



Reach Academy
Hanworth Park
A REACH SCHOOL

Lead Year 1 Teacher

Reach Academy Hanworth Park

Welcome,

We're delighted to be the founding co-headteachers of **Reach Academy Hanworth Park**, a brand new school which opened in September 2024.

Building on the continued success of **Reach Academy Feltham**, our new school serves a singular mission, 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.



Tilly
Browne



Louis
Everett

We need an incredible team to develop, lead and grow our new school.

In the following pack, we hope to do the following:

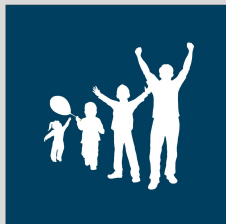
- Share some background information about the evolution and direction of **Reach Schools**;
- Provide a description of the role with an indication of the types of skills and attributes we're looking for; and,
- Provide information about **how to apply** for the role.

If you have any questions at all, please don't hesitate to contact Louis directly on louis.everett@reachacademy.org.uk.

Kind regards,
Louis 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.

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**

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

Lead Year 1 Teacher, Reach Academy Hanworth Park

Role overview

Being part of a team who are developing a new school is the greatest privilege in the world.

This is a career-defining opportunity to shape the culture of a new school and to deliver a highly ambitious curriculum aiming to impact the UK education system and beyond.

Reach Academy Hanworth Park opened in September 2024 with children in Reception and Year 7. It will now grow organically each year until it is full, with the first Year 7 cohort sitting their GCSEs in 2029 and their A Levels in 2031.

Our founding cohort of pupils love **learning**, their teachers, and their new school. They deserve to be taught consistently excellent lessons leading to extraordinary academic outcomes.

We are looking for a Lead Year 1 teacher, who will ensure that the children are accessing a rich curriculum, excelling in phonics and embed a school culture where excellent behaviour is the norm.

Role overview

We are looking for someone to lead our first Year 1 cohort.

They must share the school's vision and the belief that all young people should be able to enjoy a life of choice and opportunity and be committed to ensuring that every child can achieve their full potential.

We believe character education and the highest levels of pastoral care are fundamental to a child's schooling.

We want our pupils to be courageous, knowledgeable and respectful. We also want them to love school and learning with excellent relationships with their teachers whilst achieving extraordinary academic outcomes.

The successful candidate will have the opportunity to establish a nationally leading year group culture in a school determined to give its students lives of choice and opportunity.

Role details

Role title: Lead Year 1 teacher

Reports to: Co-headteacher

Start date: September 2025

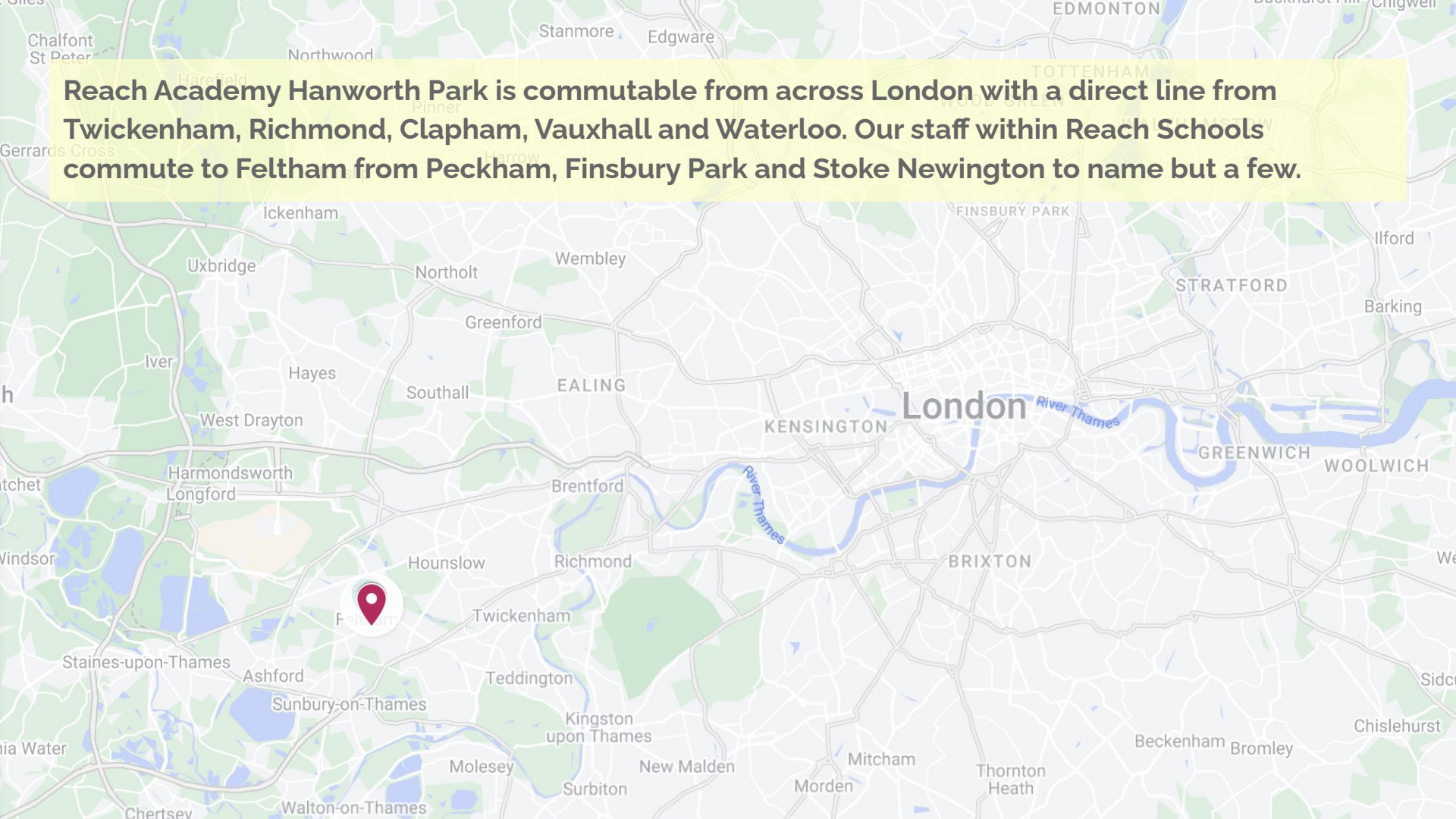
Salary: Inner London Pay Scale, commensurate with experience

