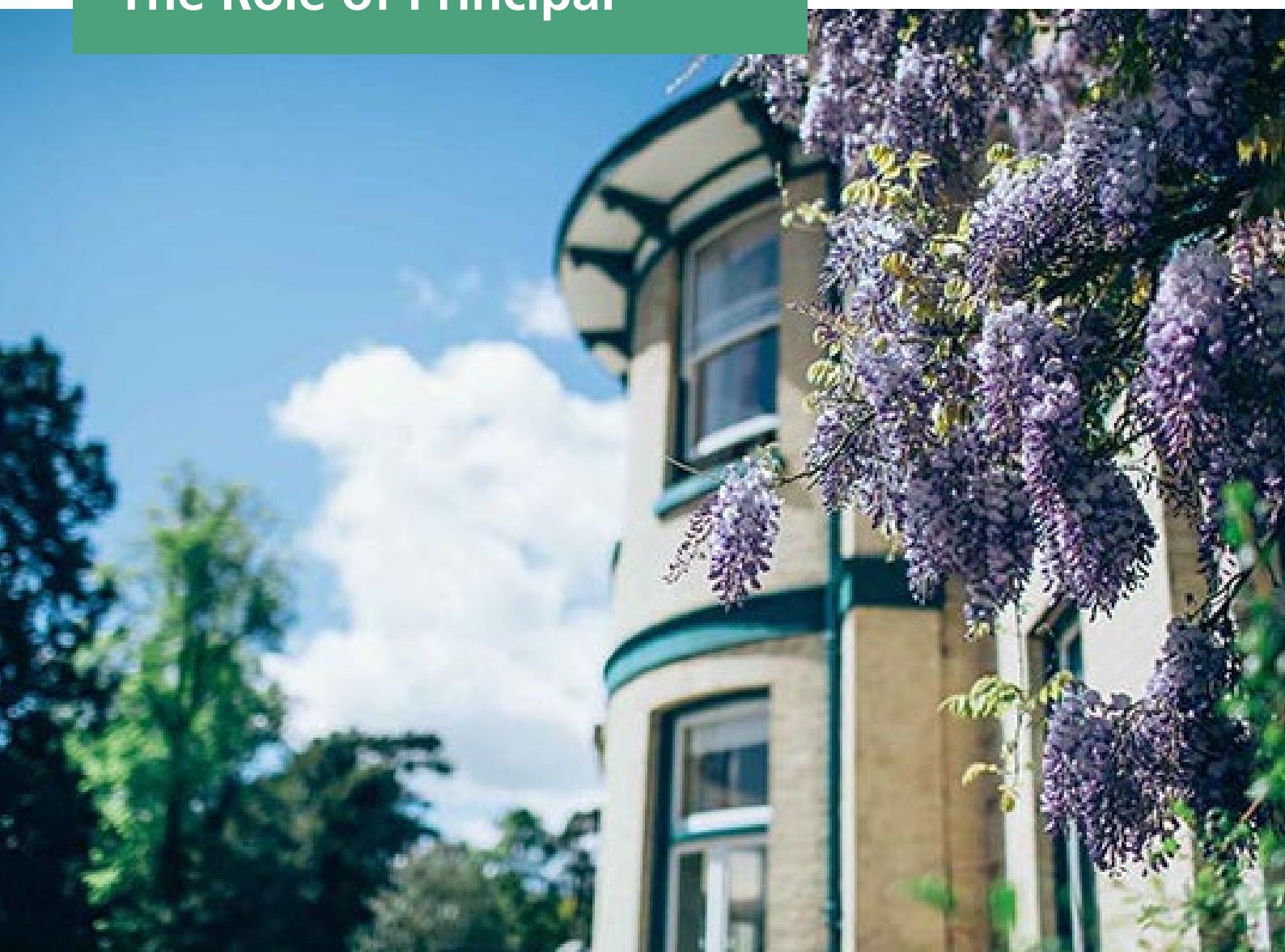




ESTABLISHED 1929

Gosfield School

The Role of Principal



Nursery - Prep - Senior - Sixth Form

Application pack



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Gosfield School

About us

Gosfield School was established at Cut Hedge Park in 1929 when the daughter of the textile manufacturer, George Courtauld purchased the land and buildings from the executors of her late father's estate. Constance Cicely Courtauld started a senior boy's boarding school the same year with pupils relocating from Leigh Hall School in Southend. In 1944, Cicely gifted the school and estate to headmaster John Turner who continued the work started by Cicely. In 1967, the school became a charitable trust and in 1986, the school became co-educational. A Prep School was opened in 1989 and we welcomed our first 6th Form students in 1994. In 2006, Gosfield School Ltd purchased the freehold of the estate and buildings from the Turner family.

In 2015, we opened Meadow Court, a purpose built Prep School, which is home to Reception Class to Year 5, within the grounds of our 100 acre estate. Meadow Court also houses our newly opened and thriving Nursery School. The new building complements the Victorian Manor House that is the heartbeat of the school and offers excellent facilities for our transition Year 6, Senior School and 6th Form. We continue to develop and upgrade our infrastructure and with Forest School very much a part of our Prep and Senior School curriculum, we are delighted to be opening our new Forest School and Cricket Pavilion in May 2017.

