



**Reach  
Schools**

CHOICE & OPPORTUNITY  
FOR EVERY CHILD

# Chief Executive Officer

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Reach Schools

# Welcome,

I have the privilege of being the Chair of the Reach Schools Board.

We are a visionary trust based in west London. Having started out in 2012, we are proud of our two schools and deep engagement with our local Feltham community, alongside the national impact we are having by sharing our practices and partnering closely with the Reach Foundation.

After 15 years with us, our co-founder and CEO Rebecca is moving on and we are looking for an exceptional leader to catapult Reach Schools into our next chapter. This is an exciting time. This summer our very first reception cohort will also leave us aged 18 years old. It is a moment for reflection and big dreaming.

We aren't afraid to make bold plans.



**Judith  
Tacon**  
Chair of Trustees  
Reach Schools

The next CEO will be our principal executive leader responsible for implementing the Board's vision. They will drive continuous improvement, sustain exceptional performance, and steward the Trust's resources effectively and ethically in pursuit of our mission to *ensure all children can enjoy a life of choice and opportunity.*

The CEO oversees all aspects of the strategy and educational delivery alongside holding responsibility for finance and governance and being the Accounting Officer. This is a role where the CEO will do whatever it takes to ensure that pupils in our trust are on a path to achieving our mission.

*You will embody the Reach values*, acting as a role model for pupils, their families and your colleagues at all times – and you will act as an ambassador for Reach Schools in the local area and on a national level.

**A key aspect of the role is to scale the impact of the organisation both locally and nationally, working with the Board to identify the best routes to maximising the organisation's impact.**

Thank you for your interest in the role. The Reach Schools Trustees and I look forward to meeting you in due course,

***Jude Tacon***

# Welcome,

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, our 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.**

After 15 years at Reach Schools I am moving on. *This is a full-circle moment* - our very first reception cohort will leave year 13 this summer. With this in mind, it is now time for someone else to lead Reach Schools through the next chapter of evolution and innovation.

We are not looking for someone to stand still in this role. This is a unique opportunity for the right candidate, which doesn't come along very often!

In the next chapter you will need to deliver a new school building project, a new nursery, growth of a sixth form and a SEN resource centre – all part of our big and exciting system-leading projects.

Best wishes,

***Rebecca Cramer***

## About this Recruitment Pack

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 **Chief Executive Officer** 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.

If you have any questions at all, please don't hesitate to contact us directly to arrange a chat at:  
[ceorecruitment@reachacademy.org.uk](mailto:ceorecruitment@reachacademy.org.uk)

# About us

Reach Schools



# Reach Schools

## Reach Schools

**Reach Schools** is the name of our [multi-academy trust](#). It is part of 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

Our pioneering sixth-form college. Feltham College is 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 newest all-through school.

Opened in September 2024, Reach Academy Hanworth Park will educate 1,080 pupils in Feltham; located on a site adjacent to Reach Academy Feltham. RAHP shares the same vision and values as RAF.

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# REACH TEACHER TRAINING

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We run our own Initial Teacher Training, in collaboration with the Ted Wragg Teacher Training Partnership.



## Reach Foundation

The **Reach Foundation** works closely with **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. The Foundation draws on, and profiles, the work which continues to be done at Reach Academy Feltham and Hanworth Park, as flagship education settings within the Foundation's national network.

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

Chief Executive Officer: Reach Schools

# Role overview

**Leading a trust is the greatest privilege in the world.**

As the next Chief Executive Officer of Reach Schools you will be someone who understands what excellence truly looks and feels like. You will be an experienced educational leader who never settles for anything less than magnificent.

**All children deserve a life of choice and opportunity.**

As the next CEO you will be bold, innovative and deeply humble. You do not think you have all the answers. You seek to share and learn with others constantly.

Your role as CEO of Reach Schools is to support the headteachers, ensure that all of the functional and operational delivery is taken care of by our central Trust colleagues to free your school leaders to focus on outcomes for children, and provide the stability and guiding light that this work requires.

You will likely have worked with complex communities and excel at building trusting relationships. You are a remarkable classroom teacher and can draw on this expertise when guiding educational decisions. You also understand governance, finance, marketing and branding and are, at heart, entrepreneurial.

You rely on data and evidence to make good decisions, but you also recognise that sometimes there is no roadmap for this work.

