



PARK HIGH
SCHOOL

APPOINTMENT OF HEADTEACHER

CANDIDATE
INFORMATION
PACK



Appointment for September 2026

Permanent, Full Time, Outer London Pay Scale L31 – L37

Closing date: 9th January 2026

For further details and an application form, [click here](#).

An early application is advised as we reserve the right to close the vacancy early if sufficient suitable applications are received.

If you are interested in learning more about the school and the role, we invite to contact us to book a time to visit.

Thank you for your interest in working at Park High School

This is an opportunity to lead a truly lovely inclusive school. Our current headteacher who has been inspirational and instrumental in shaping our vision, ethos and successes is retiring at the end of August 2026

Park High is a school of Character and Opportunity, our students achieve academic excellence, and everyone is supported to develop their individual strengths and find their passion. Visitors to the school recognise its caring and harmonious ethos, empowering our students to truly be themselves. Having high standards and aspirations for all our students from day one, allows them to flourish both academically and personally throughout their seven years at the school.

Introduction

We are seeking an exceptional leader who is ambitious for every child and committed to building on our strong foundations, ensuring that every child continues to thrive and succeed. You will believe in our school vision and ethos and embody the values that are deeply embedded in our culture. With vision, integrity, and a deep commitment to educational excellence, you will build on our successes and inspire both staff and students. You will continue to drive a culture of high achievement and inclusivity. This is a pivotal role, offering the opportunity to shape the future of our school, strengthen our reputation, and lead a dedicated team towards continued success.

If you are passionate about making a lasting impact and have the experience and ambition to lead a thriving school community, we would love to hear from you.

We can offer

- A dynamic, innovative learning environment focused on challenge and engagement.
- An award-winning school with a strong reputation for excellence locally and nationally.
- A genuine commitment to the well-being of all staff and students.
- Outstanding academic outcomes, including a highly positive Progress 8 score and zero NEETs.
- Students who are motivated, well-behaved and eager to learn.
- A collaborative, enthusiastic team dedicated to professional growth and success.
- An experienced and supportive Governing Body working in partnership to achieve the school's vision.



**“Pupils are grateful
for all the
opportunities the
school provides for
them to develop their
confidence, talents
and interests.”**

Ofsted, 2024

Letter from the Chair of Governors

Dear Applicant,

Thank you for your interest in the position of Headteacher at Park High School. We are delighted that you are considering this opportunity to lead a thriving and richly diverse educational community.

This vacancy arises following the retirement of our esteemed Headteacher, Mrs Colette O'Dwyer, who has served with distinction for six years. Under her visionary leadership, the school has experienced a sustained period of growth and achievement, and we now seek a successor who can build upon this strong foundation and guide the school into its next chapter.



To assist you in your application, the Governing Body has prepared a comprehensive information pack, which offers a detailed overview of the school's ethos, achievements, and aspirations.

With a current enrolment of approximately 1,476 pupils, Park High School is proud of its cultural richness and inclusive spirit. Our vision is to inspire young people to become confident, successful learners and responsible citizens who contribute meaningfully to society. This is underpinned by a shared vision: *To inspire young people to be confident and successful learners who contribute positively to society as responsible citizens*, and our ethos: *Investing in each other to be the very best we can be*.

Among our many strengths is our commitment to Character Education, which informs every aspect of school life. We are honoured to be one of only five schools in the London area to have received the ACE School of Character Award. In addition, our students have excelled in sport, securing the Harrow Borough Sports Championship titles for both girls and boys over the past two years.

We are seeking a Headteacher of exceptional calibre – an individual who is intellectually astute, emotionally intelligent and deeply committed to pedagogical excellence. The successful candidate will be a compassionate and approachable leader, capable of inspiring both staff and students, and of advancing our current Ofsted rating of 'Good' towards the highest standards of educational distinction.

Prospective candidates are encouraged to visit the school and observe our community in action. Visits can be arranged on the 15 - 18 December. To arrange a visit, please contact Mrs Chotalia, PA to the Headteacher on 0208 952 2803 ex122 or email HeadsPA@parkhighstanmore.org.uk

We look forward to receiving your application

Yours faithfully,

A handwritten signature in black ink that reads "S Patel".

