

Feltham College

THE REACH SIXTH FORM PARTNERSHIP



Director of Feltham College, a senior leadership position

1st September 2023 start date

Closing date: 5pm, Sunday 16th April



Feltham College is a pioneering model of Sixth Form education.

Based at Reach Academy Feltham, it ensures that local young people receive the best in contemporary teaching and learning provision across both vocational and academic courses.

Founded on partnerships

Feltham College has three founding education partners plus a range of industry partners including Kingston University, top london restaurant Bocca di Lupo and Ashford and St Peter's NHS Trust.

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**An educational setting
combining academic and
vocational excellence.**

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“

I get to work with a team of incredible teachers and leaders who are committed to achieving our shared vision. I am constantly inspired by my colleagues and supported to develop.

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Excellent outcomes

Our pioneering model of sixth form education enables students to study A Levels, vocational qualifications, or a mixture of the two.

We offer something for everyone and are passionate about providing opportunities for the whole community.

70%
A+ - B grade

B
Average
grade

D*
Average
BTEC grade

Unique learning environment

Students and teachers benefit from state-of-the-art facilities in new buildings.

You will work with colleagues from across education institutions and businesses to harness opportunities for your students to flourish.





We work as a **team** to ensure the best education for our children.



We take care of each other. We welcome **flexible work & families**.



We pride ourselves in looking after our staff. We give you **term time leave, exceptional training and free fruit and breakfast**.



Key senior appointment

This post is a key role for the Reach Academy Trust and its successful growth.

The trustees are seeking to appoint someone who is ambitious, vision-aligned and a leader in education.

The right candidate will have experience working in communities with high levels of pupil premium eligibility.



Director of Feltham College

Reports to: Headteacher

Start date: 1st September 2023

Salary: Leadership scale

Contract term: Permanent, flexible working welcomed

The Role

This role is both strategic and operational. Feltham College is a sixth form which will expand to over 400 pupils in the next few years. It is located in West London and educates young people with an average of 45% Free School Meal eligibility.

This role requires collaborative working across education institutions and businesses who are leaders in their own fields, to harness the power of partnerships to deliver the vision of the trustees. Responsibility for recruitment of students to Feltham College sits with this senior leader.

This role will oversee the supporting of pupils through their Year 11 progression choices, until they are in university or a competitive apprenticeship and beyond. You will ensure that the personal wellbeing of our young people is always paramount and take full responsibility for monitoring and tracking progress towards exceptional A Level and BTEC outcomes.

The successful candidate will be a caring, committed teacher and leader with a proven track record of leading pupils to achieve outstanding results. They will share the school's vision and the belief that all young people can achieve at high levels. There will be significant career progression available for the successful candidate.

Main Responsibilities

In the classroom

You will create a strong classroom culture by building great relationships with pupils, organising classroom environments and creating a sense of joy in all learning. You will teach great lessons all of the time and be generous with your time and expertise to support others to do the same. You will take responsibility for an ongoing excellent quality of teaching and drive pupil learning within your subject area, including the provision of quality coaching for team members.

Around the classroom

You will act as a role model for colleagues and pupils at all times and will be a visible presence around the school. You will be available to staff to support with teaching and classroom culture, as needed. You create a culture of ongoing CPD for colleagues, both delivering CPD and supporting others to take ownership of their own development, through co-planning and coaching. Crucially you will work closely with families to support them to effectively support their children, operating with sensitivity, empathy and high expectations. You will direct and oversee the quality and delivery of non-academic provision such as Team Reach, EPQ, Electives and Reach Scholar Studies.

Beyond the classroom

You will support learning beyond the classroom by supporting with the organisation of trips and other extra-curricular activities. You will direct the recruitment strategy into Feltham College including marketing of the offer, and on-boarding of students. You will oversee UCAS and the university experience process in collaboration with the Feltham Futures Project lead. You will always follow all school practices and protocols relating to Safeguarding and Child Protection and will act as a guardian and steward of the building and the community, ensuring that resources are taken care of and managed effectively. You will proactively take responsibility for your own development, seeking opportunities to learn, grow and lead. You will represent the college externally and cultivate and support our partnerships with other schools and seek opportunities to maximise links. You will undertake any other duties as directed by the Leadership Team.

Job Purpose:

You will lead all aspects of Feltham College and be the external face of Feltham College to prospective students and members of staff. You will lead strategically and decisively with visionary leadership that ensures the very best outcomes for all pupils. You will see it as your mission to set the students up for success in adulthood.

Person Specification

- QTS and a good honours degree (Req.);
- At least Three years teaching experience at Secondary level (Req.);
- Values driven (Req.);
- At least two years experience as a middle leader (Req.)
- Strong and evidenced teaching ability, focussed on excellent outcomes for all, especially the most vulnerable (Des.);
- Excellent communication, interpersonal & organisational skills (Des.);
- Excellent analytical numeracy and literacy (Des.);
- Proven ability to motivate others towards an aspirational goal (Des.).

**We will invest in
any necessary
training for you.**



The Reach Academy Trust is 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.





Feltham College is part of the Reach Academy Trust

The trust currently have one school, Reach Academy Feltham, and another school in Feltham opening in 2024.

All of the schools in the trust are all-through, educating children from 2-19 years old.

Pupil admissions are set up to prioritise places for those who need them the most by using Pupil Premium criteria and a lottery, rather than distance.

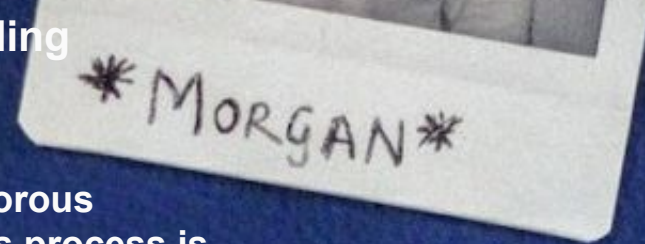
Rebecca Cramer,
Co-founder and CEO
of the Reach
Academy Trust

Judith Tacon,
Chair of the Reach
Academy Trust Board
of trustees

Ed Vainker OBE,
Co-founder and CEO
of the Reach
Foundation

Jon McGoh,
Co-founder of the
Reach Academy Trust

Reach Academy and Feltham College 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 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 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.