

# Enfield County School for Girls



*Onward Ever, Together*



# 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**



# 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

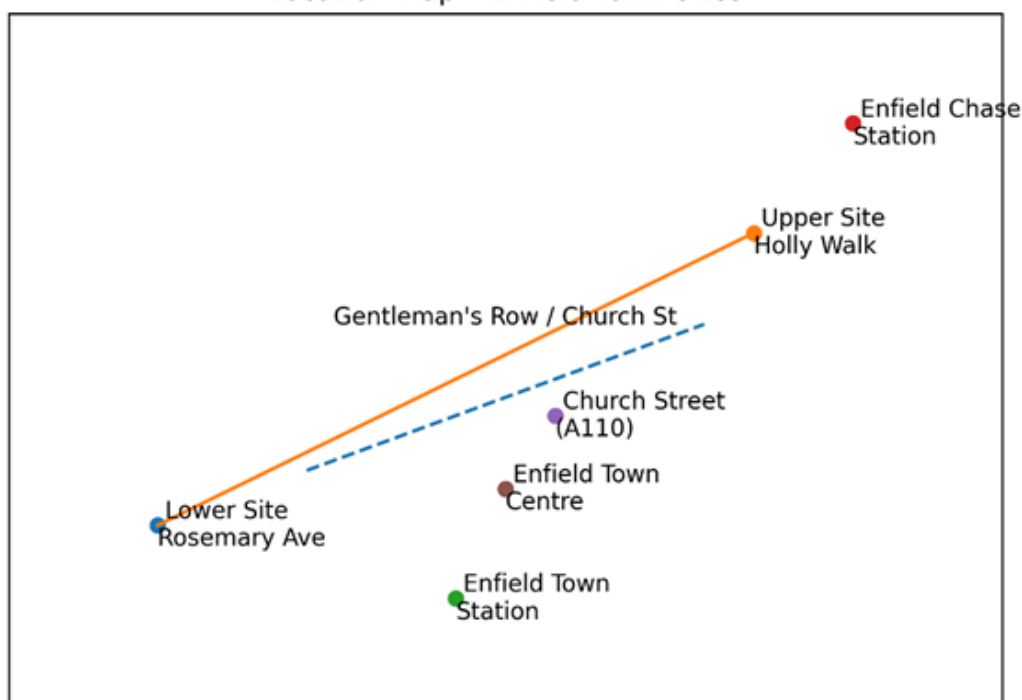
The two sites are located just a short distance from each other, allowing our teams to work closely together while benefiting from two spacious environments.

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

Location Map - Enfield Town Sites



Enfield Town Area (schematic map for brochure)

# 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

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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

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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

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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

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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

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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

# JOB DESCRIPTION



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## JOB DESCRIPTION

|   |  |
|---|--|
| <b>POST &amp; CURRICULUM AREA:</b>        | Generic Teacher Job Description  |
| <b>SALARY:</b>                            | Based on the School Teachers' Pay & Conditions Document MPS/UPS  |
| <b>LINE MANAGER:</b>                      | Subject Coordinator  |
| <b>ACCOUNTABLE FOR:</b>                   | Curriculum provision<br>Commitment to high standards, school aims, policies, plans and priorities.   |
| <b>IMPORTANT FUNCTIONAL RELATIONSHIPS</b> | Headteacher & Strategic Leadership Team<br>Subject Team members<br>Key Stage Achievement Leaders<br>Students & Parents<br>Other Teaching & Support colleagues<br>LA & external agencies as appropriate |

All schools in Enfield are committed to safeguarding and promoting the welfare of children and young people. Therefore, all workers and employees within Enfield are expected to share this commitment

### Core Purpose

- To set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils
- Make accurate and productive use of assessment
- Manage behaviour effectively to ensure a good and safe learning environment
- Fulfil wider professional responsibilities
- Teachers' Standards are applied
- To be responsible for curriculum, quality marking and assessment of taught groups across key stages within the framework of school and department policies
- To contribute to the development of departmental policies and procedures
- To contribute to the formulation of the Departmental Improvement Plan
- To monitor student progress and co-ordination of appropriate intervention



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- To remain aware of curriculum development through a commitment to CPD and networking
- To use positive strategies to manage student behaviour in class and around the school
- To contribute to the management of stock, equipment and resources for all Key Stages
- Monitor the progress of all students to identify and address underachievement so that all students achieve in line with or better than their prior attainment.
- Develop practice in the subject (Teaching & Support) through CPD, guidance, support departmental documentation, lesson observations and feedback.
- Support and implement whole school policies and decisions.

#### **General Professional Duties**

- These are as set out in the relevant School Teachers' Pay and Conditions Document, which can be viewed on the internet.
- To play a full part in the life of the school community, to support its mission and ethos and to encourage staff and students to follow this example.

#### **Main Professional Duties**

1. To liaise with Subject Co-ordinator about curriculum developments.
2. To contribute to curriculum development, production of schemes of work and student materials for use throughout the ability range.
3. To contribute to the organisation of displays for prospective parents evening and to help maintain appropriate displays of work throughout the year.
4. To demonstrate a commitment to bringing the subject to life, through active teaching and enquiry learning, use of technology.
5. To liaise with other members of the department as necessary and take an active role in department self-evaluation.
6. To attend school and Borough meetings and working parties when appropriate
7. To complete administration relevant to the post.
8. To complete other reasonable tasks as delegated by the Headteacher via the Subject Co-ordinator.
9. Support the department in building and updating a virtual learning environment that best supports pupils progress and learning from home.
10. To support the Subject Coordinator in raising standards across the key stages.
11. To ensure that high quality schemes of work are in place for the start of each academic year that provide a range of teaching and learning strategies and materials in order to give students high quality opportunities for learning and that these are monitored and reviewed annually.