Sangita Patel
Chair of Governors



“Students see this as their school and are keen to have an influence in how it is improved further.”
Teacher

About Park High School

Park High School is an 11-18 mixed multi-ethnic comprehensive school of 1,476 students, situated in the London Borough of Harrow. We proudly boast very high achievement levels and excellent facilities, with our latest Ofsted review rating us as ‘Good’ in all areas.

We have a deeply held set of school Character Values, which is underpinned by our school Ethos: *Investing in each other to be the very best we can be.*

Our school’s story began on 29th August 1939, as two schools – Chandos Girls School and Chandos Boys School – Both schools opened, and then promptly shut less than a week later as Prime Minister Chamberlain declared war on Germany and announced that all schools should close. We reopened on 23rd October 1939 with limited numbers and many lessons being held in Anderson shelters to protect from air raids.

Chandos Girls School and Chandos Boys School continued to co-exist and provide education until 1974, when they were amalgamated and became Park High School.

Throughout our school’s journey, we have always been on the lookout for opportunities to embrace change and deliver the very best educational opportunities for our students. In 2007, we welcomed our first sixth form students, becoming a member of the Harrow Collegiate Alliance in 2009. In 2010, Harrow joined other boroughs across the country in removing middle schools, and enrolling our first Year 7 students. In 2011 we converted to an Academy status.

This drive to challenge ourselves and continually improve has been recognised through numerous awards in recent years. The Association for Character Education recognised us as a School of Character, for how our values are central to the culture we build within the school community; Arts Council England presented us with the Artsmark Gold Award for our commitment to diverse arts and cultural opportunities; and we achieved the Bronze Equalities Award for fostering a culture of genuine equality, diversity and inclusion. These are all a powerful testament to the hard work of our staff and dedication of our students.

Furthermore, we take inclusion seriously and know that students thrive when they learn in a happy and supportive environment. We are committed to ensuring that everyone feels valued, cared for and empowered. We have a strong support network to address students’ needs, including dedicated pastoral teams for every year group and a Student Services Team.

Students have access to SEND support, Mental Health and Wellbeing services, as well as a range of opportunities that include Speech and Language Therapy, Equine Therapy, Forest School, and much more. We make sure we can cater for the needs of all our students.

Additionally, we have partnered with Challenge Partners – a national partnership of schools and trusts focused on tackling inequality within education. In particular, we work closely with Chrysalis Hub who support us in training and bespoke programmes for whole school improvements.

We are proud of our school’s journey, and our recent academic and pastoral successes confirm that we are able to achieve great success while recognising we are always able to push ourselves further. We now look forward to the next chapter in our story, building on these successes and continuing to set high standards for our students and ourselves.

Vision and Ethos

Our Vision

To inspire young people to be confident and successful learners who contribute positively to society as responsible citizens.

Quality of Education

Exceptional teaching and learning, where each teacher and learner bring the best version of themselves to the learning journey.

Behaviour and Attitudes

Exceptional behaviour as a member of our community and as learners in our classrooms, our School Code and Character Virtues are the lived experience in classrooms and corridors.

Our Ethos

Investing in each other to be the very best we can be.

Our Character Virtues

Central to our ethos are the school's five Character Virtues. These lay the foundation of how we teach, the expectations we set and the results we strive for.

Resilience

"The ability to recover quickly from struggles and setbacks."

Integrity

"The ability of having and following strong moral principles."

Curiosity

"The ability to be eager to know or to learn something new."

Teamwork

"The ability to work with others effectively and efficiently."

Compassion

"The ability to show care and concern for others."



"The school's values are deeply embedded in every aspect of school life. The pupils I spoke with were able to articulate these values clearly and, more importantly, were living them in their interactions, attitudes, and approach to learning."

Harrow Director of Education, 2025



**“Staff feel well supported and value the opportunities they have to develop professionally.”
Ofsted, 2024**

Curriculum, Staffing and Resources

Park High School is a vibrant, high-achieving community with 150 dedicated staff, a low rate of staff turnover and a budget of nearly £13 million which is supported by an appropriate level of reserves.

