



Reach Academy  
**Hanworth Park**  
A REACH SCHOOL

# Head of Year

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Reach Academy Hanworth Park

# Welcome,

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

Building on the continued success of **Reach Academy Feltham**, our new school serves 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 team to develop, 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 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 you have any questions at all, please don't hesitate to contact Louis directly on [louis.everett@reachacademy.org.uk](mailto:louis.everett@reachacademy.org.uk).

Kind regards,  
Louis and Tilly

# About us

Reach Schools



**Reach  
Schools**

## Reach Schools

**Reach Schools** is the 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 Foundation** to *deepen* our impact locally and *expand* the impact of our pioneering work nationally. The following pages provide a quick overview of our schools and some related activities.

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

# About Reach Schools

Everyone at **Reach Schools** believes—passionately and immovably—that **every child can and should go on to enjoy lives of choice and opportunity.**

This core belief drives everything we do. We draw purpose from it, it provides us with a shared vision for every child we work with, and it fuels our tenacity to work together to make it so.

We have the most brilliant, kind and passionate team you could ever wish to work with or have your child grow into adulthood under the guidance of. We are up for doing exciting things, taking calculated risks, and championing the children who need it the most.



**Rebecca  
Cramer**

CEO, Reach  
Schools

Every Reach school exists to serve this shared purpose. Every Reach school strives 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.***

To do this, all Reach schools bring their respective communities together to affirm a shared dedication and commitment to do whatever it takes to secure successful outcomes for the children we love and care for.

All Reach schools hold the highest academic expectations while maintaining a loving, family-focused culture.

All Reach schools aim to know every pupil as an individual; harnessing the power of family relationships and all-through knowledge to ensure that we can tailor our curriculum, support and resources to meet each child's needs and desires.



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

Feltham College is our pioneering sixth form college in the country, and the first 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.

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

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**REACH  
TEACHER  
TRAINING**

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est. 2020

In addition to running our schools in Feltham, Reach Schools provides **Initial Teacher Training** (in partnership with SWTT) and **Teaching Internships**.





## Reach Foundation

The **Reach Foundation** is the sister organisation of **Reach Schools**. The 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, based on the work which continues to be done at Reach Academy Feltham.

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 by delivering highly-focused leadership programmes to ensure these leaders possess the knowledge, agency and relationships to affect systems change.

# About the role

Head of Year, Reach Academy Hanworth Park

# Role overview

**Being part of a team who are developing a new school is the greatest privilege in the world.**

This is a career-defining opportunity to shape the culture of a new school and to deliver a highly ambitious curriculum aiming to impact the UK education system and beyond.

**Reach Academy Hanworth Park** opened in September 2024 with children in Reception and Year 7. It will now 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.

Our founding cohorts of Year 7 and 8 pupils love **learning**, their teachers, and their new school. They deserve to be taught consistently excellent lessons leading to extraordinary academic outcomes.

We are looking for Heads of Year who will help further embed a school culture where excellent behaviour is the norm.

# Role overview

**We are looking for someone to lead one of our three founding secondary year groups (either Year 7, 8 or 9).**

They must share the school's vision and the belief that all young people should be able to enjoy a life of choice and opportunity and be committed to ensuring that every child can achieve their full potential.

We believe character education and the highest levels of pastoral care are fundamental to a child's schooling.

We want our pupils 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 children lives of choice and opportunity.

