site provision.
- Work closely with the Governing Body, providing high-quality professional advice, accurate reporting, strategic and recommendations.
- Ensure the school is inspection ready at all times and lead engagement with external accountability processes.
- Promote equality of opportunity and remove barriers to achievement for all students.
- Ensure full compliance with all statutory, legal and regulatory requirements and manage organisational and reputational risk effectively.

School Culture and Community

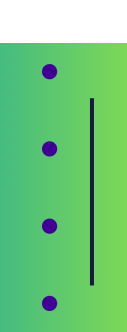
The Headteacher will:

- Build and sustain a positive, inclusive and aspirational culture in which every student feels known, valued and supported.
- Promote the school's values of Respect, Responsibility, Equality of Opportunity, Cooperation and Generosity of Spirit.
- Foster positive relationships based on trust, mutual respect and high expectations.
- Champion diversity, equality and inclusion across all aspects of school life.
- Ensure students develop the confidence, resilience, character and leadership skills required for their future success.
- Maintain a culture of professionalism, collaboration and collective responsibility amongst staff.
- Promote a sense of belonging for all members of the school community.

Educational Excellence, Teaching and Curriculum

The Headteacher will:

- Ensure learning and achievement remain central to all strategic decision-making.
- Secure consistently high standards of teaching, learning and outcomes across all key stages using data, benchmarking and evaluation to monitor performance and target improvement.
- Lead and hold leaders accountable for the quality, coherence and impact of the curriculum.
- Ensure the curriculum is ambitious, inclusive and prepares students for success in modern Britain and beyond.
- Promote intellectual curiosity, independence of thought and a love of learning.
- Secure high-quality teaching through robust quality assurance and evidence-informed professional development.
- Ensure effective assessment practices that support learning and accelerate progress.
- Promote high aspirations and achievement for all students, including the most able and those requiring additional support.
- Ensure effective provision for students with SEND and other additional needs.
- Champion girls' education, confidence, leadership, and wellbeing.



Safeguarding, Attendance and Behaviour

The Headteacher will:

- Take overall responsibility for safeguarding and child protection across the school.
- Ensure full compliance with safeguarding legislation and statutory guidance, including Keeping Children Safe in Education.
- Promote and sustain a strong safeguarding culture where the welfare of children is paramount..
- Ensure robust safeguarding systems, policies, training, safer recruitment and record keeping.
- Ensure the Designated Safeguarding Lead and safeguarding team are appropriately supported and resourced.
- Work effectively with external agencies to safeguard and promote the welfare of children.
- Promote a culture of high expectations for behaviour, grounded in positive relationships, clear routines and consistency.
- Lead strategies to maximise pupil attendance through effective systems, data use and engagement with families.
- Establish and sustain a calm, safe and inclusive learning environment.
- Promote students' wellbeing, mental health and personal development alongside academic success.
- Ensure all staff and volunteers understand and fulfil their safeguarding responsibilities.

Student Wellbeing, Behaviour and Personal Development

The Headteacher will:

- Establish and sustain a calm, safe and purposeful learning environment.
- Promote consistently high standards of behaviour and attendance.
- Prioritise students' wellbeing, mental health and personal development alongside academic achievement.
- Promote student voice and meaningful participation in school life.
- Ensure behaviour systems are fair, inclusive and consistently applied.
- Foster resilience, independence and positive attitudes to learning.
- Work proactively with families and external agencies to support students and remove barriers to success.
- Ensure policies and practices promote equality, respect and inclusion.



Staff Leadership, Development and Wellbeing

The Headteacher will:

- Build and sustain a collaborative professional culture characterised by trust, ambition and accountability.
- Recruit, develop and retain high-quality staff.
- Lead effective performance management processes aligned to the school's improvement priorities.
- Line manage the Senior Leadership Team and ensure clear accountability across the organisation.
- Promote high-quality professional learning and leadership development. Develop future leaders through succession planning and talent management.
- Support staff wellbeing and promote their healthy work-life balance.
- Model professionalism, integrity and lifelong learning.
- Maintain effective professional relationships with staff and their representative bodies.
- Hold leaders and staff to account through clear expectations, constructive challenge and support.

