



# APPLICANT PACK

Headteacher  
Gloucestershire Academy for Inspirational Learning



[Click to get started](#)



Thank you for taking the time to view our applicant pack.

You may navigate through this pack by clicking the arrows and interacting with the buttons to read more information.

# Contents

- 1 Welcome from Chief Executive Officer >
- 2 About Reach South Academy Trust >
- 3 About GAIL >
- 4 Role Overview >
- 5 Working for Us >
- 6 Our Offer To You >
- 7 Diversity, Inclusion & Belonging >
- 8 Safeguarding & Child Protection >
- 9 Next Steps >



**Tom Leverage**  
Chief Executive  
Officer

# Welcome and Introduction to Reach South Academy Trust

Thank you for taking the time to explore our applicant pack for the Headteacher role, an exciting opportunity within Reach South Academy Trust at a time of strategic transformation and growth.

Reach South Academy Trust offers a distinctive proposition for educational leadership, combining a deep commitment to inclusivity with a robust school improvement strategy. Established in 2016, the Trust operates primary, secondary, and special schools across the Southwest of England and is driven by the values of REACH (Raising the Educational Achievement of Children). Our diverse portfolio enables us to understand and meet the needs of a wide range of learners.

Our core values, aspiration, resilience, excellence, integrity, and service, guide our mission to ensure every young person fulfils their potential.

We are passionate about social mobility and social justice, and we empower our leaders to place their schools at the heart of their communities, creating pathways to success for all pupils.

As part of our evolving educational leadership model, the Headteacher will work within a newly established regional structure, supported by a Regional Director and phase-specific improvement leads. This model enhances local responsiveness, strengthens accountability, and fosters collaboration across schools. It reflects our commitment to scalable systems and sustainable growth, ensuring high standards are maintained as the Trust expands.

We are proud to be entering a new phase of growth. The Department for Education's Advisory Board has approved further expansion of our multi-academy trust, with Transforming Futures Trust (TFT) joining by February 2026. This will bring our total number of schools to 22, transitioning Reach South from a medium-sized to a large-sized trust. Additionally, we have been commissioned to build two further free schools, the first of which is scheduled to open in January 2027. These developments reflect the confidence placed in our leadership and vision, and they offer exciting opportunities for new leaders to shape the future of education across our communities.

Reach South schools are encouraged to innovate and demonstrate a pioneering spirit. Leaders engage with high-impact teaching methods, evidence-based interventions, and research-led approaches to drive continuous improvement.

[Continue Reading](#)



[Our Values](#)





# About Reach South Academy Trust

We are a family of schools that work in collaboration for the benefit of all our pupils and students. We strongly believe that our charitable objectives, to advance education in the UK, are best realised through collaboration, not only within the Trust but also beyond the Trust, where it brings educational benefit to children and young people.

The Trust currently operates 16 academies in Bournemouth, Plymouth, Exeter, Gloucestershire, and Wiltshire. Between them, our academies serve pupils and students aged from 3-years old to 19-years old.

We operate: ten primary academies; an all-through 4-16 academy; a secondary academy, the University Technical College in Plymouth; and our special academies, The Springfields Academy for autistic pupils and those with speech and language differences; The PEAK Academy & SAIL for autistic pupils and those with an SEMH profile.



*"At the heart of those values is a belief in our young people and a determination to support them to develop the knowledge, skills and attitudes to become the successful citizens for today and all their tomorrows."*

## Our Academies



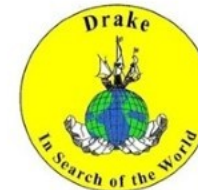
**Devon**



**Dorset**



**Click on the school logo to visit their website & learn more**



**Gloucestershire**



**Wiltshire**



# Join Us at GAIL

## Where Inspiration Meets Education

We are proud to introduce the *Gloucestershire Academy for Inspirational Learning (GAIL)*, a new school with a name that reflects both our heritage and our hopes for the future. Rooted in history, “GAIL” draws from the Hebrew name Abigail, meaning “my father’s joy,” and the Old English word for “joyful”, perfectly capturing the spirit we aim to cultivate in our school community.

