



**Reach
Schools**

CHOICE & OPPORTUNITY
FOR EVERY CHILD

Co-Headteacher: Secondary

Reach Academy Feltham

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, 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.

We believe in the transformational power of strong, trusting relationships—and we know that every great relationship depends upon great communication.

With this in mind, we are excited to be looking for a new co-headteacher to lead the Secondary phases of our all-through school, [Reach Academy Feltham](#), in partnership with the co-headteacher for Primary, Matilda Browne.

The existing co-headteacher for Secondary, Beck Owen, is stepping down after 13 years with the school. She was the first member of staff to be hired when Reach Academy Feltham opened in 2012 and has lead the school brilliantly over the past 7 years. It is now time for her to take on new challenges within the trust and our sister organisation The Reach Foundation.

This is a unique opportunity for the right candidate, which doesn't come along very often!

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 **Co-headteacher Secondary** 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 me directly for a chat at rebecca.cramer@reachacademy.org.uk.

Best wishes,

Rebecca

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](#).



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 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**

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

Co-headteacher: Secondary, Reach Academy Feltham

Role overview

Running a school is the greatest privilege in the world.

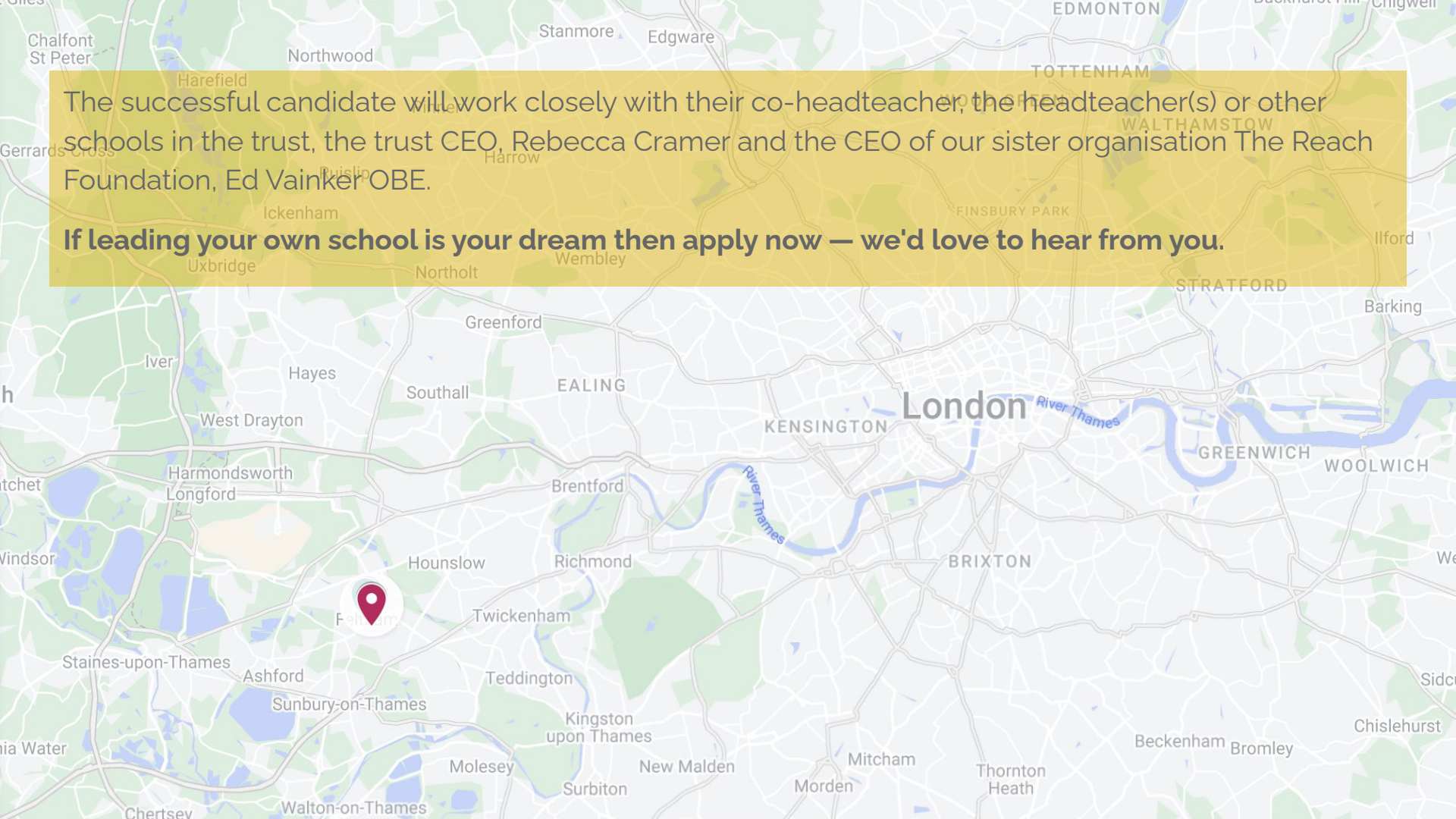
It is an exciting opportunity for a talented senior leader or existing headteacher to develop new skills and leave a lasting legacy which will impact the UK education system and beyond.

