

Feltham College Head of Year 12

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

[Feltham College](#) is our unique sixth form provision set up and run in partnership with Lady Elenor Holles and Hampton School.

Feltham College is a thriving sixth form offering both academic and vocational courses. It is a sixth form where no pupil is left behind and individual support and challenge drives personal and academic excellence.



Feltham College currently has 180 students and will grow by 2030 to 400 students across a multi-site campus.

We need a dynamic Head of Year 12 to join us. *This is a new position due to growth.*

In the following pack, we hope to:

- 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 or recruitment@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. We continue this commitment into Feltham College.

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

Feltham College
Head of Year 12

Role overview

Working in sixth form is a unique proposition. You are supporting young people as they transition to adulthood. They are role models within the school and form key life-long peer relationships.

Approximately 50% of our cohort come from external schools so a key part of this role is inducting pupils seamlessly into Feltham College so that they can flourish from day one.

This role would benefit an experienced pastoral leader or an experienced sixth form teacher looking for a new challenge.

We are particularly interested in pastoral leaders with a maths, sciences or vocational subject expertise. Those with sixth form experience are also of particular interest given our projected growth over the next 4 years.

The successful candidate will share the school's vision and the belief that all young people can achieve at high levels.

This role involves supporting the pupils and families within a year group, taking ownership over both their academic and pastoral development.

Role details

Job Role: Feltham College Head of Year 12

Reports to: Director of Feltham College

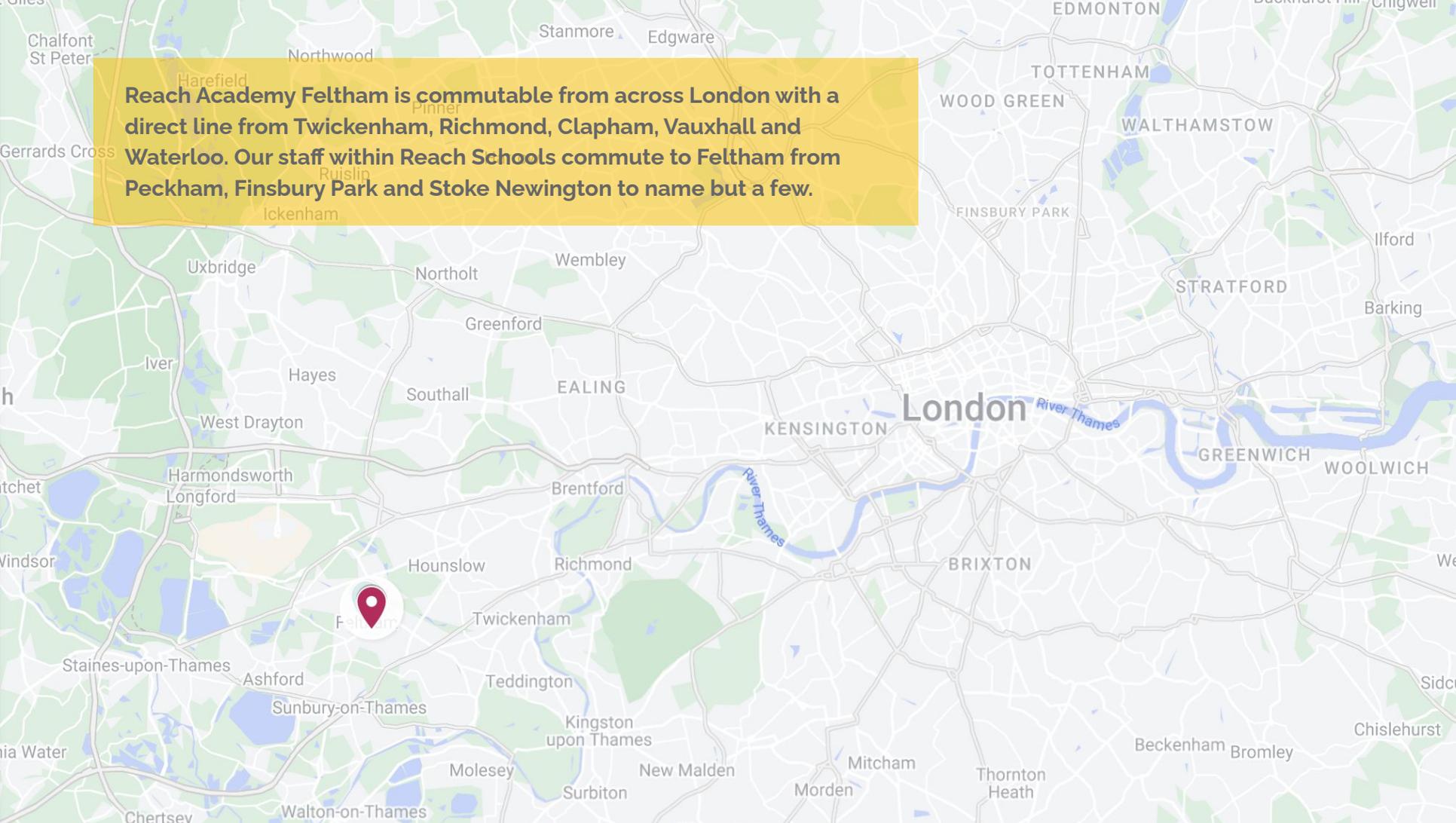
Start date: September 2026

Salary: £40,317-£57,819 (C1-C9), commensurate with experience + TLR 2a of £7,537

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 (optional) and good honours degree
- Expansive knowledge and passion for school culture and relationships
- Experience of pastoral leadership and / or sixth form (optional)

Leadership Responsibilities

In addition to your professional duties as a teacher at a Reach School,

- You lead by example and be a visible presence around the school site in particular in Feltham College.
- You uphold the ethos of the school by working with the Director of Feltham College to define and align the culture of Feltham College so all pupils can meet and exceed their academic targets.
- You ensure the vision of Feltham College is clearly articulated, shared, understood and acted upon effectively by all;
- You explicitly define the core routines, habits and behaviour we want to see and ensure there is a curriculum in place to teach these to our students;
- You will oversee and regularly reflect upon the behaviour and rewards systems ensuring that there is a balance between young people being accountable for their actions and a joyful sixth form experience;
- You monitor and respond to performance data including, but not limited to; academic attainment, progress, attendance, rewards, sanctions and safeguarding;
- You lead the tutor team to ensure tutor and their teachers to work tirelessly to support pupils to make academic progress;
- You contribute to and ensure sessions delivered by the pastoral team are inline with the planned curriculum.

Leadership Responsibilities cont...

- You ensure there is effective transition between Year 11 and Year 12 and highly effective induction of all internal and external students into Feltham College;
- You ensure every pupil is prepared to make aspirational UCAS and degree apprenticeship applications before starting Year 13;
- You create a culture of ongoing CPD for colleagues within the Year group both delivering CPD and supporting others to take ownership of their own development.
- You use links with parents, and other agencies where appropriate, to effectively support pupils;
- You are responsible for working closely with the inclusion team to ensure that vulnerable pupils are receiving the support they need to excel;
- You are responsible for working with the Attendance Officer and Inclusion Team to keep the attendance of the Year group above 95%;
- You generate leads and support with internal and external recruitment events to ensure that Feltham College is full, we are targeting the students who most benefit from our offer and all applicants are appropriately stewarded through the process.

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 the 22nd of April 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 on a rolling basis.

If you would like to have an informal conversation or a visit to Feltham College 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.