



Information Pack

Deputy Headteacher

Closing: 20th April 2018



Staff say...

Plan and teach fewer classes

Pay above inner-London scale

25 mins to London Waterloo

Flexible term-time holiday

Committed colleagues

On-site farm & forest school

Purpose-built new facilities

Dedicated 1:1 coaching

International study tours

Flexible term-time holiday

Serve a high-need community

Know every family well

Steer strategic MAT growth

Great career progression

Dear prospective teacher,

I am a proud Year 12 student at Reach Academy and was the first ever applicant to the school back in 2012.

Over the past 5 years I have loved being part of a school where everyone, teachers and students, are made to feel special, valued and cared for. We call our teachers by their first names to break down barriers that traditionally exist. Teachers go above and beyond every single day to make sure that each one of us reaches our full potential.

In the past 5 years I have had many varied opportunities to experience the wider world. Some that stand out are my Bronze Duke of Edinburgh Award, my week in Mumbai speaking at an international Teach for All conference and my work experience at Transport for London. Each of these has served to help me shape the kind of person I want to be, both now and in the future.

It is exciting being part of a school that is growing each year. As a result of our growth we always need to hire new teachers. Next year we will be all through with our new year 6 and year 13 cohorts.

Good luck with your application!



Charlie Champion, Year 12

Students say...

Teachers who care

Brand new sixth form

Homework every day

Amazing residential trips

Excellent safeguarding

Sense of pride in myself

Great work experience

Annual shows & musicals

Competitive sports teams

Sex & relationships advice

Healthy & delicious food

Community service

Careers & Uni advice

Academic excellence

JOB DESCRIPTION

Deputy Headteacher

Reports to:	Headteacher
Start date:	September 2018
Salary:	Reach Leadership Pay Scale
Contract type:	Full-time
Contract term:	Permanent

The Role

We are seeking a Deputy Headteacher to join a re-structured Senior Leadership Team who will be working collaboratively across the whole-school from Phases 1 to 5. The role will have strategic oversight of an area of the school and will help to drive exceptional learning through a culture which is built on our values. The successful candidate will be a caring, committed individual 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.

Key responsibilities

- ⇒ Deputise for the Headteacher in their absence;
- ⇒ Support the Headteacher in setting the School Development Plan and monitoring progress against this;
- ⇒ Ensure that pupils are making excellent academic progress in line with the Academy's vision for excellence;
- ⇒ Have specific responsibilities (e.g. for culture or curriculum) to be agreed upon appointment;
- ⇒ Provide strategic direction and leadership for their team of Assistant Headteachers, ensuring that the policies and practices are supporting pupils to make excellent progress;
- ⇒ Observe/co-observe teachers to ensure that they have clear priorities for development; and that these align with what will have the biggest impact on improving learning;
- ⇒ Work with all middle leaders to ensure that all experiences are setting pupils up for success;
- ⇒ Contribute to good management practice by ensuring positive staff participation, effective communication and procedures;
- ⇒ Participate in arrangements made in accordance with the regulations for the performance management of the teachers in school;
- ⇒ Additional specific duties will depend on the strengths and experience of the applicant and may include oversight of other key areas of the school;
- ⇒ Align and uphold the Academy vision, standards of behaviour, discipline and exclusion policy.

Additional Responsibilities

- ⇒ Ensure that own teaching is consistently outstanding and that pupils within your classroom are making outstanding progress;
- ⇒ Collaborate closely with parents to ensure that they are aware of their children's progress, engaged in their development and supporting them in their vision for the future;
- ⇒ Track progress, regularly monitor reports on progress, identify and deliver interventions where appropriate;
- ⇒ Align and uphold the Academy vision, standards of behaviour, discipline and exclusion policy;
- ⇒ Represent the Academy externally and host visitors to the Academy when appropriate; and
- ⇒ Deal effectively and sensitively with child protection issues.

Other

- ⇒ Undertake other various responsibilities as directed by the Headteacher; and
- ⇒ Undertake the main professional duties of a teacher as set out in the Reach Academy pay and conditions of service document.
- ⇒ This post is subject to an enhanced Criminal Records Bureau disclosure.

PERSON SPECIFICATION

Qualifications

- ⇒ Qualified to degree level and above;
- ⇒ Qualified to teach and work in the UK.

Experience

- ⇒ Experience of working with young people from challenging backgrounds and of continually improving the outcomes of pupils;
- ⇒ Experience as a senior leader with demonstrable results achieved; and
- ⇒ Either be an existing Assistant Headteacher or Deputy Headteacher.

Skills and Attributes

- ⇒ Have a desire to work in a pioneering environment;
- ⇒ Be able to represent the school externally with parents and other stakeholders;
- ⇒ Be able to be adaptable in an entrepreneurial, fast-paced environment;
- ⇒ Be able to support teachers to improve rapidly through coaching and other support;
- ⇒ Be a highly effective classroom teacher; and
- ⇒ Possess qualities necessary to create strong relationships with colleagues, pupils and parents.



4-court Sports Hall and rooftop AstroTurf



Art studio and music spaces



High quality science labs

Age-specific phases

New & purpose-built facilities

6th form roof terrace

Spacious classrooms with integrated technology

Communal heart spaces including Farm & Garden

Drama and dance studio





“Pupils receive an outstanding education at Reach Academy Feltham. This includes their personal and social development as well as their academic achievement.”

“The leadership team have secured a harmonious environment in which pupils learn and thrive.”

“The academy has a calm and purposeful environment combined with a sense of excitement generated by pupils enjoying their learning.”

Ofsted, 2014

1.11 Progress 8 score

Excellent GCSE results in

2017: 96% achieved a grade 4 in
English and maths.

15th out of
6000 schools
for Progress 8

Phonics screen

95% Year 1

80% Year 2

The mission is far from over..



Reach is located in one of only 15 wards in London in the **lowest quintile** nationally for progression to Higher Education.

2018: A great year to join us

- ⇒ We will have our new year 6 and year 13 cohorts. Join us for a chance to shape its growth.
- ⇒ Our 2nd school opens in 2020. Join us to a member of the steering committee.
- ⇒ The Reach Children's Zone opens soon. Join us to be part of ground-breaking wraparound care.
- ⇒ Our teaching and learning is evolving. Join us and teach less for a greater impact.



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 (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 16th April 2018 with interviews taking place in the following 2 week period. **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, 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 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.

If you require assistance in reading this information or in completing the application form, please contact recruitment@reachacademy.org.uk.