# Role details

**Role title:** Head of Year

**Reports to:** Co-headteacher

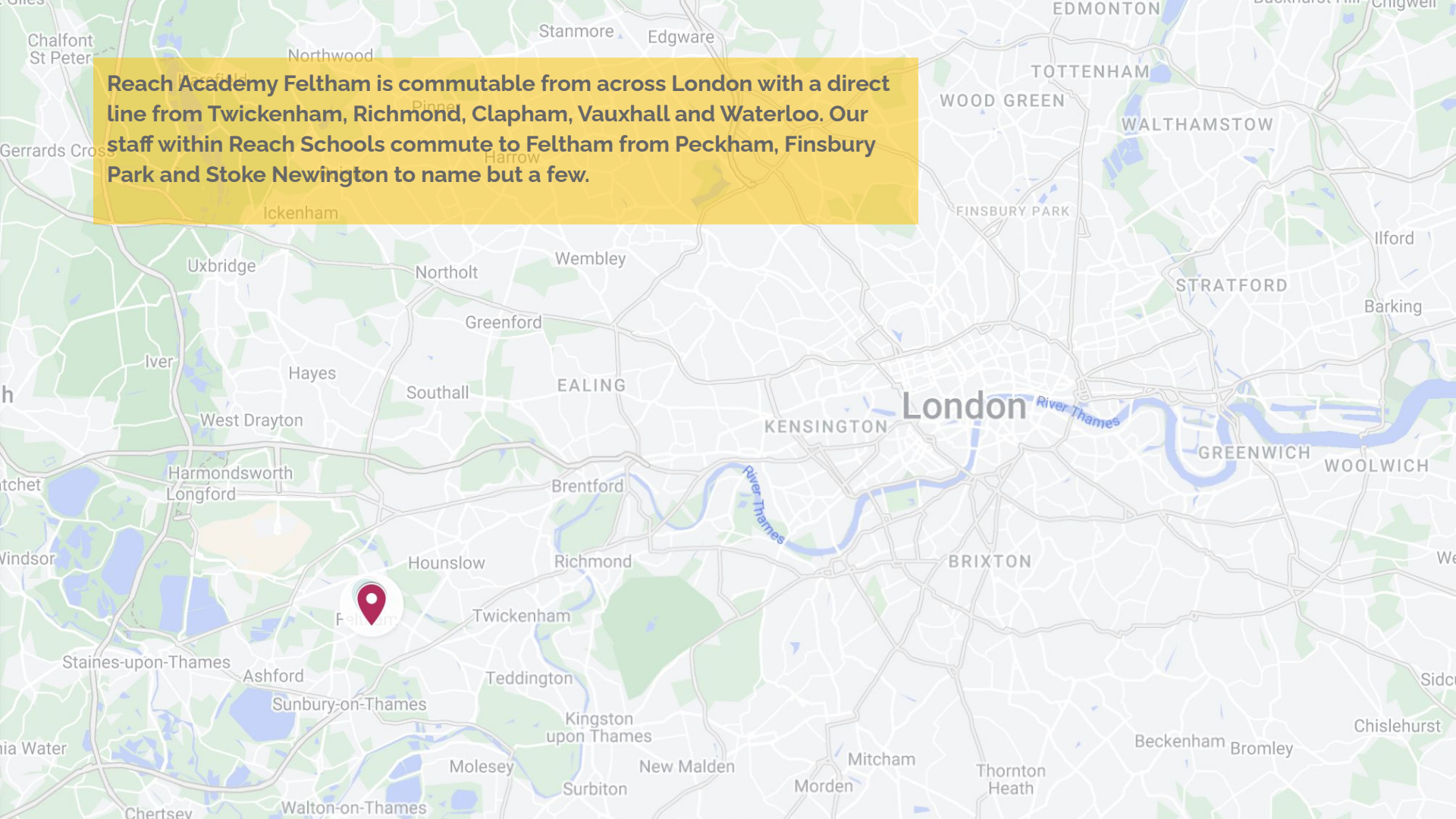
**Start date:** September 2026

**Salary:** £40,317-£57,819 (C1-C9), commensurate with experience + TLR 2b of £5,044

**Location:** Feltham, London

We embrace flexible working and have extensive experience of team members working flexibly.

