

Director of Science (Chemistry or Physics Specialism)

Reach Academy Feltham

Welcome,

We're delighted to be the co-headteachers of [Reach Academy Feltham](#), an all-through school that is dedicated to achieving its vision that:

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

At Reach Academy Feltham we believe it is impossible to teach to high standards unless the teacher knows the children, both personally and academically. By keeping the school small, we believe it can create a community where no pupil is left behind, providing every student with the opportunity to achieve academic success.



We need new teachers and leaders to continue our development.

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 manjit.more@reachacademy.org.uk.

Kind regards,

Manjit 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.

**REACH
TEACHER
TRAINING**

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

Director of Science (Chemistry or Physics Specialism)
Reach Academy Feltham

Role overview

We are seeking a committed and thoughtful leader to build on the progress made in the Science department across the school, building on the work already completed to provide a coherent and rigorous curriculum from our youngest pupils all the way to our A-Level pupils.

The successful candidate will 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 have high levels of attainment and an excellent attitude to the subject, as shown by the vast numbers of pupils choosing to study Science related degrees. The successful candidate will set the vision and direction for the department and be responsible for ensuring that our curriculum is aligned to excellence at A-level and beyond. They will be a committed teacher with leadership experience and a track record of leading pupils to achieve great results.

Role details

Job Title: Director of Science (Chemistry or Physics Specialism)

