



APPLICANT PACK

Regional Director
South Wiltshire & Dorset



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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.



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Welcome and Introduction to Reach South Academy Trust

Thank you for taking the time to explore our applicant pack for the Regional Director 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.

Tom Leverage
Chief Executive Officer

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 Regional Director will work within a newly established regional structure, supported by 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 in April 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. Additionally, at the start of 2027 we will open GAIL, a specialist school for 200 pupils aged 4-16.



"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."

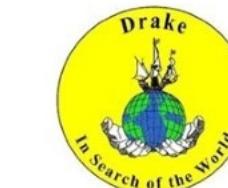
Our Academies



Devon



Dorset



[Click on the school logo to visit their website & learn more](#)

Gloucestershire



Wiltshire



About the Role

The Regional Director will lead a strategic hub that currently includes Hill View Primary Academy, Malmesbury Park Primary Academy, and Salisbury Academy for Inspirational Learning (SAIL), with responsibility for integrating future schools as the Trust grows in Wiltshire, Dorset, and neighbouring regions.

This role combines regional strategic leadership with operational responsibility as Executive Headteacher for SAIL, ensuring excellence in specialist provision while driving improvement across mainstream schools.

The successful candidate will have a strong special school background, deep understanding of SEND, and proven experience in leading inclusive education.

This role is central to delivering the Trust's Growth Strategy, ensuring scalable systems, inclusive practice, and leadership development across a diverse portfolio of schools.



Strategic Purpose
Click to learn more



Future Growth
Click to learn more



Key Responsibilities
Click to learn more



SAIL

A specialist academy for pupils with autism and SEMH needs, delivering personalised education and therapeutic support.



Hill View Primary Academy

A thriving, inclusive primary school with a strong community ethos and ambitious curriculum.