Organisational Leadership, Finance and Resources

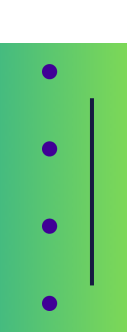
The Headteacher will:

- Ensure effective financial planning and stewardship of public funds.
- Work with governors to secure long-term financial sustainability.
- Deploy resources efficiently and strategically to support school priorities.
- Lead the strategic use of digital technology to enhance teaching, learning and operational effectiveness.
- Ensure the school estate, facilities and IT infrastructure are safe, well maintained and fit for purpose.
- Oversee workforce planning and organisational development.
- Ensure effective administrative, legal and operational systems.
- Lead change and improvement effectively, ensuring initiatives are well planned and successfully implemented.

Governance and Accountability

The Headteacher will:

- Be accountable to the Governing Body for the performance and effectiveness of the school.
- Work in partnership with governors, welcoming challenge and scrutiny as part of effective governance.
- Provide timely, accurate and transparent information to support strategic decision-making.
- Support governors in fulfilling their statutory responsibilities.
- Maintain effective relationships with the Local Authority and other relevant agencies.
- Uphold the highest standards of ethical and professional conduct.
- Demonstrate the Seven Principles of Public Life (Nolan Principles).
- Promote public confidence in the leadership and governance of the school.



Community, Partnerships and External Relations

The Headteacher will:

- Build positive and productive relationships with parents, carers and the wider community.
- Represent the school positively within the local, regional and national level.
- Develop effective partnerships with schools, FE providers, universities, employers and community organisations.
- Promote opportunities that enrich students' learning and aspirations.
- Act as the principal ambassador for Enfield County School for Girls by safeguarding and enhancing the school's reputation.
- Promote the school's achievements, values and distinctive contribution to girls' education.
- Ensure stakeholders are well informed about the school's vision, priorities and achievements.

General

The Headteacher will:

- Carry out all duties with due regard to safeguarding, equality, diversity and inclusion.
- Comply with all relevant legislation, policies and procedures.
- Undertake any additional duties commensurate with the seniority and responsibilities of the post.
- Promote and safeguard the welfare of children and young people and ensure that safeguarding remains everyone's responsibility.
- Enfield County School for Girls is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant will be subject to enhanced DBS and pre-employment checks.

Safeguarding Statement

Enfield County School for Girls is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to enhanced DBS and pre-employment checks.

PERSON SPECIFICATION

Headteacher

These elements will be assessed through one or more of the following:

Application Form, Supporting Statement, Interview, Presentation, Stakeholder Engagement Activities and References.

Criteria	Essential	Desirable
Professional Qualifications and Experience	• Qualified Teacher Status (QTS). Significant and successful senior leadership experience in a secondary school setting. • Proven record of raising standards and improving outcomes for students. • Evidence of successful leadership of teaching, learning, curriculum and school improvement. • Demonstrable experience of leading and managing staff and resources effectively. • Clear evidence of readiness for headship within a complex and accountable educational environment.	• National Professional Qualification for Headship (NPQH) or equivalent leadership qualification. • Previous headship or deputy headship experience. • Experience in a girls' school setting.
Strategic Leadership and School Improvement	• Proven ability to provide inspirational, ethical and inclusive leadership. • Ability to develop and communicate a compelling vision for school improvement and educational excellence. • Successful experience of leading strategic change and securing measurable improvements in outcomes. • Experience of self-evaluation, development planning and quality assurance. • Ability to use data effectively to inform strategic decision-making. • Experience of leading successful inspection preparation and engagement with external accountability processes.	• Experience of leading significant organisational change. • Experience of leading a split-site school or complex organisation.
Commitment to Girls' Education and Inclusion	• Strong commitment to the education, empowerment and success of young women. • Understanding of the opportunities and challenges facing girls and young women in contemporary society. • Proven commitment to equality, diversity and inclusion. • Ability to promote aspiration, confidence, leadership and independence in students. • Commitment to ensuring that every student, regardless of background or circumstance, can achieve their full potential.	• Experience in a girls' school. • Experience of leading initiatives focused on student leadership, aspiration or social mobility.

