



Primary Teacher

1st September 2023 start date

Closing date: 5pm, Sunday 16th April



Reach Academy Feltham
exists to transform the
lives of our pupils by
giving them the skills,
attitudes and attributes to
live a life of choice and
opportunity.

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**Tutor
Fellow**

**Associate
Assistant
Headteacher**

Claire Couves



“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.”

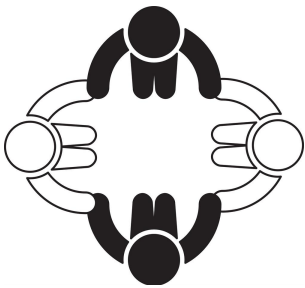
"The mission and ethos of Reach Academy permeates everything that we do.

There is a genuine can-do attitude amongst staff that makes Reach a fun place to work.

If you are passionate about making a difference, then Reach is the place for you."



Juan Pedroza,
Volunteer at Reach (2012)
to Head of Phase 1 (2021)



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



We strive to be better everyday. Weekly **coaching** is key to this.



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



43%

of pupils are eligible for the Pupil Premium Grant.

36%

of pupils are eligible for Free School Meals.

52%

of pupils have English as an Additional Language.

With only 60 pupils per year group our school is **SMALL**

We educate children from the age of 2-19 years **ALL-THROUGH**

For all children we have unashamedly **HIGH EXPECTATIONS**

We train teachers to be the very best **THEY CAN BE**

We work hard because we believe in the **VISION**

JOB DESCRIPTION

Primary Teacher

Reports to: Assistant Headteacher

Start date: 1st September 2023

Salary: Mainscale

Contract term: Permanent



The Role

We are seeking to recruit Primary teachers to support the school's growth and build on the outstanding start the school has made.

There are potential opportunities in both Key Stage 1 and Key Stage 2 as we seek to create an outstanding primary educational experience that enables pupils to achieve lives of choice and opportunity through accessing a broad curriculum, excellent pastoral care and unique opportunities for personal development.

Job Purpose

There are potential opportunities in both Key Stage 1 and key Stage 2 as we seek to create an outstanding primary educational experience that enables pupils to achieve lives of choice and opportunity through accessing a broad curriculum, excellent pastoral care and unique opportunities for personal development.

Main Responsibilities

In the classroom

You will support the building of a strong classroom culture by building strong relationships with pupils, creating organised classroom environments and a sense of joy in all learning. You will teach great lessons all of the time.. You take responsibility for an ongoing excellent quality of teaching and drive pupil learning within subject areas, 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; constantly developing professional understanding around all aspects of the role, including subject knowledge, understanding of child development and additional pupil needs. Crucially you will work closely with families to support them to effectively support their children, operating with sensitivity, empathy and high expectations. You may lead a subject area.

Beyond the classroom

You will support learning beyond the classroom by supporting with the organisation of trips and other extra-curricular activities. 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 and you will hold your team to account through supportive and clear leadership.

You will undertake any other responsibilities and duties as directed by the Primary Headteacher.

Person Specification

- QTS and a good honours degree (R);
- Values driven (R);
- Strong and evidenced teaching ability focused on excellent outcomes for all, especially the most vulnerable (D);
- Excellent communication, interpersonal & organisational skills (D);
- Excellent analytical numeracy and literacy (D);
- Proven ability to motivate others towards an aspirational goal (D).

We will invest in any necessary training for you.

R = Required

D = Desired



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.





“My favourite thing about Reach Academy is the teachers. They are all so dedicated and supportive and you can really feel it around the school.”



Safer recruitment process

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 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.

JOIN OUR TEAM



Reach Academy
Feltham

recruitment@reachacademy.org.uk