We have recently upgraded IT facilities throughout the school, to ensure that teaching and learning are enhanced by modern technology – such as interactive touch screen boards in every classroom. We have also recently renovated our Quad, creating an outdoor space suitable for recreation and learning all year around.

Following our latest Ofsted review in October 2024, we are proud to have achieved ‘Good’ ratings across all areas, reflecting our commitment to excellence. We enjoy a strong reputation locally, with excellent links to primary feeder schools and other local secondary schools, and we are supported by an experienced and engaged Governing Body.

We boast a strong and highly collaborative Senior Leadership Team, and with minimal staff vacancies, we offer stability and continuity for staff and students alike. Our oversubscribed Sixth Form College, predominantly recruits from our own Year 11 students, demonstrating that our students are happy and achieve well, and families have trust and confidence in our school.

Our students receive tailored guidance from our full-time team of Careers and Employability Advisors, ensuring they leave school equipped with skills and confidence to achieve success and fulfilment in the world of work.

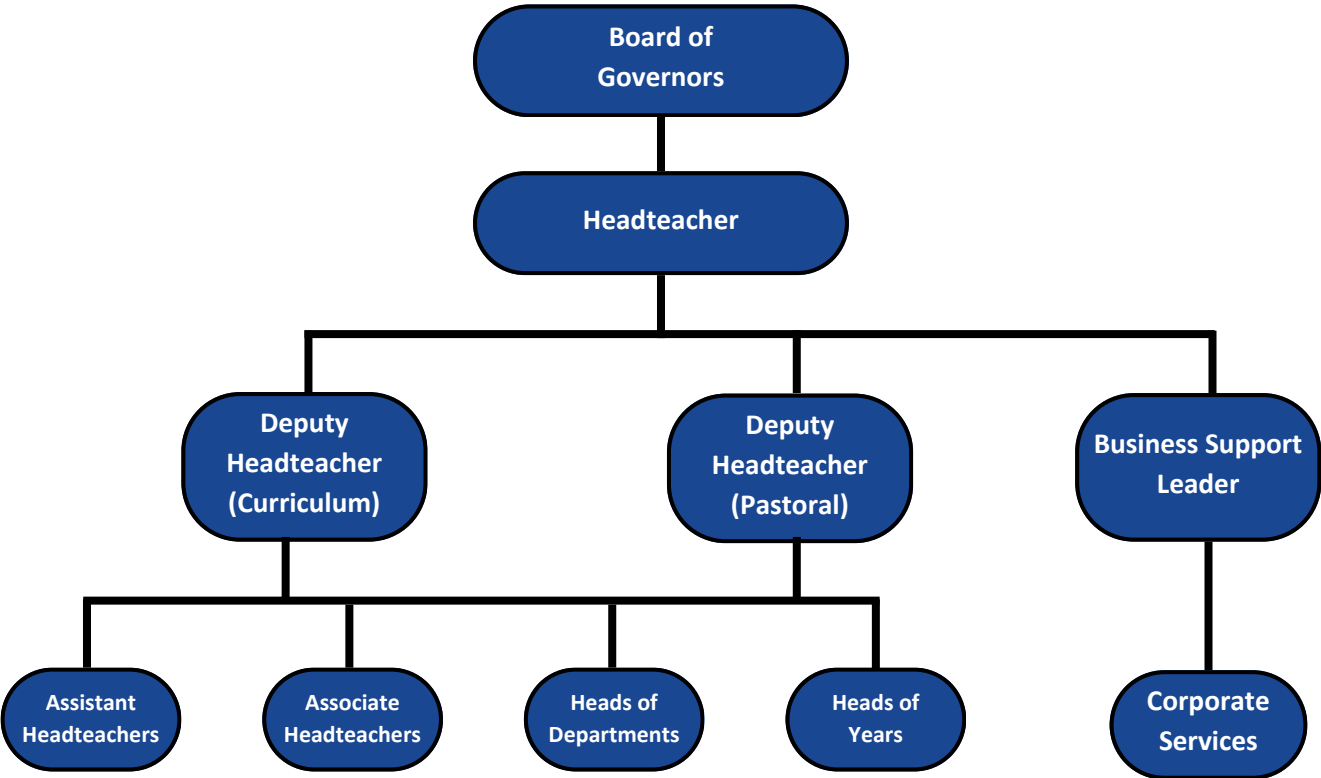
Student Population:

1,476 (1,276 at KS3-KS4; 200 at KS5)

SEND:

Student services provide students with additional learning support, help students with English as an Additional Language, provide mental health and wellbeing services and more. Additionally, our SENCO is the chair of the Harrow SENCO Forum, and sits on the local advisory board.

