



## Reach Senior Leader Residency

We are seeking remarkable educational leaders across Primary and Secondary phases to join us on a journey that will transform your professional career and the lives of those you educate and lead. Whether you aspire to lead one of our schools in Feltham, have dreams of opening your own school, or intend to seek an existing senior leadership position in the community you already serve, the Reach Senior Leader Residency offers the support and challenge that will catalyse your impact and professional capacity.

Your involvement in this prestigious leadership development programme will ensure that you are exceptionally well equipped for the challenge and responsibility of school leadership. You will form the relationships crucial to supporting you as you take on your new role. You will end the residency feeling ready and excited about the next stage in your career.

The Residency is a one-year programme which will encompass UK and international placements, leadership and personal coaching, technical training and practical application of new knowledge.

# THE REACH SENIOR LEADER RESIDENCY

## GET TO GRIPS WITH THEORY

You will be inducted into the role of a school leader by engaging deeply with the theory of running a school. You will understand curriculum, pedagogy, the nuances of safeguarding and effective human resource management. You will construct a vision of excellence in all areas.

## GET HANDS ON

You will simulate the role of school leader by shadowing existing leaders in Reach Academy Feltham, The Reach Children's Hub and The Reach Academy Trust. Exposure to the day-to-day reality of school leadership will test your theoretical knowledge to its limits. You will refine your vision for excellence.

## PUSH OUTSIDE YOUR COMFORT ZONE

You will complete up to three study visits in the UK. Immersing yourself in the culture, technical administration and context of high-performing schools and their community, will offer you a unique insight into the complexity of school leadership. You will reflect upon your role as leader and your place in a school community.

## BE SUPPORTED TO ACCELERATE

Throughout your Residency you will be coached, challenged and supported to candidly evaluate your own leadership qualities, areas where you will need to reach out for support and places where you will be able to lean in and support others.

By the end of your experience, you will feel emotionally ready to embark on school leadership and equipped with the knowledge and practical expertise to have lasting impact from day one.

## OUR CRADLE TO CAREER MODEL



### THE REACH CHILDREN'S HUB

The Reach Children's Hub offers a range of services across the age range, including antenatal classes and adult education, as well as convening community partners to work together.

<https://www.reachchildrenshub.com/>



### REACH ACADEMY FELTHAM

Our school educates pupils from 2 - 18, offering rigorous learning, loving relationships and a coherent curriculum.

[www.reachacademyfeltham.com](http://www.reachacademyfeltham.com)



## PERSON SPECIFICATION

You will have many of the following qualities:

- Experience leading at a middle or senior level for at least 2 years in education or other settings;
- A belief in the power of education as a driver for positive societal change;
- A demonstrable belief that a school can be a powerful vehicle for change in a community;
- An appreciation of all-through education and a cradle-to-career support model as a powerful driver of excellent educational outcomes for all children;
- An entrepreneurial approach and the capability to drive multiple projects simultaneously;
- A demonstrable capacity to work with ambiguity and complexity and be flexible in times of high pressure;
- The self-confidence and self-awareness to manage others while seeking feedback to improve yourself

Candidates require the right to work in the UK and appointment is subject to an enhanced police check. **Please contact [recruitment@reachacademy.org.uk](mailto:recruitment@reachacademy.org.uk) to arrange a conversation with senior leaders or a visit.** Please note that interviews will be held on a rolling basis, and we reserve the right to close the application process early. We advise that applications are made early. Applications should be made via our [website here](#).

- Start Date: September 2023
- Salary: £50-60k
- Contract Type: Full Time or Part Time (minimum 0.6 FTE)
- Contract Term: Fixed Term one year, with potential opportunities within the Trust afterwards

## **REACH ACADEMY FELTHAM 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 (CRB). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. 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.

### **SHORT LISTING**

Short listing will occur after the closing date.

### **INTERVIEW (EITHER IN PERSON OR VIRTUAL, GIVEN CURRENT CIRCUMSTANCES)**

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 organising 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, possibly before interview, and where necessary employers may be contacted to gather further information or address any discrepancies, anomalies or gaps in the reference provided.

### **PROBATION**

All new staff will be subject to a probation period (which may, in certain circumstances, be extended by up to 10 weeks). 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 Foundation 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 Foundation is dedicated to providing equal opportunities and will monitor the recruitment process rigorously to ensure fair access and opportunity for all. 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)

#### **Reach Academy Feltham**

53-55 High Street

Feltham, TW13 4AB

[reachacademyfeltham.org.uk/reachchildrenshu](http://reachacademyfeltham.org.uk/reachchildrenshu)

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