

Primary Teacher (MAT Cover)

Reach Academy Feltham

Welcome,

Everyone at **Reach Schools** believes—passionately and immovably—that *every* child can and should go on to enjoy a life 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.

We believe in the transformational power of strong, trusting relationships—and we know that every great school requires great leadership.

With this in mind, we are excited to be looking for a new co-headteacher to lead the Primary phases of our founding school [Reach Academy Feltham](#) in partnership with the co-headteacher for Secondary, Manjit More.

After 15 years at Reach Schools as co-founder and now CEO I am moving on. The existing co-headteacher for Primary, Matilda Browne, has been appointed CEO from September 2026.

This move creates the opportunity for a once in a lifetime job for the best candidate.

We need someone with energy; a track record of exceptional outcomes for all children and the ability to lead a high performing team.

You also need to be able to work closely with your colleagues in other Reach Schools providing critical peer challenge and support.

In this pack, we hope to do the following:

- Share some background information about the evolution and direction of **Reach Schools**;
- Provide a description of the **Co-Headteacher Primary** role and 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.

Opportunities like this don't come along very often!

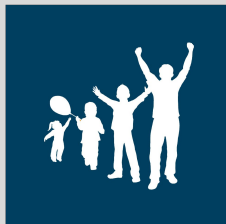
If you have any questions at all, please don't hesitate to contact me or Matilda Browne directly for a chat at rebecca.cramer@reachacademy.org.uk
/matilda.browne@reachacademy.org.uk.

Best wishes, Rebecca



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](#).



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.

**REACH
TEACHER
TRAINING**

est. 2020

In addition to running our schools in Feltham, Reach Schools has a track record of producing exceptional teachers who serve our community. In collaboration with the Ted Wragg Teacher Training Partnership, we run our own **Initial Teacher Training** programme to train the next generation of great teachers.



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

Primary Teacher (MAT Cover), Reach Academy Feltham

Role overview

We are seeking an enthusiastic and passionate class teacher to support our students on their journey towards lives of choice and opportunity. As a school, we passionately believe in the power of relationships to enable all pupils to be successful. You would be joining a school with a track record of excellence and a strong curriculum to support your teaching. We have an exceptional professional development offer that will enable you to develop as a practitioner through instructional coaching, whole staff CPD and morning deliberate practice sessions. You will be surrounded by kind and compassionate colleagues who work hard and support one another to be the best they can be every day.

We have a track record of supporting class teachers into leadership roles and you will be supported to do this through weekly line management meetings with a member of MLT alongside regular checkpoints with the Senior Leadership Team.

We are seeking teachers with passion, enthusiasm and a genuine desire to address the attainment gap. We are looking for people willing to learn and ready to join a vibrant community.

