



Reach Academy  
**Feltham**  
A REACH SCHOOL

# Primary Deputy Headteacher

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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

[Matilda.Browne@reachacademy.org.uk](mailto:Matilda.Browne@reachacademy.org.uk) .

King 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](#).*

# 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.



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.

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**REACH  
TEACHER  
TRAINING**

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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

Primary Deputy Headteacher

# Role overview

As the Deputy Head, you lead the Primary School in the co-headteacher's absence. You take full responsibility for the smooth running of the building and ensure effective support is given to parents, staff and pupils. You lead the other members of SLT to work effectively on these days and uphold the highest standards.

As a Subject Lead, you are a key person in the Primary School. You have a responsibility for your subject throughout Phase 1 and 2, from Nursery upwards. You support teachers to foster curiosity and enthusiasm in their pupils in your subject area and ensure that they are clear on what is expected of them to deliver an outstanding Curriculum, from both a procedural and a conceptual basis. Within your role, you will need to work very closely with the Secondary Subject Lead to ensure that there is alignment across all aspects of the Curriculum. You are a key part of the team, whose job it is, to ensure that the entire Primary Curriculum drives for exceptional progress for all our pupils towards a life of choice and opportunity.

In addition to this, you oversee the smooth daily running of the school. Ensuring that children, teachers and parents are supported to achieve their best everyday. You will also strategically oversee one element of our three school areas (Curriculum and Assessment, Teaching, Learning and Professional Development or Culture and Relationships). You are persistently looking out for, supporting and working towards achieving a life of opportunity for every child, but particularly those who are seen as part of a vulnerable group.