**Reach Academy Feltham 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.**



# 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
- Highest expectations of pupils' conduct and behaviour
- Determination to ensure children attend school each day
- Qualified teacher and good honours degree
- Expansive knowledge and passion for your subject

# Main Head of Year responsibilities

- You understand and strongly believe in the school's ethos and values with a commitment to ensure all pupils 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 children 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 ensure excellent year group attendance by communicating the importance of attendance and supporting families and children to improve attendance in line with the whole-school approach.
- You create a culture of learning through the consistent application of high expectations and the development of pupils' attitudes and skills.
- You embed a study skills programme which equips pupils to maximise lesson time and continue to learn outside the classroom.
- You celebrate success of pupils 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 pupils can learn from their mistakes and strive to improve their conduct.



# Main responsibilities in the classroom

- You actively create a strong classroom culture by building strong relationships with pupils, having an organised classroom environment and bringing a sense of joy to your work.
- You achieve high levels of pupil engagement in lessons through mastery of whole-school teaching methods.
- You use assessment information in the classroom to inform teaching, checking and intervening to address barriers to learning and misunderstanding. You use feedback and self assessment to ensure that pupils know where they are and what they need to do to progress.
- You set homework in line with the school policy.
- You plan backwards from the intended outcome at the medium term and lesson level, ensuring that the needs of all learners are met.
- You deliver lessons that offer clear exposition and modelling, with opportunities for pupils to practise and receive feedback throughout.
- You carry out form tutor duties with care and diligence, carefully crafting a supportive, trusting and honest relationship with tutees and their families which drive progress towards the school vision and upholds high standards.

# Main responsibilities around the classroom

- To act as a role model for colleagues and pupils at all times; to be a visible presence around the school.
- To invest in the school's character education by supporting pupils in all aspects of their conduct around the school by carrying out duties and other responsibilities to ensure that behaviour is exemplary.
- To commit to supporting consistently excellent teaching and an exemplary classroom culture across the school.
- To work closely with families to support them in effectively supporting their children, operating with sensitivity, empathy and high expectations. We work in partnership with our families and this mindset is vital for anyone considering this role.
- To make use of centralised resources, whilst ensuring that these are carefully tailored to the needs of learners in your classroom.
- To take time to plan highly effective and engaging lessons ensuring that these are shared as necessary in a timely manner.

# Main responsibilities beyond the classroom

- To invest in our culture of safeguarding and follow all school practices and protocols relating to safeguarding and child protection.
- To act as a guardian to, and steward of, the building and the community, ensuring that resources are taken care of.
- To take responsibility for your own development, seeking opportunities to learn, grow and lead, whilst also utilising the school's ambitious CPD programme.
- To set goals that are driven by the school's priorities and regularly evaluate progress against your goals, seeking feedback and adjusting your course when necessary.
- To enrich the curriculum and foster a love of your subject by organising trips and supporting extra-curricular activities wherever relevant.
- To work closely with colleagues, establishing strong relationships, supporting their development and the progress of all children.
- To formally report to parents on the progress of their child in line with the calendared contacts and at regular intervals informally.
- To invest in the development of our school community by participating in school events.
- To undertake other duties as directed by the school's Leadership Team.

# 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. These include:

- London Living Wages
- Higher pay than our counterparts
- Reduced childcare costs for staff
- Generous pension schemes
- Free Friday breakfast
- Access to trained counsellors
- 10 inset days
- 5 days term time leave
- Flexible working
- Free Friday breakfast
- Gym membership discount
- Access to apprenticeship courses

For the full list, see our Reach Schools Staff Benefits brochure [here](#).

# 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**.
  - The deadline for application is **15th January 2026**. We actively encourage early applications. Applications will be reviewed as and when they are received.
3. Suitable candidates will be contacted and invited to attend a **virtual/telephone screening**.
4. **In-person interviews** will be held shortly after.

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

# Safer recruitment

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

Reach Schools are committed to ensuring our workforce is reflective of our diverse student population and is therefore committed to increasing all types of diversity 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](mailto:recruitment@reachacademy.org.uk).