Role details

Role title: Primary Classroom Teacher

Reports to: Primary Assistant Headteacher

Start date: September 2026

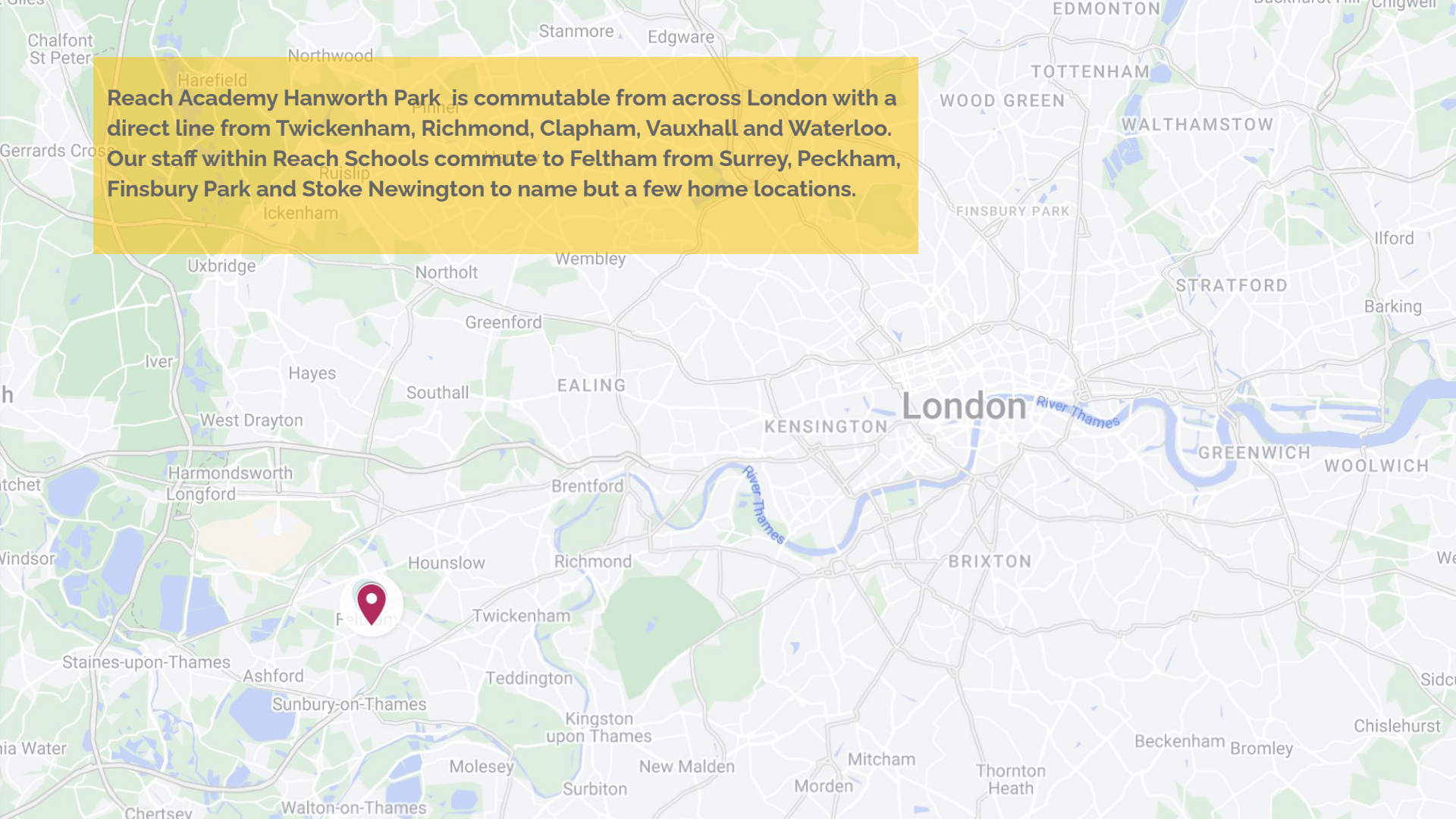
End date: February Half term (with possible extension to end of Spring term).

Salary: £40,317-£57,819 (C1-C9), commensurate with experience

Location: Feltham, London

We embrace flexible working and have extensive experience of team members working flexibly. That said, starting a new headship is complex and important work and it may be, therefore, that greater flexibility is something that comes in time with this role.

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 Surrey, Peckham, Finsbury Park and Stoke Newington to name but a few home locations.



Personal specification

- Unwavering belief in the vision and values of Reach Academy Feltham
- A teacher with a constant desire to improve
- An understanding of the importance of relationships and a willingness to invest in our community
- Organised and attentive to detail
- Clear commitment to character education and the development of the whole child
- QTS and a good honours degree (R);
- Values driven (R);
- Excellent communication, interpersonal & organisational skills (D);
- Excellent analytical numeracy and literacy (D);
- Proven ability to motivate others towards an aspirational goal (D)

We will invest in any necessary training for you.

Main responsibilities in the classroom

- You will support the building of a strong classroom culture by building strong relationships with pupils
- You will create organised classroom environments and a sense of joy in all learning.
- You will teach great lessons all of the time.
- You take responsibility for an ongoing excellent quality of teaching
- You will drive pupil learning within subject areas, including the provision of quality coaching for team members.
- You will ensure that pupils feel confident, prepared and can thrive when they take their SATS.

Main responsibilities around the classroom

- You will act as a role model for colleagues and pupils at all times
- You will be a visible presence around the school.
- You will be available to staff to support with teaching and classroom culture, as needed.
- You will create a culture of ongoing CPD for colleagues, both delivering CPD and supporting others to take ownership of their own development
- You will be constantly developing professional understanding around all aspects of the role, including subject knowledge, understanding of child development and additional pupil needs.
- Crucially you will work closely with families to support them to effectively support their children, operating with sensitivity, empathy and high expectations. You may lead a subject area.

Main responsibilities beyond the classroom

- You will support learning beyond the classroom by supporting with the organisation of trips and other extra-curricular activities.
- You will always follow all school practices and protocols relating to Safeguarding and Child Protection
- You will act as a guardian and steward of the building and the community, ensuring that resources are taken care of and managed effectively.
- You will proactively take responsibility for your own development, seeking opportunities to learn, grow and lead and you will hold your team to account through supportive and clear leadership.
- You will undertake any other responsibilities and duties as directed by the Primary Headteacher.

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.

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 16th June. 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 Matilda Browne directly on matilda.browne@reachacademy.org.uk.

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 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 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.