



Head of Year 7



Reach Academy Hanworth Park

Welcome,

We're delighted to be the founding co-headteachers of **Reach Academy Hanworth Park**, a brand new school opening in September 2024.

Building on the continued success of **Reach Academy Feltham**, our new school will serve a singular mission, to ensure that:

every single pupil will leave us with the skills, attributes and academic qualifications to go on to enjoy lives of choice and opportunity.



Tilly
Browne



Louis
Everett

We need an incredible founding team to open, lead and grow our new school.

In the following pack, we hope to do the following:

- Share some background information about the evolution and direction of **Reach Schools**;
- Provide a description of the **Head of Year** role with an indication of the types of skills and attributes we're looking for; and,
- Provide information about **how to apply** for the role, if interested.

If you have any questions at all, please don't hesitate to contact Louis directly on louis.everett@reachacademy.org.uk.

Kind regards,
Louis and Tilly

About us

Reach Schools





Reach Schools

Reach Schools is the (new) name of our [multi-academy trust](#). It belongs to a wider ecosystem of organisations based in Feltham that works to incubate ideas and improve outcomes for our community in Feltham—and beyond.

Reach Schools works in partnership with the **Reach Children's Hub** to *deepen* our impact in Feltham and the **Reach Foundation** to *expand* the national impact of our pioneering work.

The following pages provide a quick overview of our schools and some related activities.

Further information about Reach Schools' evolution can be [found here](#).



Reach Academy Feltham

est. 2012

Our first all-through school.

We've created a community of pupils, parents and teachers united by the highest expectations of what every young person can achieve *and* the commitment to do whatever it takes to help them get there.



Feltham College

est. 2022

Our pioneering sixth-form college.

Reach College is the the first sixth-form college in the country to be founded by a partnership of education, business, and health service providers whose sole focus is broadening choices and opportunities for young people in Feltham.



Reach Academy Hanworth Park

est. 2024

Our new all-through school.

Opening in September 2024, Reach Academy Hanworth Park will serve 1,080 pupils in Feltham; located on a site adjacent to Reach Academy Feltham.



In addition to running our three schools in Feltham, Reach Schools provides

(in partnership with), and an expanding suite of





Reach Children's Hub

Early in the development of Reach Academy Feltham, we realised that a great school was necessary but not sufficient to ensure that *every* child in Feltham could enjoy a life of choice and opportunity.

We found that many of our students required deeper and more wide-ranging support than a school is typically able to provide.

In 2018, we set up the Reach Children's Hub to provide an integrated pipeline of support for local children and families to complement the work of the school.

Informed by international evidence and local experiences, our Hub creates space to curate insights and accelerate real change. The Hub's provision, then, is ever-evolving; responding to the community's needs.

In partnership with a wide-range of partners, the Hub currently provides perinatal support, early years workforce training and development, parenting programmes, community organising, careers support and much, much more.



Reach Foundation

The Reach Foundation works in partnership with schools, trusts and related organisations around the country to develop and deliver integrated pipelines of cradle-to-career support, grounded in great schools.

At present, the Foundation is focusing its efforts on:

- **Building partnerships** with all-through schools and trusts to curate insights and accelerate change by facilitating peer-to-peer learning and sharing our insights with schools and policymakers nationwide.
- **Developing school and trust leaders** with the capacity to catalyse and sustain the transformational change their communities desire. The Foundation delivers highly-focused leadership programmes to ensure these leaders possess the knowledge, agency and relationships to affect systems change.

About the role

Head of Year 7, Reach Academy Hanworth Park



Role overview

Being part of a founding team opening a new school is the greatest privilege in the world.

This is a career-defining opportunity to develop the culture of a brand new school and lead our founding Year 7 cohort.