Reach Academy Feltham opened in September 2012 as a Free School and grew year-by-year. Our original Reception cohort completed their GCSEs last year and are now in our sixth form.

We have a co-headteacher model because we recognise that running an all-through school is complex. We want you to have a partner to support and challenge you. You are responsible for the day-to-day running of the secondary phases of the school and they are responsible for the primary phases. There are other all-through responsibilities such as safeguarding and finances which you jointly share.

We believe in hiring exceptional people and giving them autonomy to run their school. We also know that collaboration is powerful and relationships drive our work.

This role could suit someone new to headship or someone more experienced who is looking for a chance to really stretch themselves and explore what is possible in education.

A map of London and its surrounding areas, including parts of the Home Counties. The River Thames is shown flowing through the city. A large yellow rectangular box is overlaid on the map, containing text. A red location pin is placed on the map near Feltham, west of London.

The successful candidate will work closely with their co-headteacher, the headteacher(s) or other schools in the trust, the trust CEO, Rebecca Cramer and the CEO of our sister organisation The Reach Foundation, Ed Vainker OBE.

If leading your own school is your dream then apply now — we'd love to hear from you.

Role responsibilities

- Deliver exceptional outcomes for children from Year 7 to Year 13 (our sixth form is called '[Feltham College](#)') in line with the school's values, strategic direction and vision;
- Inspire and motivate staff, pupils, families and Reach Schools colleagues;
- Build exceptional relationships with families, pupils and community partners, recognising and helping to fully realise the assets they bring to the school;
- Work closely with the headteachers in other Reach Schools, the CEO of Reach Schools and the CEO of the Reach Foundation to ensure alignment of vision and values and maximise the progress of all pupils attending a Reach School;
- Use all available avenues to recruit, develop and retain the very best teachers and support staff at Reach Academy Feltham, including the Reach Initial Teacher Training programme;
- Build relationships which ensure that all delivery partners meet Reach School's exacting standards;
- Monitor the quality of teaching and use data to track the performance of staff and students, fully aligning outcomes with the professional development available to staff;

- Regularly report to, and utilise support from, the Local Governing Body to maximise opportunities for the pupils at Reach Academy Feltham;
- Make sure that the school is safe at all times for all stakeholders;
- Work closely with the local authority and local schools to maintain excellent lines of communication and trusting relationships;
- Work closely with all stakeholders to ensure all inspections and expectations have excellent outcomes.
- Control school finances and ensure value for money is always sought;
- Ensure that communication with all stakeholders is always in line with Reach Schools vision, values and voice;
- Contribute fully to wider Reach Schools growth and impact work to share with and learn from others;
- Contribute to the wider Reach Foundation work to support the sharing of great practice and to learn from others.

Personal specification

- Inspirational and emotionally available leader
- Excellent communicator
- Highly organised and attentive to detail
- Unwavering belief in the vision of Reach Schools
- Ability to maintain composure in all situations
- Constant desire to improve self and others
- Qualified teacher

Please note: there is no expectation that you have completed NPQH or similar.

Role details

Reports to: CEO, Reach Schools

Start date: End of August 2025 ready for September 2025

Salary: Commensurate with experience

Location: Feltham, London

We embrace flexible working and have extensive experience of school leaders 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.

About the process

How to apply

Information events

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

We are looking for a co-headteacher 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:

7th November between 9.00 - 10.30am

7th November between 2.30 - 4.00pm

[SIGN UP HERE](#)

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 **18th November at 5pm**. 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 across two consecutive days on the 3rd and 4th December 2025.

If you would like to have an informal conversation to discuss the role, please contact the CEO of Reach Schools, Rebecca Cramer, directly on rebecca.cramer@reachacademy.org.uk

Safer recruitment

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

Reach Schools are 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 recruitment@reachacademy.org.uk.