As part of the Reach South Academy Trust, GAIL builds on the strong foundations laid by SAIL, extending our network of inspirational learning and shared values. This is more than a new school, it’s a joyful, inclusive environment where every learner and educator can thrive.

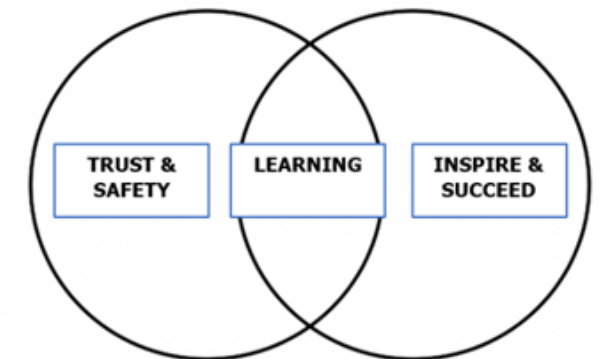
GAIL is a specialist school for 200 pupils aged 4-16 opening at the start of 2027, with pupils phasing into the school across three years. The school’s designation is Moderate and Additional Learning Difficulties (MALD) and will cater for autistic pupils, those with speech and language differences, SEMH and those with learning differences in their cognitive profiles.

The school will be based in the Wheatridge area of Gloucestershire in a brand new purpose built building with outstanding facilities specifically tailored for SEND learners.

Our vision for the school, which as Headteacher you will shape and deliver, will be underpinned by the application of a consistent model and approach. **Building trust** with children and young people is a core component of our model. Without trust, the child or young person won’t feel **safe**, which will in turn remove their opportunities to engage positively and build



emotional resilience. MALD pupils will often have had negative experiences of education and limited educational success. Our provision will inspire and ensure that pupils succeed. Without this secure base and opportunities to regularly **succeed** the child or young person will not **learn**, know, or remember, limiting progress through the planned curriculum.



[Find out more](#)





Our core model of support will ensure the child or young person will build trust, feel safe, experience success and subsequently be inspired and learn. As Headteacher you will lead and inspire a multi-disciplinary team work together to ensure all our pupils achieve aspirational outcomes.

As a school in our Inclusive Trust GAIL's educational approach will be child - centred, valuing each pupil's uniqueness and viewing each pupil as an individual within our community.

GAIL will be part of Reach South Wiltshire and Gloucestershire Regional Hub. As part of the hub the school will develop strong partnerships with other schools in the region (currently The Springfields Academy and The PEAK Academy). This will include opportunities to work across schools, engage in innovative professional learning opportunities and develop curriculum experiences that inspires all our pupils to thrive. We will work collaboratively to remove barriers to learning and social interaction so that each child can achieve their potential.

We are committed to the national Inclusion agenda and over time GAIL will develop an Outreach model to support other schools in the Trust, Gloucestershire and beyond to develop and embed high – quality inclusive practices.

This is an exciting opportunity to lead and grow a provision that meets the needs of a range of pupils across Gloucestershire joining a family of specialist and mainstream provisions across Reach South.

[Learn more about the Project](#)

HEADTEACHER

## Role Overview

This is a unique opportunity to not only lead and develop a specialist school, but also to develop and demonstrate leadership skills within a framework of specialist provision as part of a young, ambitious, and growing trust in inclusion and the commitment to meet needs at the core of its values.

[Working for Us](#)

What are the primary responsibilities?

[Find out more](#)

View the Job Description

[Full Job Description](#)





# Working For Us

People are the foundation of which Reach South is built upon. Not just any person but the best people; people with integrity and a commitment to making a difference; people with the skills and experience to have a positive impact on our children; people at all levels, in all roles, from all backgrounds.

Our philosophy is to provide an environment which helps create, nurture, and grow talent. We provide the best tools, resources, training, and partnerships for our staff. We believe in a culture of collaboration, and this is accomplished by investing in support, coaching, and mentoring.

We achieve collective efficacy by living and breathing our values and vision, always striving to support our children in overcoming any challenges to economic background and their personal circumstances through delivery of high-quality teaching, cutting edge thinking and practice.