Senior Leadership Team Structure



“We have been on a steep school improvement journey but we have managed to do so in a way that has put the students at the centre of all we do.”
Teacher, 2025

Summer 2025 exam results

GCSE Success

Core subjects such as Mathematics, English and Science achieve high pass rates, with 100% Grades 9-5 in Biology, Chemistry and Physics. EBacc and creative subjects exceed national benchmarks.

73% of all grades were 9-4

25% of all grades were 9-7

Students achieving grades 9-4:

English Literature: 83%

English Language: 76%

Mathematics: 76%

English & Maths: 73%



“The school has a positive record of students successfully attending and completing courses at universities or other types of further and higher education.”

Ofsted, 2024

A Level Achievements

Several subjects rank in the top 25% nationally (ALPS), with strong A*-C grades across English Literature, History, Economics and the Arts.

68% of all grades were A*-C

44% of all grades were A*-B

97% of all grades were A*-E

A*-C grades in our Top Subjects

Art/Photography: 100%

History: 92%

English Literature: 90%

Economics: 88%

Business Studies: 85%

The Park Way of Teaching and Learning

To ensure all our classes are up to the highest standards, and students and teachers know what is expected of them, we developed the 'Park Way' of teaching. This was one of the key mechanisms we put in place to improve our teaching and learning offerings and raise our Ofsted ratings in this area.

A key part of The Park Way are **The 5 Cs**:

1. Creativity & Challenge

- Lessons should be planned to impart new knowledge, stimulate the student's intellectual curiosity, and create a lifelong love for learning through creative teaching.
- New knowledge should be delivered with clarity and in manageable chunks.
- Set a range of challenging (not extension) tasks which extend and deepen learning.

2. Checking for understanding

- Make sure that students have a clear understanding of what success looks like through modelling strategies, e.g. I do - We do - You do.
- Actively use effective formative assessment to check for understanding; encourage all students to think; demonstrate knowledge; and inform teaching. For example, cold calling, whole class and higher order targeted questioning.
- Ensure that students receive specific and timely feedback that promotes progress and to which they respond in green pen.

3. Communication

- Ensure that students' literacy is addressed, whether in written communication or developing their oracy.

4. Context

- Lessons should be inclusive and accessible to all students, taking into consideration individual learner needs and context.
- Effective deployment of support staff to support students' progress, based on expert knowledge of their needs.

5. Character

- Promote the Park High Character virtues: Integrity, Resilience, Curiosity, Compassion & Teamwork.



"The 'Park Way' is embedded. Students know their learning routines. They behave very well and are respectful."

Challenge Partners, 2024



**“It was evident that
staff know their
students well and are
committed to their
well-being, personal
growth, and success.”
Ofsted, 2024**

Application Process

Applications Open:

Thursday 11th December 2025

Phone Calls with the Headteacher:

Mornings of 15-18th December 2025

School Visits:

15-18th December 2025

To organise a school visit, please email:

HeadsPA@parkhighstanmore.org.uk

Application Closing Date:

9th January 2026

Shortlisting Date

13th January 2026

Interview Days:

