



HEAD TEACHER – REBECCA SMALE
GOSDEN HOUSE SCHOOL, BRAMLEY, GUILDFORD, GU5 0AH
TEL: 01483 892008 WWW.GOSDEN-HOUSE.SURREY.SCH.UK
INFO@GOSDEN-HOUSE.SURREY.SCH.UK

Assistant Head Teacher

Secondary Provision

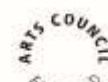
We are seeking candidates for the role of Assistant Head Teacher, Secondary Provision. This will be a senior leadership role, and will comprise of 25% timetabled teaching commitment.

Salary range:	L3 – L10 (£53,675 - £63,576, FTE)
Hours:	Full-time or Part-time (<i>please state preference on application</i>)
Start date:	3 rd September 2025
Reporting to:	Head Teacher
Responsibility:	Secondary Department. Quality of teaching and learning.

Job description

As part of the leadership team:

- Work with the Head Teacher and governing board effectively to identify and agree approaches to school priorities
- Design and implement sustainable change across the school
- Day to day management of the Secondary department and staff, including holding appraisals, effective use of budgets and resources and supporting the wellbeing of staff
- Use a range of techniques to collaboratively gather evidence on teaching quality and identify/plan training and development needs
- Maintain and support a rich, high-quality school curriculum, keeping up to date with developments in education
- Contribute to and implement policies and practice which promote the Gosden ethos, including relational support, and physical and mental wellbeing in pupils
- Work with families and other professionals to ensure children and young people are safe, happy and healthy
- Lead, motivate and influence colleagues to deliver whole school objectives
- Engage with local and national partners in order to support school improvement and share good practice across school networks
- Support the continuing professional development of staff, making a positive contribution to a cohesive, motivated, healthy staff team.
- Member of school safeguarding team (DSL)
- Whole school behaviour support



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Person specification

Senior leaders at Gosden House School are committed to promoting the school vision. They demonstrate professional leadership behaviours, committed to developing aspects of their leadership in order to promote high quality teaching and learning, and secure outcomes for pupils.

Criteria	Description
Qualifications and Training	<ul style="list-style-type: none">• Qualified teachers status• Senior Leadership National Professional Qualification (NPQSL or equivalent)• Experience of KS4 curriculum, vocational options and external examinations

Leadership behaviour	Description
Commitment	Leaders are committed to their pupils and understand the power of high quality teaching to improve social mobility, wellbeing and productivity.
Collaboration	Leaders readily engage with, inspire and invest responsibility in, those who are best placed to improve outcomes.
Personal drive	Leaders are self-motivated and take a creative, problem-solving approach to new challenges.
Resilience	Leaders remain courageous and positive in challenging, adverse or uncertain circumstances.
Awareness	Leaders will know themselves and their teams, continually reflect on their own and others' practices, and understand how best to approach difficult or sensitive issues.
Integrity	Leaders act with honesty, transparency and always in the interests of the school and its pupils.
Respect	Leaders their respect the rights, views, beliefs and faiths of pupils, colleagues and stakeholders.

In addition, the successful candidate will:

- Be an outstanding teacher with significant teaching experience, who demonstrates a passion for improving outcomes for learners with SEN
- Have successfully led on a significant area of school improvement.
- Demonstrate strong and effective communication and interpersonal skills.
- Be committed to continuing professional development in their own career.
- Promote inclusion and equity, in terms of protected characteristics, and also in recognising and overcoming barriers faced by pupils.
- Have the safety and wellbeing of children and young people at the heart of their practice.

For further information please contact recruitment@gosden-house.surrey.sch.uk

Application Deadline: 9am, Monday 31st March

Interviews will take place after the Easter holidays.

SAFEGUARDING STATEMENT: *Gosden House School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be subject to satisfactory references and an enhanced disclosure through the Disclosure and Barring Service (DBS). We reserve the right to close any recruitment campaign early.*