**Our Offer To You**



**Who We Are And  
What Drives Us**



**Our Collective  
Purpose**







## Our Offer To You

We recognise what our people do and how hard they work, and we believe in giving back. Our staff have access to a wide range of benefits and opportunities.

[View Benefits Brochure](#)

## Our Employee Benefits...

★  
Competitive Salary  
and Pension



★  
Employee  
Assistance  
Programme



★  
Family Friendly  
Policies



★  
Cycle to Work  
Scheme



★  
Gym Discounts



★  
Health Cash Plans



★  
Lifestyle Savings  
and Discounts



★  
Blue Light Card



★  
Free Will-Writing  
Service





# Diversity, Inclusion & Belonging

Reach South Academy Trust is committed to creating and sustaining a positive and inclusive working environment for our employees. Our aim is to ensure that employees are equally valued and respected and that our organisation is representative of all members of society. We define diversity as valuing everyone as an individual – we value our employees, job applicants, students, volunteers, and visitors as people. This is reflected within our Trust values and behaviours.

We believe that everyone stands to benefit when we embrace and value the diversity of thoughts, ideas and ways of working that people from different backgrounds, experiences and identities bring. It helps our employees to grow and learn, enables them to realise their potential, improves decision-making, boosts engagement and innovation, and enables us to better meet the needs of our diverse customer base of teachers and students.



*"Everyone stands to benefit when we embrace and value the diversity of thoughts, ideas and ways of working that people from different backgrounds, experiences and identities bring."*

[Our EDI Statement](#)



## Our Commitments

We require all members of our community to recognise our commitments to Equality, Diversity and Inclusion and to act in accordance with them. All employees have a duty to support and uphold the principles of our commitments and the supporting policies and procedures.



# Safeguarding & Child Protection

Reach South aims to ensure that:

- **Appropriate action is taken in a timely manner to safeguard and promote children's welfare**
- **All staff are aware of their statutory responsibilities with respect to safeguarding**
- **Staff are properly trained in recognising and reporting safeguarding issues**

Some children have an increased risk of abuse, and additional barriers can exist for some children with respect to recognising or disclosing it. We are committed to anti-discriminatory practice and recognise children's diverse circumstances. We ensure that all children have the same protection, regardless of any barriers they may face.

**Safeguarding and child protection is everyone's responsibility.**

**Our Safeguarding policies** ➔



## Safeguarding in Recruitment

Reach South is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. All successful candidates will be subject to the relevant pre-employment and vetting checks; this may include an enhanced DBS check and a Children's Barred List Check.



# Next Steps

We encourage you to take the next step in exploring this exciting and unique leadership opportunity. If you would like to discuss the role further, please contact:

Nicola Whitcombe, Regional Director

**Mobile:** 07702 706657

**Email:** Nicola.whitcombe@springfieldsacademy.org

To arrange a visit to The Springfields Academy, please contact:

Marie Lopez, Operations Manager

**Email:** Marie.lopez@springfieldsacademy.org



To apply, please click below to visit MyNewTerm where you may complete your application.

**Application Deadline:** Wednesday, 26 November 2025, at midnight

## Interview Process

All shortlisted candidates will be required to visit The Springfields Academy as part of the interview process. You will be invited to attend either **Monday 8 December, Wednesday 10 December** or **Thursday 11 December**. This visit is a vital part of the process and provides an opportunity to experience the culture and ethos of our Trust first-hand.

## Interview Dates:

**Day One:** Wednesday, 17 December 2025 (8.00am to 5.00pm)

**Day Two:** Thursday, 18 December 2025 (Timings to be confirmed)

**Venue:** Springfields Academy, Curzon Street, Calne, SN11 0DS

## Apply Here

Please note: References will be requested prior to interview for all shortlisted applicants.

If you experience any technical difficulties during the application process, please contact our recruitment team at:  
[recruitment@reachsouth.org](mailto:recruitment@reachsouth.org)

[Click here](#)





## Reach South...West

We are passionate about where we live and believe there's nowhere better to live and work. **Why not relocate to the South West?**

Here's 10 Reasons Why



## CONTACT US

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