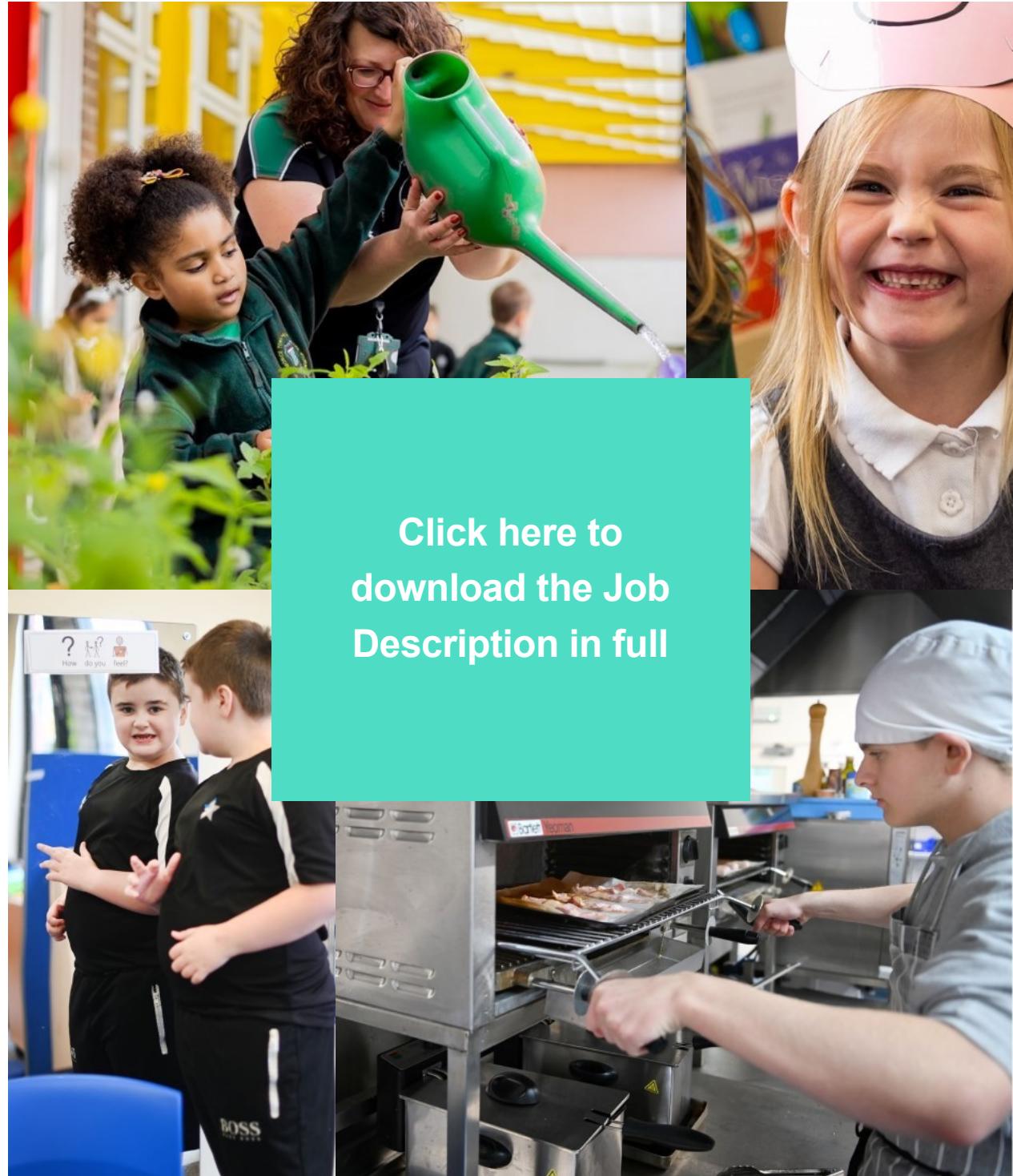