19-20th January 2026

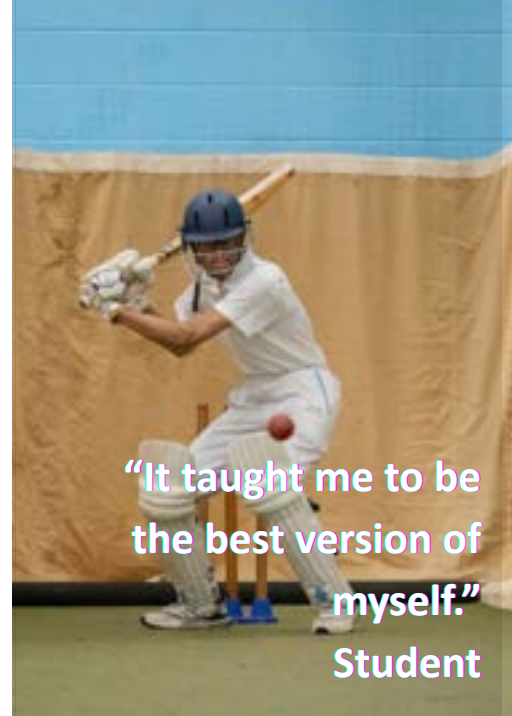
**To complete an application form, please go
to [click here](#).**



The School encourages all students to be their best and have aspirations and goals for the future.

We have an amazing offer of extra curricular activities for students to participate in.

Teacher



"It taught me to be the best version of myself."

Student



"Teachers and support staff are dedicated to our students."

Teacher



"I enjoy having shoutouts and Celebration Assemblies to reward students who have done well."

Student



"The relationships between the members of staff in the school are positive and they are very welcoming to new staff."

Teacher



"It brings people with different backgrounds and opinions together, and gives us a safe place to coexist."

Student

Headteacher Job Description

This job description forms part of the contract of employment of the successful applicant. The appointment is subject to the conditions of employment of Teachers contained in the School Teachers' Pay and Conditions document and other current educational and employment legislation.

Responsible to: School Governing Body

Responsible for: Senior Leadership Team, Business Support Leader

Job Purpose:

- **Safeguarding and Welfare:** Provide a duty of care to ensure the protection and safety of both students and staff through effective safeguarding policies and procedures.
- **Equality and Anti-Discrimination:** To promote transparency and equality of opportunity, ensuring that discriminatory practices are avoided. This includes ensuring that the school fulfils its statutory duties regarding the SEND Code of Practice.
- **Financial Management:** Manage financial resources efficiently and effectively, ensuring probity in the use of public funds and adherence to the trust's financial policies.
- **Pupil Behaviour:** Establish and sustain high standards of pupil behaviour, based on clear rules and routines understood by staff and students.
- **Staff Management:** Ensure staff are managed well, their professional responsibilities are understood and met, and they receive appropriate professional development.
- **Leadership and Strategic Implementation:** Implement the school's strategic vision, setting high expectations and developing evidence-informed strategies for school improvement.
- **Risk Management:** Establish systems and processes for identifying, managing, and mitigating risks within the school.
- **Accountability:** Work with the governing body to implement strategy and take responsibility for the school's operational outcomes. Including acting as Accounting Officer with delegated authority from the school's governing body.

Leadership and Management of Student Achievement, Progress, Equality and Safety:

- Ensure that safety, wellbeing of children and young people is at the heart of the school's functions.
- Ensure that an aspirational culture and ethos of challenge, and support where the whole school community invest in each other to be the very best we can be. This includes implementing strategies that epitomize the school's high expectations of all pupils, including those who denoted as SEND and/or disadvantaged.
- Ensure a consistent and continuous focus on all students, particularly those who are denoted as SEND and/or disadvantaged enjoyment of and ability to access a strong education, supporting them to be confident and successful learners who contribute positively to society as responsible citizens.
- Ensure the school implements inclusive formal and informal curriculum that enables all students, particularly those who are denoted as SEND and/or disadvantaged to flourish and achieve success.
- Ensure that evidenced informed inclusive teaching and learning approaches are used effectively to support students' academic attainment and progress.



"The school believes that the entitlement should be the same for all pupils and has high expectations for all within their community. All staff are seen as leaders of inclusion."
Challenge Partners, 2025

- Ensure that there is a consistent and continuous focus on all students' achievement, particularly those who are denoted as SEND and/or disadvantaged using appropriate system led data assessment and benchmarking tools and processes.
- Implement and monitor strategies that secure high standards of student behaviour and attendance in a way that promotes and acts in line with the school's inclusive vision and ethos.
- Ensure collaboration with partners and agencies in providing for the intellectual, moral, cultural, physical, social and emotional wellbeing of students.