# Role details

**Employed by:** Reach Schools

**Role title:** Primary Deputy Headteacher

**Reports to:** Primary Co-Headteacher

**Start date:** September 2026

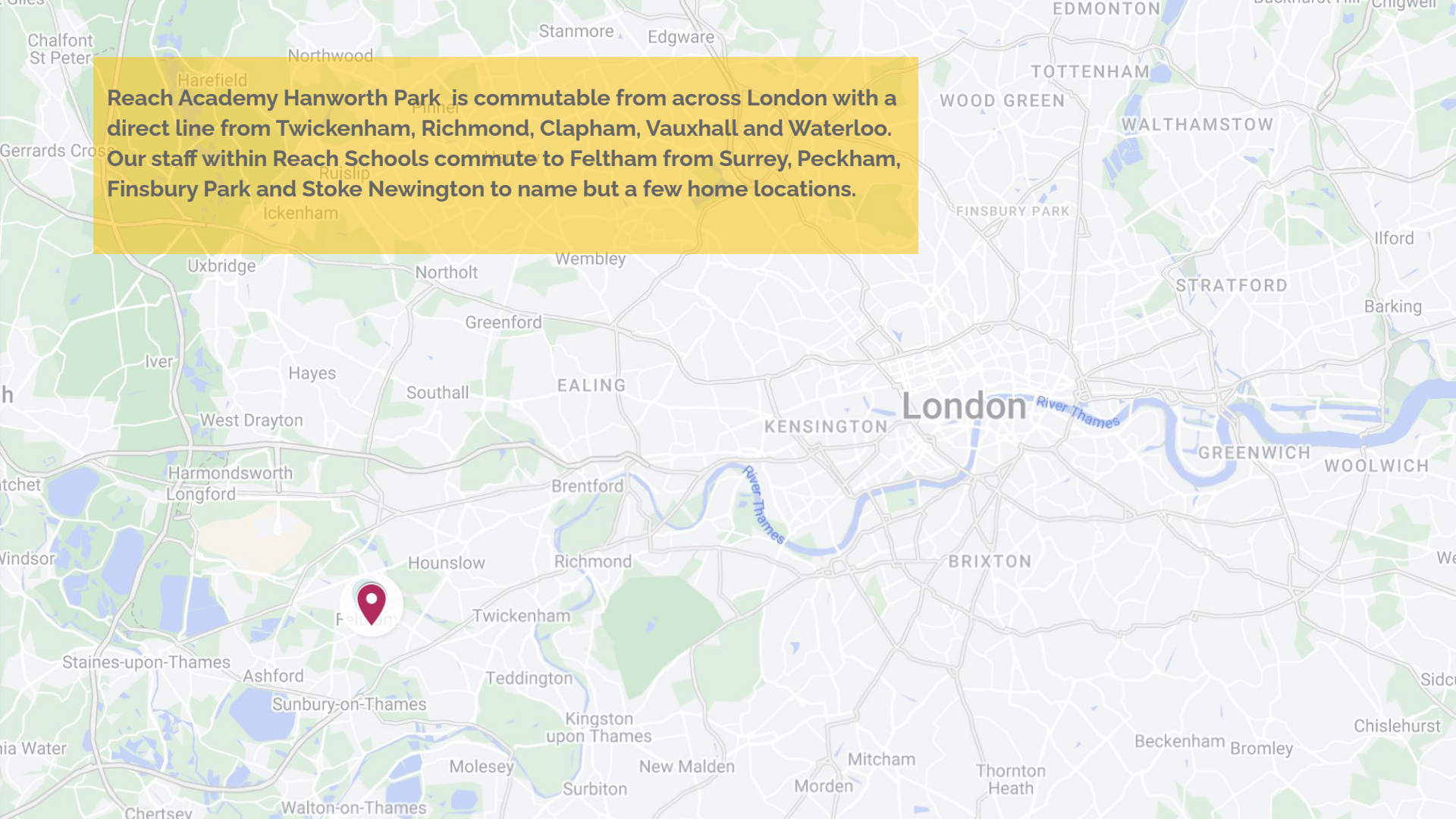
**Salary:** Competitive

**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.

[Link to Full Job Description](#)

**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 Schools
- 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 work

# The ideal candidate

- You will be totally committed to working on the ground, ensuring that the school's vision for culture and curriculum is being lived, and that strong relationships are being formed.
- You will be passionate about supporting pupils pastorally, knowing that this is key for academic success.
- You will demonstrate proactive, strategic leadership, knowing when to take decisions and how to communicate these effectively.
- You will be an effective and highly visible team leader.
- Your ability to influence, inspire and motivate a wider team is an essential part of the role.
- You will have a proven track record of leading a curriculum area and supporting teachers to enact the curriculum at an exceptionally high level.
- You will have experience of leading teacher development to ensure that all staff are operating at a very high level in their classrooms.
- You will model positivity and optimism at all times, knowing that as a Deputy Headteacher, you are a role model for other teachers and leaders.
- You will be flexible, eager to learn and ambitious.

# Main responsibilities

- You will work where the Trust place you and will be open to new experiences and challenges.
- You work in alignment with the SLT through a dialogue of mutual respect and challenge in pursuit of the school's mission.
- You will lead the school on days when the Co-Headteachers are not in the building and take responsibility for the operational leadership and management of the school, understanding the flexibility that is necessary in this role.
- You will uphold the ethos of the school by working with the Co-Headteachers and SLT to strategically and operationally align all staff in pursuit of the vision of Reach Schools.
- You will ensure that all pupils, especially those who need the most help will get the support they need to reach our ambition vision.
- You will work alongside external agencies, key stakeholders outside school, and staff across the school to reduce barriers to pupil success.

# Main responsibilities

- You will ensure that the curriculum is delivered to a high standard across subjects and that subject leaders are proactively planning, supporting teaching, assessing and reflecting upon their subject area.
- You will motivate and work with others to create a shared culture and positive environment which takes account of the diversity, values and experience of the school and the community.
- Through your line management and support of others, you will ensure that teachers are being developed effectively and that the climate for learning in classrooms across the school is recognisably specific to the school, and is supporting strong pupil outcomes.
- You will work with specific teachers, when required, to ensure rapid progress in their teaching.
- You will plan, deliver, and teach exceptional lessons, modelling for others constantly.

# 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**. 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](mailto: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](mailto:recruitment@reachacademy.org.uk).