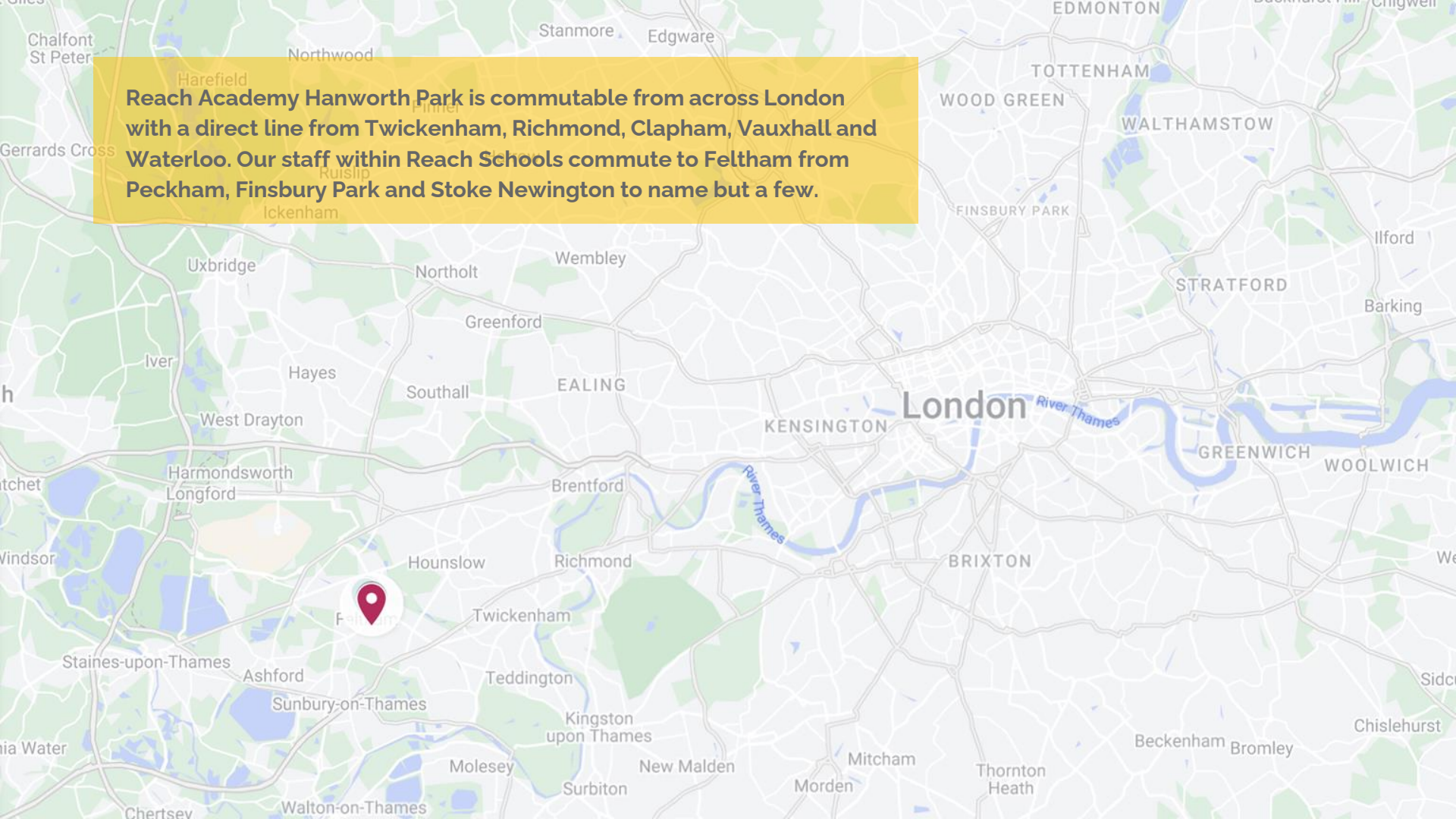
Reach Academy Hanworth Park will open in September 2024 with children in Reception and Year 7. It will then grow organically each year until it is full, with the first Year 7 cohort sitting their GCSEs in 2029 and their A Levels in 2031.

We believe character education and the highest levels of pastoral care are fundamental to a child's schooling. We want our students to be courageous, knowledgeable and respectful. We also want them to love school and learning with excellent relationships with their teachers whilst achieving extraordinary academic outcomes.

The successful candidate will have the opportunity to establish a nationally leading year group culture in a school determined to give its students lives of choice and opportunity.



Reach Academy Hanworth Park is commutable from across London with a direct line from Twickenham, Richmond, Clapham, Vauxhall and Waterloo. Our staff within Reach Schools commute to Feltham from Peckham, Finsbury Park and Stoke Newington to name but a few.



Role details

Head of Year 7

Reports to: Co-headteachers, Tilly Browne and Louis Everett.

Start date: September 2024

Salary: Inner-London salary, commensurate with experience

Location: Feltham

We embrace flexible working and have extensive experience of school leaders working flexibly.

That said, starting a new school is complex and important work and it may be, therefore, that greater flexibility is something that comes in time.



Employee benefits

We care deeply about our entire team. In order to take care of our students, we need to take care of one another. For this reason, Reach Schools offer great employee benefits throughout the year.

- **Weekly instructional coaching**
Professional development is important to us, so much so that we offer collaborative and non-hierarchical coaching in a fun and shame-free environment, every week.
- **10 inset days**
To ensure outstanding staff training and provide time to deeply understand pupil data and plan for great outcomes.
- **5 days term time leave**
We understand that accessing desired time off for teachers and school staff can be difficult. Throughout the year, we offer opportunities for team members to accrue term-time leave.
- **Flexible Working**
A diverse workforce with work-life balance is crucial for our school's stability. If you need to adjust your schedule for personal commitments or seek part-time or hybrid working, don't hesitate to let us know.
- **Enhanced maternity pay**
Reach Schools value families and community relationships. For this reason, we aim to be a support system for staff who are on maternity leave.
- **Free Friday breakfast**
On Fridays we show our appreciation to one another as a staff team with encouraging shout-outs and delicious pastries.