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12. To monitor and evaluate the quality of homework.
13. Work with other staff (teaching and support) parents/carers, outside agencies, and others, as and when required to support student achievement and progress across the curriculum area.
14. To identify and promote innovative and effective strategies to bring about further improvement.
15. Assist the Subject Coordinator with work scrutiny to monitor that work is regularly marked and that assessment is in line with both department and school policies and suggest areas for development.
16. To analyse and interpret data to make secure judgements about standards of students' attainment and rate of progress across the key stage.

**Undertake any other duties reasonably requested by the Headteacher, commensurate with the post.**

#### **EXPECTATIONS OF ALL STAFF (Teaching & Support)**

- Support the Headteacher and Strategic Leadership Team in creating a culture for learning, high standards of achievement and success for all students.
- Carry out all duties and responsibilities in accordance with the school's code of conduct, contents of the staff handbook, policies, current practice and your duty of care for the students' well-being and safety; not to do anything to bring the name or ethos of the school into disrepute.
- Work flexibly as a member of a team, and undertake such other duties as may be required within the scope of this post.
- Deal with enquiries efficiently and sensitively.
- Ensure absolute confidentiality in all matters relating to the students, staff and school business.
- The post holder will ensure that the duties of the post are undertaken with due regard to the School's Health & Safety Policy and to their personal responsibilities under the provisions of the Health & Safety at Work Act 1974 and all other relevant subordinate legislation.
- Be aware of and comply with policies and procedures relating to child protection, health & safety, security and confidentiality.
- Report child protection (CP) concerns immediately to the named CP person(s).
- Attend and participate in relevant meetings, training, performance development and other activities as required.



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**NOTE**


This job description should not be viewed as a comprehensive description of the post. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from those in a position of responsibility to undertake work of a similar level that is not specified in this job description.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the salary scale and job title.

# PERSON SPECIFICATION

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|--|---|
|  | <b>Enfield County School</b><br><b>MPS Teacher</b><br><b>Person Specification</b> |
|--|---|

|                       | Essential   | Desirable  |
|-----------------------|---|--|
| Qualifications        | <ul style="list-style-type: none"> <li>• Qualified teacher Status (A)</li> <li>• A good Honours Graduate in the appropriate subject (A)</li> </ul>  | <ul style="list-style-type: none"> <li>• Evidence of INSET and commitment to further professional development</li> <li>• Evidence of engagement with current educational research and evidence- informed practice (A, I)</li> </ul>  |
| Skills and Experience | <ul style="list-style-type: none"> <li>• Experience of teaching at KS3 and KS4 (A, I, R)</li> <li>• Secure subject knowledge and the ability to teach across the full ability range (A, I, R)</li> <li>• Strong understanding of effective classroom strategies, including planning, sequencing, adaptive teaching, behaviour management and assessment for learning (A, I, R)</li> <li>• Understanding of inclusive teaching approaches to meet the needs of all learners, including students with SEND, EAL, disadvantaged pupils and high prior attainers (A, I, R)</li> <li>• Knowledge and understanding of statutory curriculum requirements at the relevant key stage(s), including assessment, recording, reporting, and preparation for public examinations (A, I, R)</li> <li>• Knowledge and understanding of safeguarding legislation and statutory guidance, including <i>Keeping Children Safe in Education</i>, SEND Code of Practice, Equalities legislation and Health &amp; Safety requirements (I, R)</li> <li>• Commitment to safeguarding and promoting the welfare of children and young people (A, I, R)</li> <li>• Ability to use ICT effectively to enhance teaching, learning and assessment (A, I, R)</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of teaching at KS5/Post-16 (A, I)</li> <li>• Experience of contributing to departmental or whole-school improvement initiatives (A, I)</li> <li>• Knowledge of current educational priorities and initiatives (A, I)</li> <li>• Experience of using digital platforms or emerging technologies to support learning (A, I)</li> </ul> |

|                    |  |  |
|--------------------|--|--|
|                    | <ul style="list-style-type: none"> <li>• Understanding of strategies to raise standards of teaching and learning and improve student outcomes (A, I)</li> <li>• Ability to analyse data to inform planning, intervention and progress monitoring (A, I)</li> <li>• Experience of working collaboratively with colleagues (A, I)</li> <li>• Experience of building positive relationships and working in partnership with parents and carers (A, I)</li> </ul>  |  |
| Personal Qualities | <ul style="list-style-type: none"> <li>• A willingness to support and actively promote the school's ethos, vision and values (A, I, R)</li> <li>• Commitment to promoting fundamental British values: democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs (I, R)</li> <li>• Strong moral purpose and commitment to inclusive education and equality of opportunity (A, I)</li> <li>• Self-motivated, reflective and committed to continuous improvement (I, R)</li> <li>• Excellent communication and interpersonal skills (I, R)</li> <li>• Ability to build positive professional relationships with students, colleagues and parents (I, R)</li> <li>• Ability to lead learning effectively within the classroom and inspire and motivate students (I)</li> <li>• Ability to work effectively as part of a team (A, I, R)</li> <li>• Resilient, adaptable and able to remain calm under pressure (I, R)</li> <li>• High professional standards of attendance, punctuality, conduct and presentation (R, I)</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of supporting student wellbeing, personal development or pastoral care (A, I)</li> <li>• Enthusiasm, energy and a positive sense of humour (I, R)</li> </ul> |

# 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](mailto: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.

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[www.enfieldcs.enfield.sch.uk](http://www.enfieldcs.enfield.sch.uk)



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[@Enfield\\_County\\_School](https://www.instagram.com/Enfield_County_School)