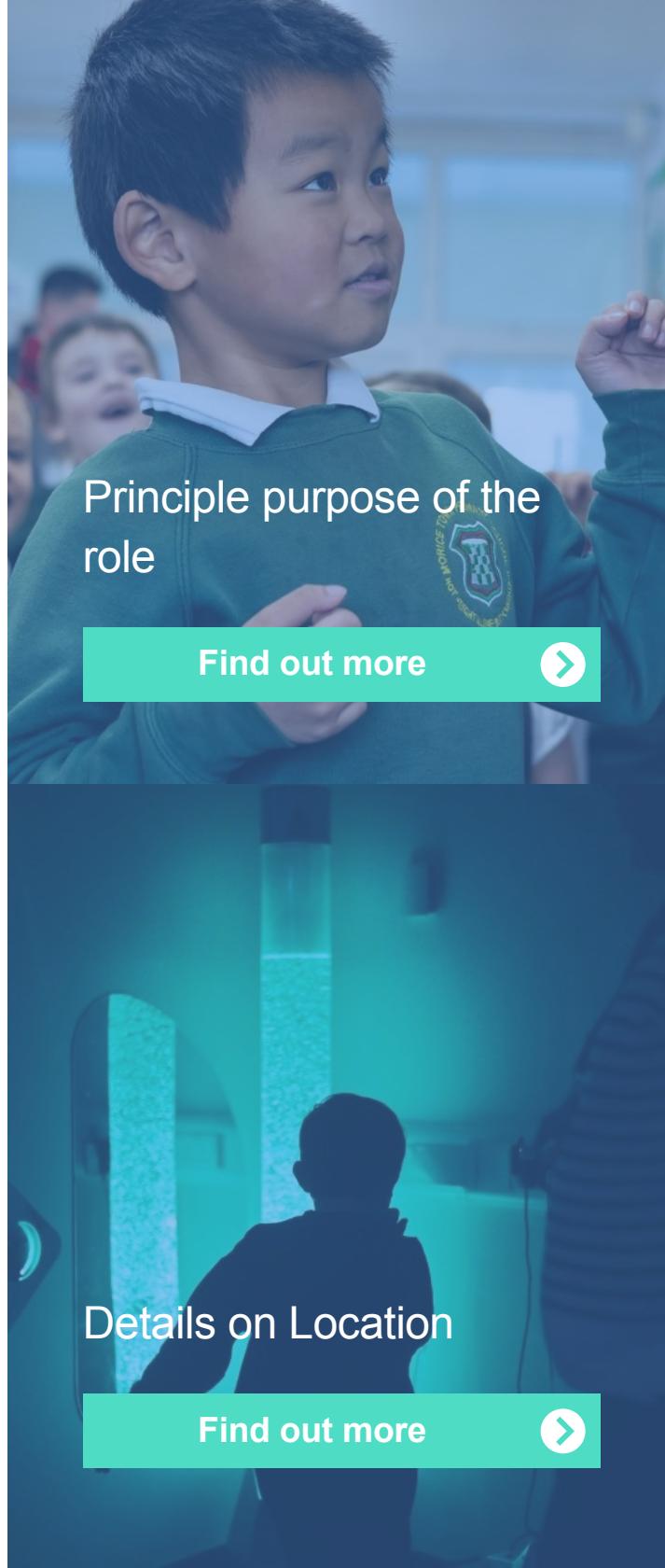
Malmesbury Park Primary Academy