Personal specification

- Unwavering belief in the vision and values of Reach Academy Hanworth Park
- Understanding of what constitutes high levels of pastoral care
- Excellent teacher and public speaker with a constant desire to improve
- Has 'start up energy' with clear motivation to help found an extraordinary school
- Highly organised and attentive to detail
- Clear commitment to character education and the development of the whole child
- Qualified teacher and good honours degree
- Expansive knowledge and passion for your subject

Main responsibilities

- You understand and strongly believe in the school's ethos and values with a commitment to ensure all students leave RAHP to live a life of choice and opportunity.
- You actively create a strong year group culture utilising Reach Schools' shared values to ensure students are motivated and aspirational with exemplary conduct in lessons and around the school.
- You develop and deliver character education incrementally through our morning meets, assemblies, family dining, shared language and day-to-day interactions.
- You consistently work with, and establish strong relationships, with families to support their children to achieve extraordinary things.
- You create a culture of learning through the consistent application of high expectations and the development of students' attitudes and skills.
- You embed a study skills programme which equips students to maximise lesson time and continue to learn outside the classroom.
- You celebrate success of students consistently and publicly to establish a culture of achievement.
- You display visible leadership around the school, positively reinforcing excellent conduct and challenging behaviour not in keeping with Reach's expectations of students.
- You work proactively to break cycles of negative behaviour so students can learn from their mistakes and strive to improve their conduct.

Main responsibilities

- You consistently communicate the progress of students to parents as part of high-quality community engagement.
- You promote the school's values and ethos through the development and implementation of policies, practices and procedures.
- You establish strong personal relationships with students and their families through introductory home visits and then consistent communication.
- You help develop a school culture unwaveringly committed to providing students with lives of choice and opportunity.
- You establish strong relationships with colleagues and external professionals to work collaboratively for the benefit of all students and their families.
- You establish a culture of positive attendance where students and their families aspire to attend school every day.
- You lead in the effective implementation of the school's attendance policy.
- You undertake, and when required, deliver relevant training and professional development.
- You undertake various other responsibilities as directed by the Co-headteachers.

About the process

How to apply

How to apply

1. Please **read our [‘Safer recruitment’ statement](#)** on the following pages below.
2. [Follow this link](#) to **complete an online application form.**
 - o The deadline for application is Friday 12th January 2024 at 5pm. We actively encourage early applications. Applications will be reviewed as and when they are received.
3. Suitable candidates will be contacted **w/c 15th January 2024** and invited to attend an in-person interview from the **w/c 22nd January 2024**.

If you would like to have an informal conversation to discuss the role, please contact the co-headteacher Louis Everett, directly on louis.everett@reachacademy.org.uk.

Funding agreement

Reach Schools does not yet have a funding agreement with the Secretary of State for Education for Reach Academy Hanworth Park.

A funding agreement will typically be signed once planning permission has been granted and there is security around measures such as pupil applications for places.

Reach Schools is in regular conversation with the Department for Education and is confident of securing a funding agreement, however, as a new school there is an element of risk involved in taking up the appointment. We are committed to being as transparent about this as we can with potential candidates and will discuss any queries or concerns at interview.

Safer recruitment

Reach Academy is committed to safeguarding and promoting the welfare of children and young people. In order to meet this responsibility all candidates will be subjected to a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below. Please do not hesitate to contact the school if further detail is required.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website.

Interview

Candidates will be subject to an in-depth, in-person interview and assessment, along with a telephone interview in some circumstances. At each stage of the process candidates will be asked to address any discrepancies, anomalies or gaps in their application form or arising from information gained at the previous stage of the recruitment process.

Reference checking

References from the previous and current employers will be taken up for shortlisted candidates, before interview, and where necessary employers may be contacted to gather further information or address any discrepancies, anomalies or gaps in the reference provided.

Online searches

Keeping Children Safe in Education (KCSIE) asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability.

Probation

All new staff will be subject to a probation period (which may, in certain circumstances, be extended). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides Reach Academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.

Equal opportunities

Reach Academy is dedicated to providing equal opportunities and will monitor the recruitment process rigorously to ensure fair access and opportunity for all.

Reach Academy is committed to ensuring our workforce is reflective of our diverse student population and is therefore committed to increasing representation of staff of Black, Asian and Minority Ethnic backgrounds across all roles and at all levels.

If you require assistance in reading this information or in completing the application form, please contact recruitment@reachacademy.org.uk.