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Dear parents and carers, students and members of our wider school community,

I am delighted to be able to tell you that after a four and a half hour interview yesterday the Bradfield Governors offered the position of Headteacher to Dr Gilbert and he has accepted that offer with immediate effect.

As the governors started the selection process with an interview of an internal candidate we were very aware that this needed to be robust, rigorous, open and transparent. We were also aware that the appointment of a Headteacher is the most important decision which governors can make and that we had to be certain that we appointed the right person for this crucial role.

We set up a governor selection panel of five governors and we also appointed three external, independent advisers – our School Improvement Partner who is a former Headteacher; a Chair of Governors at a high performing secondary school across the city with recent experience of Headteacher recruitment who is also a National Leader of Governance and a recruitment consultant with a wide experience of Headteacher recruitment in the city. As well as their experience our advisers brought added challenge, support and scrutiny to the process.

The selection process involved various aspects including a pre-prepared presentation on Dr Gilbert's vision for Bradfield; an unseen presentation to prepare on the day and over two hours of formal questions from the Panel which was observed by the staff governors who provided constructive feedback to us.

The Panel's decision, guided and supported by the external advisers, was unanimously to recommend to the full Governing Body the appointment of Dr Gilbert as Headteacher. Our advisers told us that rarely had they been involved in such an in-depth, detailed and lengthy interview and that they felt that Dr Gilbert was an exceptionally high quality candidate.

All of the governors met last night following the Panel's deliberations and unanimously agreed to offer the position to Dr Gilbert. I am extremely pleased that Bradfield now has a Headteacher who shares with the Governing Body a common vision for the school and an understanding of our strengths and areas for development and we are very much looking forward to building on the work that he has already started and with our parents, staff and students to improve the outcomes for all of our children.

Yours sincerely

Deborah Eaton  
Chair of Governors