Location: Feltham, London

We embrace flexible working and have extensive experience of team members working flexibly.

That said, starting a new school is complex and important work and it may be, therefore, that greater flexibility is something that comes in time with this role.

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 Peckham, Finsbury Park and Stoke Newington to name but a few.



Personal specification

- Unwavering belief in the vision and values of Reach Academy Hanworth Park
- Understanding of what constitutes an exceptional Year 1 Curriculum
- Excellent teacher and public speaker with a constant desire to improve
- Has 'start up energy' with clear motivation to help found an extraordinary school
- Highly organised and attentive to detail
- Clear commitment to character education and the development of the whole child
- Qualified teacher and good honours degree
- Track record of strong phonics results

Main responsibilities

- You understand and strongly believe in the school's ethos and values with a commitment to ensure all students leave RAHP to live a life of choice and opportunity.
- You actively create a strong year group culture utilising Reach Schools' shared values to ensure students are motivated and aspirational with exemplary conduct in lessons and around the school.
- You ensure that all teachers in the year group are confident teaching the Year 1 curriculum and strive for all pupils to make exceptional progress.
- You create a culture within the staff team of constant improvement and development, including active buy in to our coaching.
- You consistently work with, and establish strong relationships, with families to support their children to achieve extraordinary things.
- You create a culture of learning through the consistent application of high expectations and the development of students' attitudes and skills.
- You celebrate success of students consistently and publicly to establish a culture of achievement.
- You display visible leadership around the school, positively reinforcing excellent conduct and challenging behaviour not in keeping with Reach's expectations of students.

Main responsibilities

- You consistently communicate the progress of students to parents as part of high-quality community engagement.
- You promote the school's values and ethos through the development and implementation of policies, practices and procedures.
- You establish strong personal relationships with students and their families through introductory home visits and then consistent communication.
- You help develop a school culture unwaveringly committed to providing students with lives of choice and opportunity.
- You establish strong relationships with colleagues and external professionals to work collaboratively for the benefit of all students and their families.
- You establish a culture of positive attendance where students and their families aspire to attend school every day.
- You lead in the effective implementation of the school's attendance policy.
- You undertake, and when required, deliver relevant training and professional development.
- You undertake various other responsibilities as directed by the Co-headteachers.

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.

- **Weekly instructional coaching**
Professional development is important to us, so much so that we offer collaborative and non-hierarchical coaching in a fun and shame-free environment, every week.
- **10 inset days**
To ensure outstanding staff training and provide time to deeply understand pupil data and plan for great outcomes.
- **5 days term time leave**
We understand that accessing desired time off for teachers and school staff can be difficult. Throughout the year, we offer opportunities for team members to accrue term-time leave.
- **Flexible working**
A diverse workforce with work-life balance is crucial for our school's stability. If you need to adjust your schedule for personal commitments or seek part-time or hybrid working, don't hesitate to let us know.
- **Enhanced maternity pay**
Reach Schools value families and community relationships. For this reason, we aim to be a support system for staff who are on maternity leave.
- **Free Friday breakfast**
On Fridays we show our appreciation to one another as a staff team with encouraging shout-outs and delicious pastries.

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 **Thursday 23rd January 2025**. 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, co-headteacher (Primary) directly on matilda.browne@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.