A large, diverse primary school committed to high standards and pupil voice.

Job Description

Be part of a young, ambitious and growing trust, which has inclusion and the commitment to meet needs at the core of its values. Take the next step on your journey with this unique senior-leadership opportunity. Collaborate with like-minded peers to design and implement your vision, which will enable a region of schools to deliver positive outcomes.

Working for Us





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

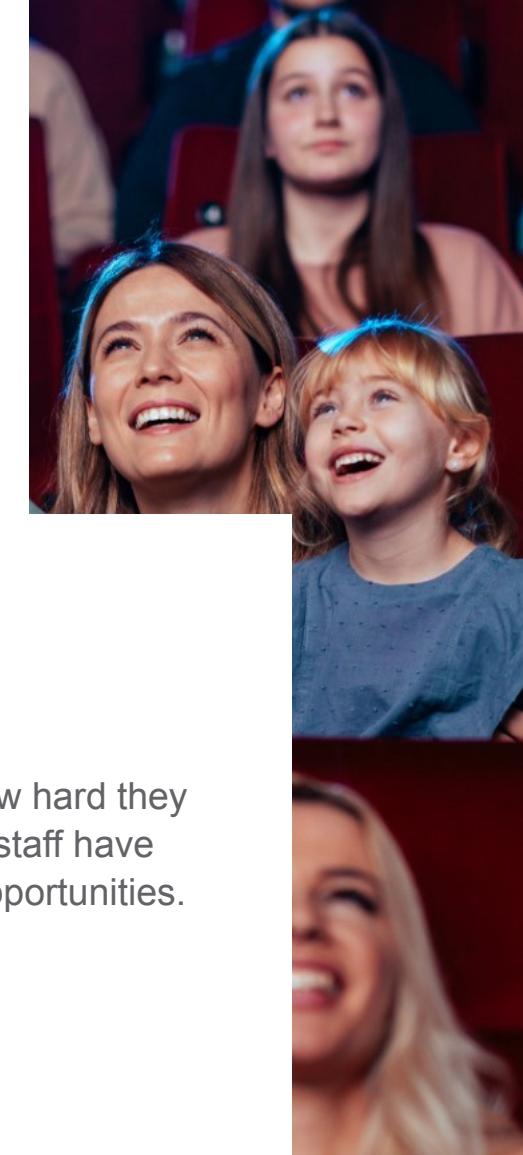
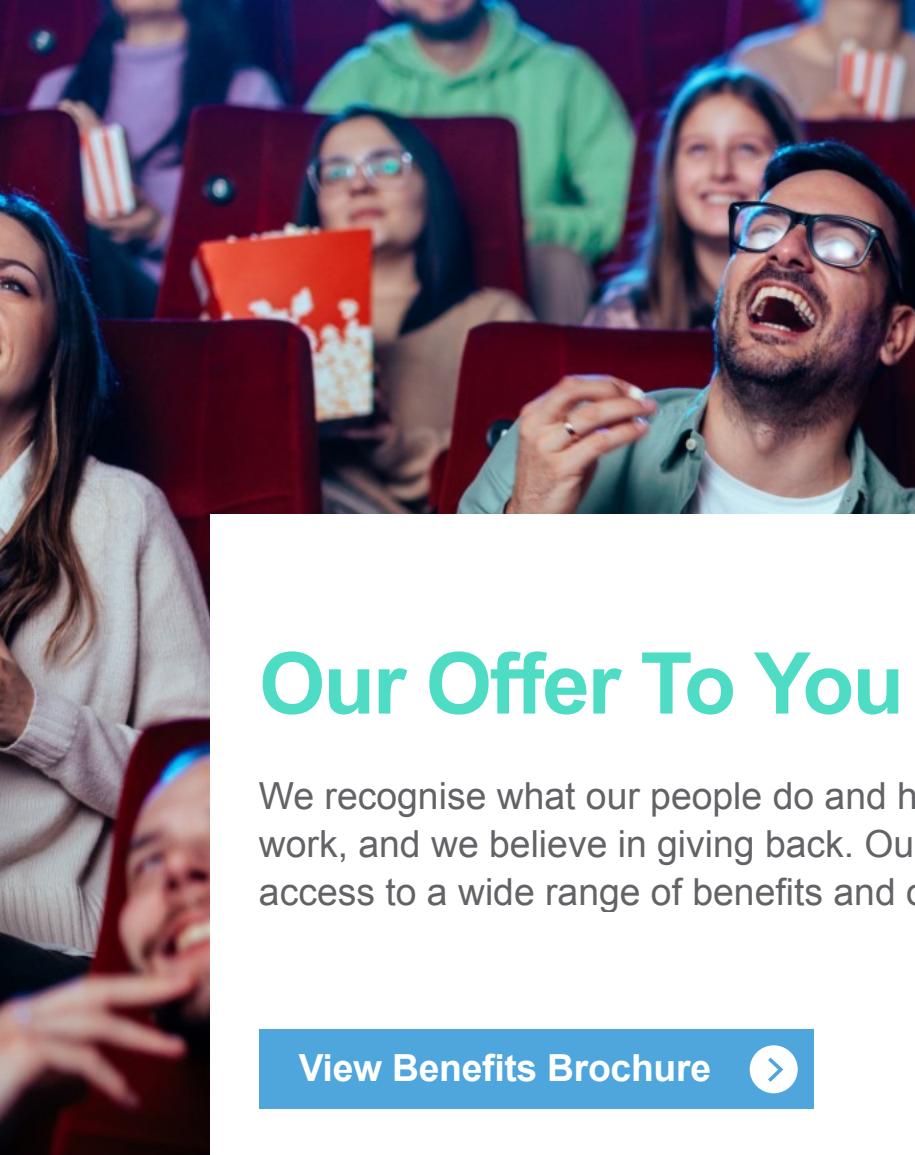