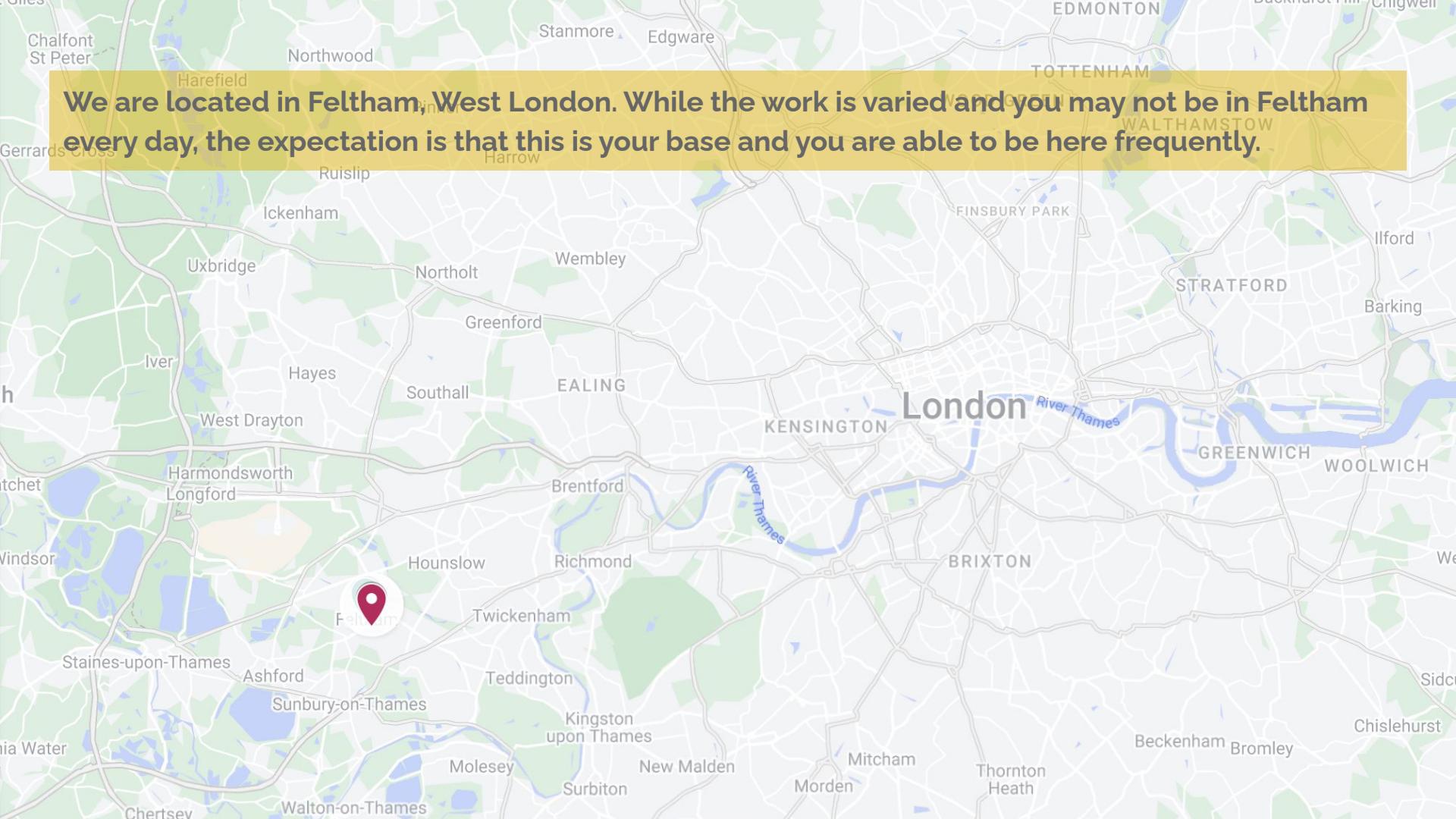
You have a deep respect for the places our schools are situated in and the people in our community and see your role as one of an 'unlocker'.

You do this work because you believe in the lasting power of change that education brings.

This is an incredibly exciting role. We are looking for someone to lead Reach Schools for our next remarkable phase.

Harefield

We are located in Feltham, West London. While the work is varied and you may not be in Feltham every day, the expectation is that this is your base and you are able to be here frequently.



# Role details

**Start date:** Target date September 2026 (flexible based on candidate notice period)

**Salary:** C. £118,000 - £140,000

**Contract:** Full-time, permanent

**Pension:** TPS

**Accountable to:** The Board of Trustees

**Based:** Feltham, London (travel as required)

**Line manager:** Chair of Board of Trustees

**Responsible for:** Co-headteachers, Chief Operating Officer, Chief Financial Officer, Director of Partnerships and Communications, Trust DSL

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

**Full job description and person specification**

# About the process

How to apply

# Information events

It is strongly recommended that you visit the school to meet the CEO and the Co-headteachers, along with other members of the executive team before submitting an application.

We are looking for a CEO who will see this as a long-term commitment to our community.

We therefore invite you to sign up to an information event on either:

*27th February between 9.00 – 11.00am*

*2nd March between 11.30am - 1.30pm*

[Please sign up here - we can't wait to meet you.](#)

# 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 **6th March at midday**. 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. Successful **final stage applicants** will be required to be available in person on 19th March and 20th March 2026.

If you would like to have an informal conversation to discuss the role, please contact us directly at  
[ceorecruitment@reachacademy.org.uk](mailto:ceorecruitment@reachacademy.org.uk)

# Application questions

Along with standard personal information you will be asked to respond to the following questions as part of the initial written application process:

- 1. We aim to transform the lives of all our pupils by providing them with the skills, attitudes and academic qualifications to flourish in any career and live happy and fulfilled lives. What attracts you to leading this Trust, Reach Schools, at this point in its journey, and what experience, values and leadership approach would you bring to ensure sustained improvement and positive impact across all our schools and the wider sector? (750 word limit)*
- 2. A key part of the CEO role at Reach Schools is to support the Co-headteachers by ensuring that all of the functional and operational delivery is taken care of by our central Trust colleagues in order to free our school leaders to focus on outcomes for children. This includes oversight of finances, estates and capital builds, and communications. Please tell us about your relevant prior experience in these functional areas of delivery and how you would approach this aspect of the role. (750 word limit)*

# Safer recruitment

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

Reach Schools 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 [ceorecruitment@reachacademy.org.uk](mailto:ceorecruitment@reachacademy.org.uk) and copy [recruitment@reachacademy.org.uk](mailto:recruitment@reachacademy.org.uk) .