Learning and managing staff:

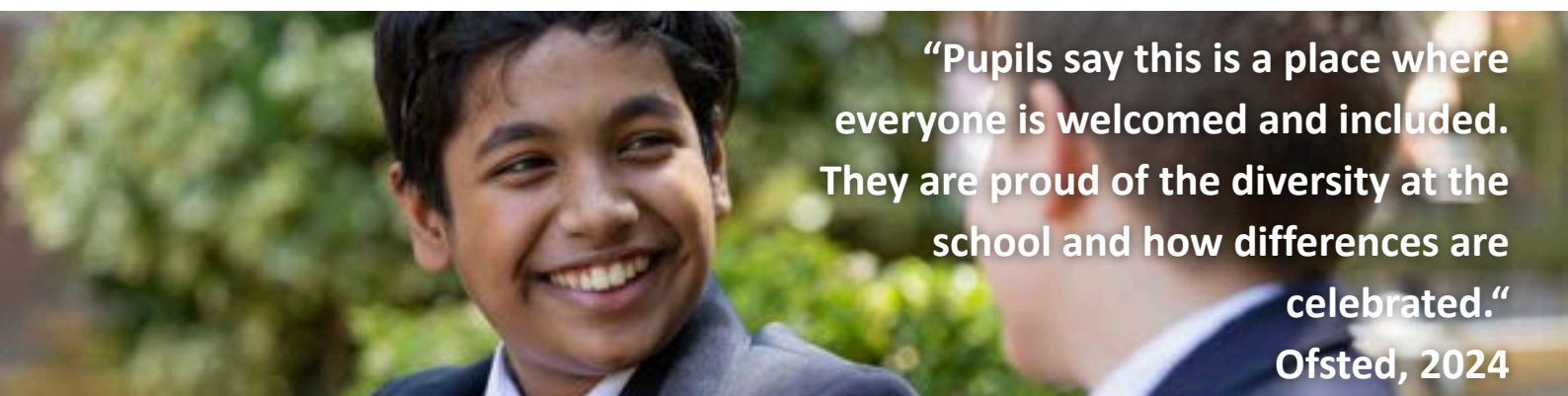
- Ensure that outstanding teaching and learning is the primary objective for all staff.
- Lead. Motivate, support, develop and challenge staff to secure improvement.
- Ensure that all staff are engaged with the school's key priorities and ethos, through effective communication across the whole school community.
- Maximize the contribution of staff to improve the quality of education provided and standards achieved through the implementation of an accurate continuous professional development programme.
- Implement and sustain rigorous procedures for monitoring the performance of all staff, including objective setting and personal development plans.
- Nurture a culture that enables staff to feel safe, secure and listened to.

Leading and managing resources:

- Accurately target funds and resources for the school to meet its key priorities.
- Agree and set appropriate priorities for the expenditure with the Governing Body; allocate funds and monitor effective control of school budgets.
- Deploy and manage the school's financial and human resources effectively in line with the school key priorities and financial context.
- Ensure school buildings, facilities and grounds meet the needs of the students and staff and are of the highest standard of repair and cleanliness, compliant with health and safety regulations.
- Explore and develop additional sources of funding, ensuring effective utilisation of the school grounds and facilities.

Stakeholders and the wider community:

- Develop and implement strategies that engage all parents and carers, as well as the wider community.
- Lead the school's ethos in delivering effective relationships with parents, carers and professionals to appropriately identify students' additional needs, and provide guidance, support and adaptation where appropriate.
- Act at all times as an ambassador for the school in a manner that upholds its vision and ethos.
- Develop and implement strategies that support collaboration with local primary schools.
- Seek opportunities to communicate and enhance the value of the school to other sectors, including commercial businesses and universities.
- Contribute to the wider education system through a commitment to collaboration.