Who We Are And What Drives Us



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

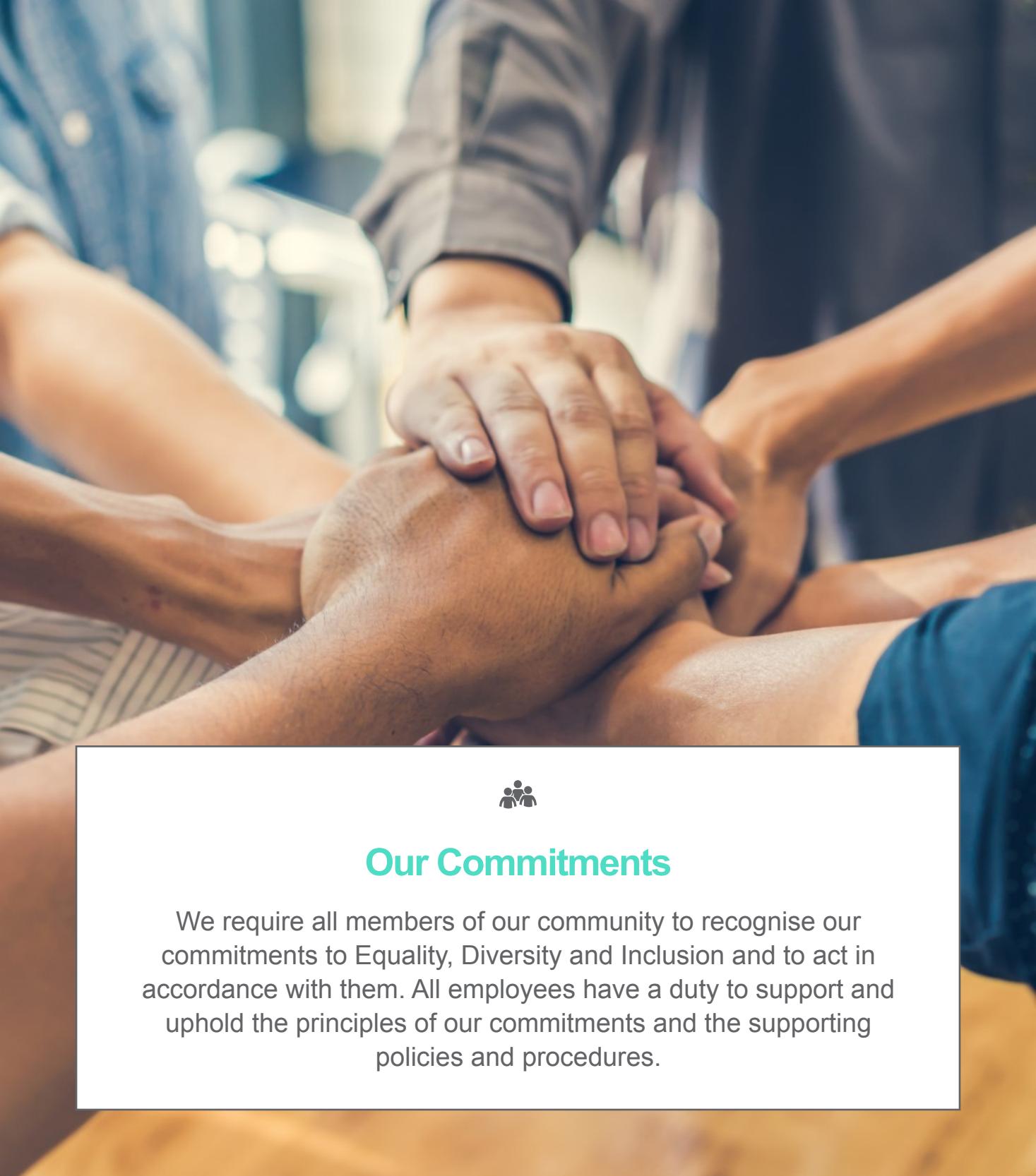
Reach South Academy Trust is committed to creating and sustaining a positive and inclusive working environment for our employees. Our aim is to ensure that employees are equally valued and respected and that our organisation is representative of all members of society. We define diversity as valuing 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