Criteria	Essential	Desirable
Teaching, Learning, Curriculum and Assessment	• Deep understanding of effective teaching and learning. • Successful experience of securing high-quality teaching and improved student outcomes. • Ability to lead an ambitious, broad and inclusive curriculum. • Strong understanding of assessment, curriculum design and quality assurance. • Commitment to evidence-informed practice and professional development. • Experience of improving outcomes for disadvantaged students and vulnerable groups.	• Experience of curriculum innovation or significant curriculum reform. • Experience of post-16 education leadership.
Student Wellbeing, Behaviour and Personal Development	• Ability to create and sustain a safe, calm and purposeful learning environment. • Strong commitment to student wellbeing, mental health and personal development. • Experience of promoting excellent behaviour, attendance and attitudes to learning. • Understanding of inclusive practice and provision for students with SEND and additional needs. • Commitment to developing students' character, resilience and leadership skills.	• Experience of leading whole-school wellbeing, enrichment or personal development programmes.
Safeguarding and Child Protection	• Demonstrable commitment to safeguarding and promoting the welfare of children and young people. • Secure knowledge of statutory safeguarding responsibilities and current guidance. • Ability to promote a culture where safeguarding is everyone's responsibility. • Experience of managing complex safeguarding matters appropriately and effectively.	• Experience as a Designated Safeguarding Lead (DSL) or Deputy DSL.
Financial, Operational and Resource Management	• Experience of managing budgets, resources and staffing strategically and effectively. • Understanding of financial planning and value for money within education. • Ability to ensure effective operational management and organisational sustainability. • Experience of managing competing priorities and delivering improvement within available resources.	• Experience of overseeing significant capital projects, estate management or split-site operations.

Criteria	Essential	Desirable
Governance and Accountability	• Experience of working effectively with governors and other stakeholders • Understanding of governance, accountability and statutory responsibilities within maintained schools. • Ability to provide clear, accurate and evidence-based reports and advice. • Commitment to transparency, integrity and public accountability.	• Experience of supporting governing bodies through inspection or significant change.
Communication, Partnership and Community Engagement	• Excellent interpersonal and communication skills. • Ability to build strong relationships with students, staff, governors, parents and external partners. • Ability to represent the school confidently and positively within the local community and wider education sector. • Commitment to collaborative working and partnership development.	• Experience of acting as a public spokesperson for an organisation. • Experience of working with a diverse community in an urban setting.
Personal Qualities and Values	• A strong commitment to the values of Respect, Responsibility, Equality of Opportunity, Cooperation and Generosity of Spirit. • Visible and authentic commitment to inclusion, equality and diversity. • High levels of integrity, resilience and emotional intelligence. • Ability to inspire trust, confidence and ambition in others. • Compassionate, reflective and approachable leadership style. • Strong moral purpose and commitment to improving life chances for young people. • Ability to remain calm and make sound judgements under pressure. • Excellent organisational skills, energy, optimism and a sense of humour.	• Experience of leading through periods of significant challenge or change.

Equal Opportunities

The Governing Body welcomes applications from all suitably qualified candidates regardless of age, disability, gender identity, marital status, pregnancy or maternity, race, religion or belief, sex or sexual orientation. We are committed to building a workforce that reflects the diversity of the community we serve.

Safeguarding

Enfield County School for Girls is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undergo enhanced DBS clearance and all relevant pre-employment checks.

Enfield County School for Girls



Onward Ever, Together

Headteacher: Ms J Gumbrell

Upper Site

Key Stage 4 and Key Stage 5
Holly Walk, Enfield
EN2 6QG
020 8363 3030

Lower Site

Key Stage 3
Rosemary Avenue, Enfield
EN2 0SP
020 8363 9934



www.enfieldcs.enfield.sch.uk



ecsgeneral@enfieldcs.enfield.sch.uk



[@Enfield_County_School](https://www.instagram.com/Enfield_County_School)