“Pupils say this is a place where everyone is welcomed and included. They are proud of the diversity at the school and how differences are celebrated.”
Ofsted, 2024

Accountability and Governance:

- Explore, prepare, deliver and sustain a school improvement plan that closely reflects the school's priorities and areas for development, ensuring that the school's vision and ethos is closely reflected by the plan and the priorities it seeks to achieve.
- Champion the communication of the school improvement plan to enable all staff to understand and deliver the plan, enabling the school's priorities to be met.
- Work closely with the governing body to analyse and plan for the future needs and further development of the school within local and national contexts and benchmarks.
- Present a coherent and accurate account of the school's performance to governors, welcoming both challenge and support.
- Prepare the school effectively for external scrutiny from Ofsted, the Department of Education and other statutory bodies as required.

Notes:

- The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
- This job description is not necessarily a comprehensive definition of the post.
- The duties may be varied to meet the changing demands of the school.



“As an Artsmark School, Park High is offering a broad, ambitious, and creative curriculum that builds character, resilience, and lifelong skills.”
Arts Council England, 2024

Person Specifications

Areas of Expertise	Essential	Desirable
Qualifications and CPD Record	Qualified Teacher Status and a bachelor degree; Record of CPD relevant to headship	Higher degree relevant to headship; NPQH
Employment Record	5 Years as Deputy Headteacher/Headteacher experience. Track record of leadership in secondary schools; Experience in good or outstanding school	Experience of Sixth Form Leadership
Personal Effectiveness	Resilience, integrity, compassion and curiosity; Ability to inspire teamwork	Capacity for personal development; Presentation to stakeholders
Leadership Strategies	Ability to create culture of academic excellence and character development. A track record of understanding and applying system leadership	Strategic planning embedding school values
Leading and Managing Staff	Ability to lead by example. Successful experience of applying the principles of system leadership, distributive leadership and motivating staff	Developing staff wellbeing and growth
Management of Student Achievement, Progress, Diversity and Safeguarding	Ability to understand and implement the highest principles of inclusion. Track record of raising achievement and fostering resilience	Implementing adaptive teaching and inclusive practices
Leadership and Management of Curriculum	Understanding of curriculum design for equity and excellence	Innovative approaches and technology for learning
Managing Resources	Financial planning and resource management aligned with priorities	Generating additional funding and partnerships
Stakeholders and the Community	Building strong relationships with parents and community	Promoting school as hub of collaboration
Accountability and Governance	Commitment to diversity, equal opportunities, safeguarding. Track record of building and maintaining strong governance relationships and systems	Governance and strategic accountability
Teaching	Substantial successful teaching experience	Experience across multiple schools and contexts

Staff Benefits

At Park High School, we recognise that our employees are our greatest asset, and we take pride in offering a comprehensive range of benefits designed to support your wellbeing, professional development and work-life balance:

- Teacher Pension Scheme with an employer contribution of at least 28.68%.
- Paid lunchtime duties with a free lunch
- Comprehensive CPD programme
- Own laptop for all teaching staff
- Comprehensive support and mentoring programme for ECTs
- Collaboration with local high schools
- Cycle to work scheme
- Staff wellbeing and counselling service
- Annual Staff Voice

Staff Development

Park High School recognises that its staff are our greatest resource and so we invest time and effort into everyone's professional development. We offer an extensive programme of professional development, which offers a whole range of opportunities for colleagues to develop their potential within and beyond Park High School. Recent visitors to our in-house offer include Ross Morrison McGill, Isabella Wallace and Martijn Van der Spool. Professional development underpins all our work.

Staff development is highly regarded and we have strong partnerships with universities and other higher education institutions and we actively support our staff in pursuing Master's and other higher qualifications.

Equal Opportunity

We are an equal opportunities employer, recently achieving the Bronze Equalities Award by EqualiTeach in recognition of our commitment to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination.