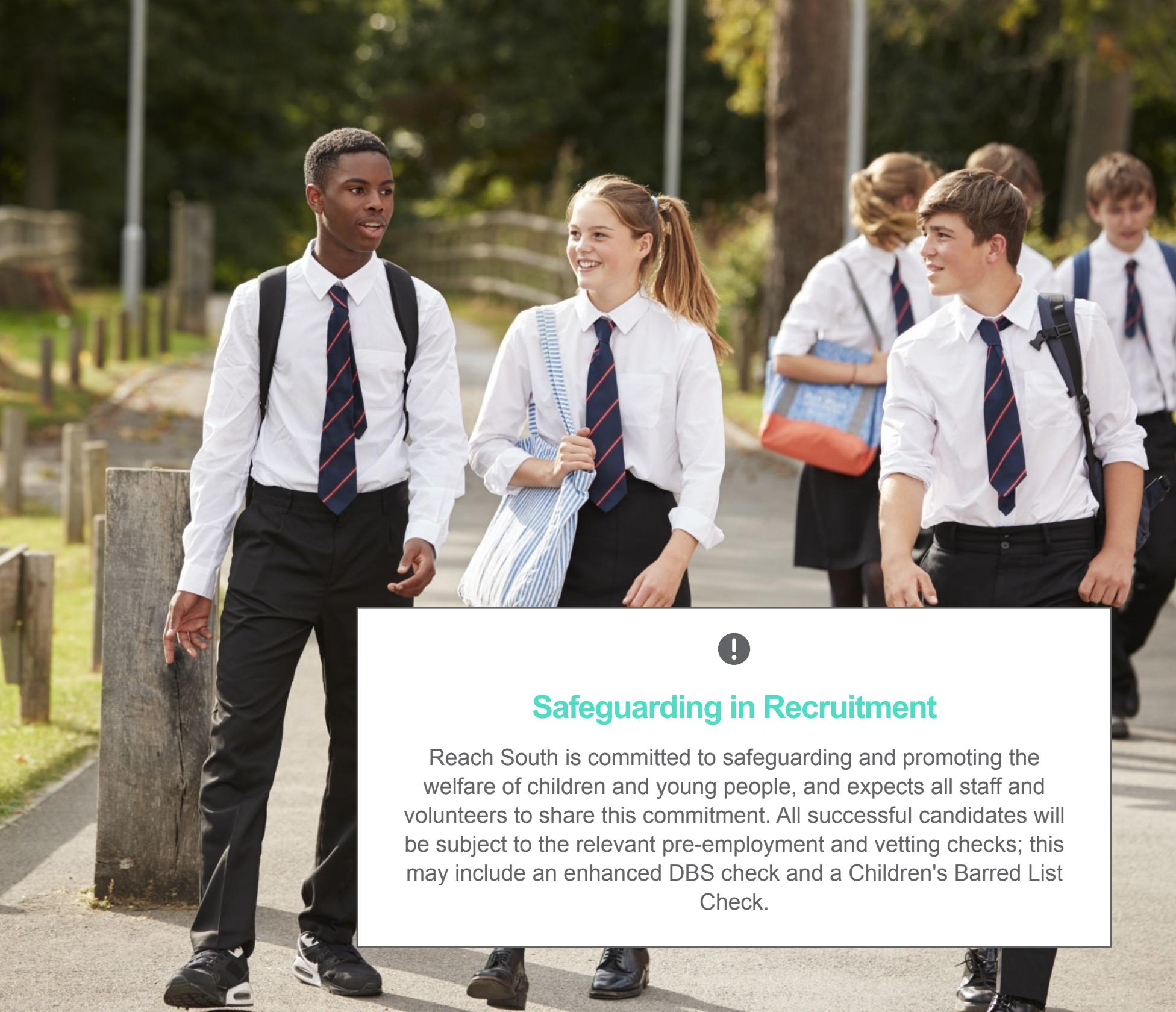
Reach South aims to ensure that:

- 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 opportunity.

If you would like to discuss this opportunity, please contact:

Jackie Green, Interim Regional Director and Primary Improvement Lead on jackie.green@reachsouth.org

Please note: References will be requested prior to interview for all shortlisted applicants and the successful candidate is subject to Safer Recruitment checks.

If you experience any technical difficulties during the application process, please contact us on recruitment@reachsouth.org



Application Deadline:
15 February 2026

Interview Dates:
Day One: 3 March 2026
The Springfields Academy,
Calne, Wiltshire SN11 0DS

Day Two: 4 March 2026
SAIL, Salisbury, Wiltshire
SP2 7HU

Interview Process

We warmly encourage all candidates to visit one of our schools, SAIL Academy, Hill View Primary Academy, or Malmesbury Park Primary Academy, as part of the recruitment process.

If you would like to arrange a visit, please contact the relevant school's Office Manager using the contact details provided.

Arrange a school visit using the contact details below:

Hill View Primary Academy

Contact Office Manager, Caroline Roberts:

croberts@hillview.bournemouth.sch.uk

Malmesbury Park Primary Academy

Contact Office Manager, Tess Lipscombe:

tlipscombe@malmesburypark.bournemouth.sch.uk

SAIL Academy

Contact Office Manager, Kay Ball:

kay.ball@sail-academy.org

Apply 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

www.reachsouth.org

recruitment@reachsouth.org

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