We are committed to the development of our young people in an environment where all pupils feel valued and are able to achieve excellence in all aspects of life. We have non-academic entry criteria and consistently achieve outstanding outcomes when compared to schools with academic entry criteria.

Cicely's founding principles for the school were to create a family environment in which young people would flourish and we remain faithful to those principles today.

Class sizes are small by design. A maximum of 20 children per year in our Prep School rising to a maximum of 40 per year group, in two forms in the Senior School. Our class sizes enable every member of staff to understand each pupil individually. We remain a small school of some 230 pupils plus nursery children and although small, in September 2015, we welcomed our largest cohort in the school's 87 year history.

Children do not learn unless they are happy, so making sure that each child that joins us feels safe, settled and supported is our primary concern. We believe that children will flourish if they are allowed to grow at their own pace, which is why our pupils mix often and readily across year groups. This builds the confidence of our youngest children and helps our older pupils remain kind and caring through their teenage years. We get to know our pupils very well and appreciate their unique personalities and approaches to learning.

We are proud to maintain the founding principles of our school some 87 years ago and look forward to welcoming our new Principal to our family as we continue our journey with the young people in our care.

Gosfield School is a member of the Independent Schools Association.





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Gosfield School

About you

The school is now seeking to appoint only its eighth Principal in its 87 year history. Our current Principal, Dr Sarah Welch, leaves at the end of 2017 to take up a role at an International School after seven successful years in post.

Our Principal leads the school in every respect, working closely with the Senior Management Team and the School's Governors. The leadership structure includes a Deputy Principal Academic and Head of Prep School and Nursery. The school's Governing Council has 14 members, including the Principal, some of whom undertake six Link Governance roles.

The school roll has grown in pupil numbers by over 20% in the last five years and some significant infrastructure developments have been completed in that time including the opening of a new build Prep School and a new Forest School and cricket pavilion. We are seeking to appoint a Principal who will continue the excellent work of recent years.

The successful candidate will lead the school through its continued development, building on our significant strengths, bringing new ideas and ensuring we continue to be exceptional in everything we do.

Remuneration and benefits

The position of Principal at Gosfield School has a salary of circa £70,000 pa plus a performance bonus. The four bedroom house in the school grounds known as Cut Hedge House is available at a nil rent on an in service tenure. Council tax, currently £2,333 is included in the tenure.

Person Specification

Candidates should be ambitious and able to demonstrate:

- Success as a Principal or Head Teacher or Deputy Principal or Deputy Head Teacher
- Strong academic and intellectual credentials
- A commitment to continuing professional development
- The ability to inspire, motivate and empower our team of teaching and non-teaching staff and successfully lead our Senior Management Team
- The ability to innovate and for forward thinking to set a clear vision for the school's continued progress and growth
- An inclusive and consultative approach to all stakeholders
- Success in achieving high standards of outcomes at all levels and a commitment to excellence and an enriched curriculum
- An understanding of commercial requirements and budgetary control
- A commitment to continue the established ethos and founding principles of the school

This is a wonderful opportunity for the right candidate to whom we offer very attractive remuneration plus a performance bonus and residence at the four bedroom Cut Hedge House that is delightfully set in the school's 100 acre grounds.





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Gosfield School

Appointment process and how to apply

The process of appointing our new Principal will be led by the school's Chair of Governors, Peter Sakal and a panel made up of Senior Managers and Governors.

Applications close at midnight on Wednesday 24th May, 2017

In the first instance, applicants should complete the school's job application form, and submit it no later than midnight on Wednesday 24th May, 2017. Applications can be sent by email to: Peter Sakal at peter@gfm.co.uk or posted to: Peter Sakal, Chair of Governors, Gosfield School, Cut Hedge Park, Halstead Road, Gosfield, Essex CO9 1PF.

Invitation to visit the school

Applications will be considered by the panel and a long list of candidates will be invited to spend the day with us. We will advise the selected candidates no later than Wednesday 31st May, 2017 and will also provide a link to an online psychometric testing portal.

Online psychometric testing completed by Monday 5th June, 2017

Candidates receiving an invitation will be asked to complete a short online psychometric test which must be completed by midnight on Monday 5th June, 2017.

Long list of candidates school visit on Wednesday 7th June, 2017

The selected, invited candidates will spend the day with us on Wednesday 7th June, 2017 and will have the opportunity to meet with our staff and pupils and engage in informal discussions about the role. A short list of candidates will be contacted on the evening of Wednesday 7th June and invited to a formal interview.

Short list of candidates for formal interviews on Thursday 8th June 2017

A short list of candidates will be invited to formal interviews at the school on Thursday 8th June, 2017. These interviews will take place in front of a panel of five Governors and Senior Managers.

Offer for the position of Principal

It is anticipated that the successful candidate will be advised by Friday 16th June. The position will be offered subject to satisfactory references being taken up.