The aim of this policy is to ensure that no person receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

Safeguarding

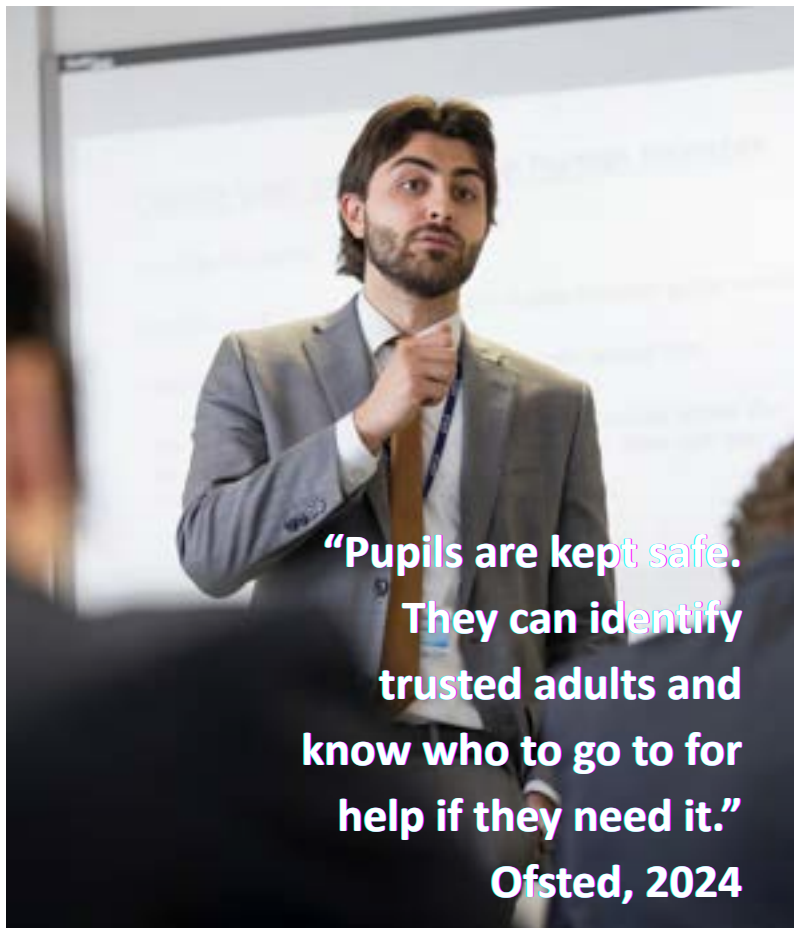
The school is committed towards safeguarding and promoting the welfare of all pupils and young people under the age of 18. This commitment includes:

- preventing maltreatment and/or abuse
- preventing their health or development being detrimentally impacted
- providing safe and effective care in School
- taking positive action to enable each pupil to succeed.


We recognise that the treatment of a pupil during their learning years can have a significant impact on their future. Every member of the school, from governors to support staff, has a role to play in providing pupils with the best possible grounding for their personal and educational development.

We are committed towards implementing a high standard of behaviour and conduct within our school. This policy applies to every member of staff working or volunteering within the school.

The school is committed to safeguarding and promoting the welfare of children and young people, and the successful applicant must provide satisfactory references and will be subject to an enhanced Disclosure and Barring Service check.



**"Pupils are kept safe.
They can identify
trusted adults and
know who to go to for
help if they need it."
Ofsted, 2024**



“School is a very fun place to be and learn new things, it’s a very exhilarating journey. There can be some ups and downs, but overall it’s one of the best places to be and it’s a good opportunity to make new friends, interact and meet new students and teachers who you can get along with really well.”

Student

Getting Here

Park High School, Thistlecroft Gardens, Stanmore, Middlesex, HA7 1PL

By Car

If you are visiting the school, please confirm if you are travelling by car so that parking can be arranged.

You may also park on the surrounding roads, but please be mindful of our neighbours.

We operate a one-way system so please approach the school via Burnell Gardens and exit via Thistlecroft Gardens.

Please note Harrow Council have introduced ANPR cameras at the beginning of Burnell Gardens and Thistlecroft Gardens, the restrictions are in place from **8.15am to 9.15am and 2.30pm to 3.30pm.**

By Tube

Canons Park on the Jubilee Line is the nearest tube station with a 20 minute walk to the school, or take the No. 79 bus towards Alperton).

By Bus

79 bus to Honeypot Lane (Wigton Gardens)

324 bus (Hail&Ride) to Culver Grove

114 bus to Streatfield Road (Kenmore Road)

186 bus to Wemborough Road (Abercorn Road)

All followed by a 5-minute walk



Park High School

Thistlecroft Gardens
Stanmore, HA7 1PL

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