Reports to: SLT

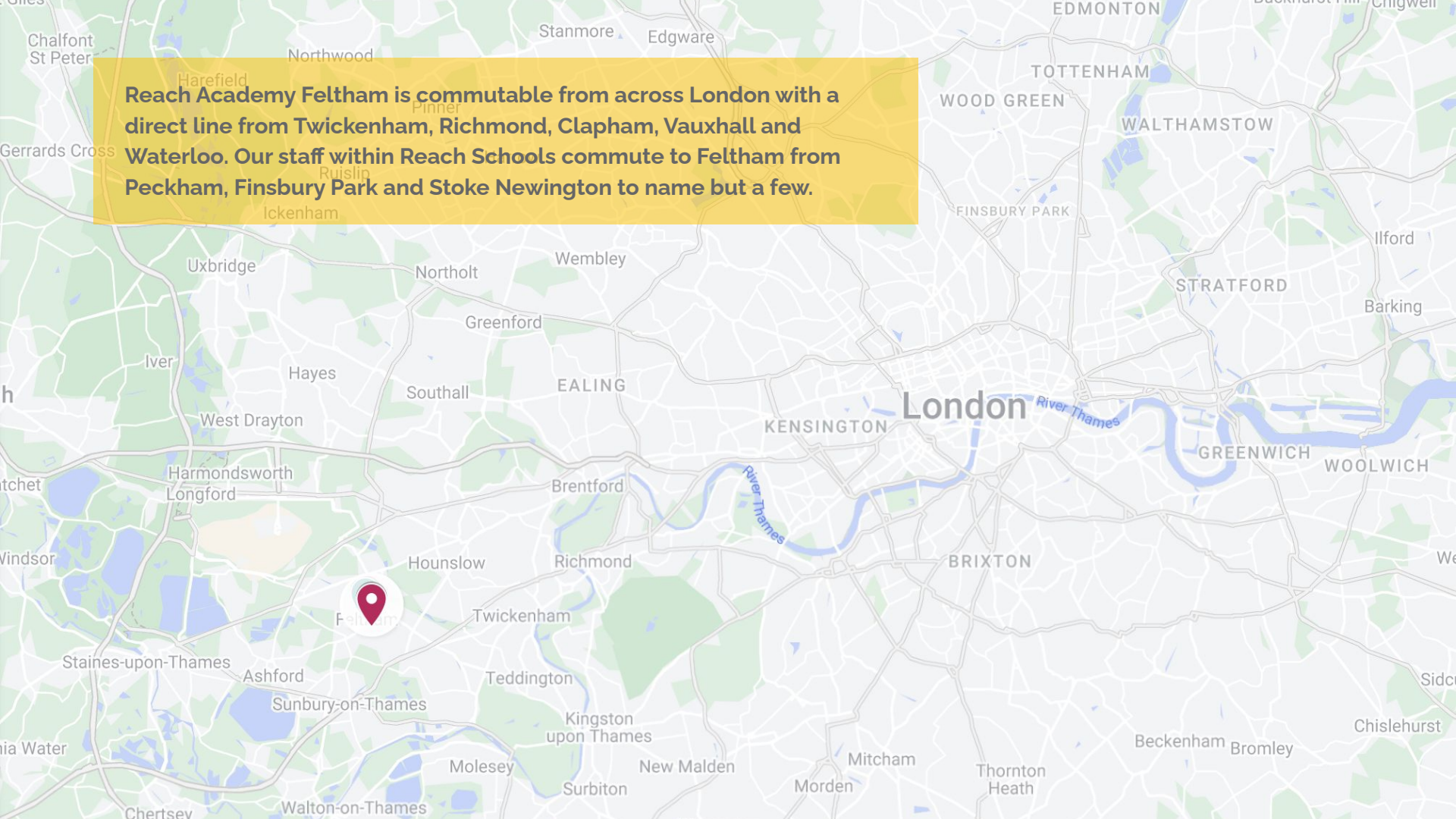
Start date: September 2026

Salary: £40,317-£57,819 commensurate with experience + TLR

Location: Feltham

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 Feltham
- Excellent teacher with a constant desire to improve
- 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
- QTS and a good honours degree (R);
- At least three years teaching experience at Secondary level (R);
- Values driven (R);
- Strong and evidenced teaching ability, focused on excellent outcomes for all, especially the most vulnerable (D);
- Excellent communication, interpersonal & organisational skills (D);
- Excellent analytical numeracy and literacy (D);
- Proven ability to motivate others towards an aspirational goal (D).

Leadership Responsibilities

- To support all pupils in Science lessons to make rapid academic progress;
- To strategically lead the curriculum area of Science, setting goals driven by the school priorities, action plan and evaluating progress towards these goals, adjusting course where needed;
- Maintain a strategic focus on outcomes in Science GCSE and A Level, as well as any other qualifications between Years 7 - 13. Coordinate and plan interventions when necessary.
- Ensure that you are continuously learning and that this learning is informing your approach and leading them to be intelligently solutions-focussed at all times;
- Lead the process of backwards planning and ensuring that progress is constantly reviewed to ensure high levels of accountability.
- Builds relationships with a range of internal and external stakeholders to support the department's impact;
- Work closely with staff from P1 and P2 in the design of the Science and design curriculum and support its delivery through CPD and guidance for teaching staff

Leadership Responsibilities

- Work closely with the inclusion team to ensure that all classroom environments are inclusive and vulnerable pupils are receiving the support they need to excel;
- Ensure that there are strong relationships with families, and that families have the knowledge, skills and investment to support their child's progress;
- To ensure that assessments are executed rigorously, that teachers reflect on outcomes and produce reports using school templates summarising and reflecting on pupil progress and areas for development;
- To undertake robust internal moderation and work
- To review progress summaries at the end of each cycle and oversee the drawing up of an action plan that will support progress and development in collaboration with subject teachers;
- To allocate resources department-wide in a way that maximises impact on pupils.
- To ensure Science curriculum enhancements, including trips, extra-curricular and other opportunities are on offer to pupils;

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 foster pupil collaboration and a high level of engagement in lessons.
- 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 and peer 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

- You support pupils, especially those who are vulnerable, to make excellent progress in line with the school vision.
- You set a clear path for pupil outcomes that fits with the school's vision and the pupils' flight-plan that drives planning and curriculum design throughout the year.
- You use a range of assessment tools to know clearly where pupils are in their learning, what they need to do next and how to effectively support them, at the individual, group and class level.
- You constantly seek to develop professional understanding around all aspects of the role, including subject knowledge, understanding of child development, attachment and specific areas of AEN.
- You work closely with families to support them to effectively support their children, operating with sensitivity, empathy and high expectations.

Main responsibilities beyond the classroom

- You support learning beyond the classroom by organising trips and supporting extra-curricular activities wherever relevant.
- You will support pupils in all aspects of their conduct around the school by carrying out duties and other responsibilities.
- You work closely with colleagues, supporting their development and the progress of all pupils.
- You will formally report to parents on the progress of their child in line with the calendared contacts and at regular intervals informally.
- You will participate in school events such as the Summer Fair in order to support the wider school community.

Main responsibilities beyond the classroom

- You will actively seek to promote the work of The Reach Foundation where it will benefit your pupils.
- You follow all school practices and protocols relating to Safeguarding and Child Protection.
- You act as a guardian to and steward of the building and the community, ensuring that resources are taken care of.
- You take responsibility for your own development, seeking opportunities to learn, grow and lead.
- You set goals that are driven by the school priorities and you regularly evaluate progress against your goals, seeking feedback and adjusting your course where necessary.

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 5th June 2026. We actively encourage early applications. Applications will be reviewed as and when they are received.
3. **In-person interviews** will be held on a rolling basis.

If you would like to have an informal conversation to discuss the role, please contact the Co-headteacher (Secondary) on manjit.more@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.