



EXCEPTIONAL OPPORTUNITIES FOR LEARNING



Deputy Head teacher Application Pack



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Letter from Catherine Paine, Chief Executive Officer

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Catherine Paine

CEO



Letter from Mrs Charlotte Hopkins, Head teacher, Henhurst Ridge Primary Academy

Dear Candidate,

The school opened in September 2018 with a Reception class of 17 children. We now have Nursery through to and including Year 4 with 184 children on roll. The school is constantly growing and evolving as new children, year groups and staff come and join us. From how we develop our curriculum to what extra-curricular activities, we will provide for our children. Due to this, we need to expand our leadership team and our delighted to be looking for our first Deputy Head teacher to come and join our happy team. Every day is new and exciting and we would love for you to be part of this amazing journey with us!

With State-of-the-Art facilities, including: the latest Promethean board technology for teaching, a Drama/Dance Studio, Cooking & Specialist practical area, an outdoor classroom & Multi Use Games Arena; the learning opportunities are outstanding! We continue to put our own personalized stamp on a brand-new building and we are looking for someone to help us do this.

Our school mascot, the Hen Harrier, helps to spell out our seven core values which underpin all aspects of academy life which mirror REAch2's Touchstones:

- **H**onesty
- **A**spiration
- **R**esponsibility
- **R**esilience
- **I**nnovation
- **E**veryone working together
- **R**espect

We want a leader that can contribute to these values, who truly wants to make our school a great place to be in all aspects and are committed to providing an exciting, innovative and hands on curriculum where children learn through experience and are not afraid to make mistakes. Teamwork is key and being ready to roll your sleeves up and turn your hand to anything in the first few years of opening is an essential.

We want a leader who wants to contribute to shaping our school and the community it serves. If you think you can do this and you can *'provide the roots for our children to grow & the wings to fly,'* this is the school for you! Apply now.

Yours sincerely, Charlotte Hopkins. Head teacher

Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

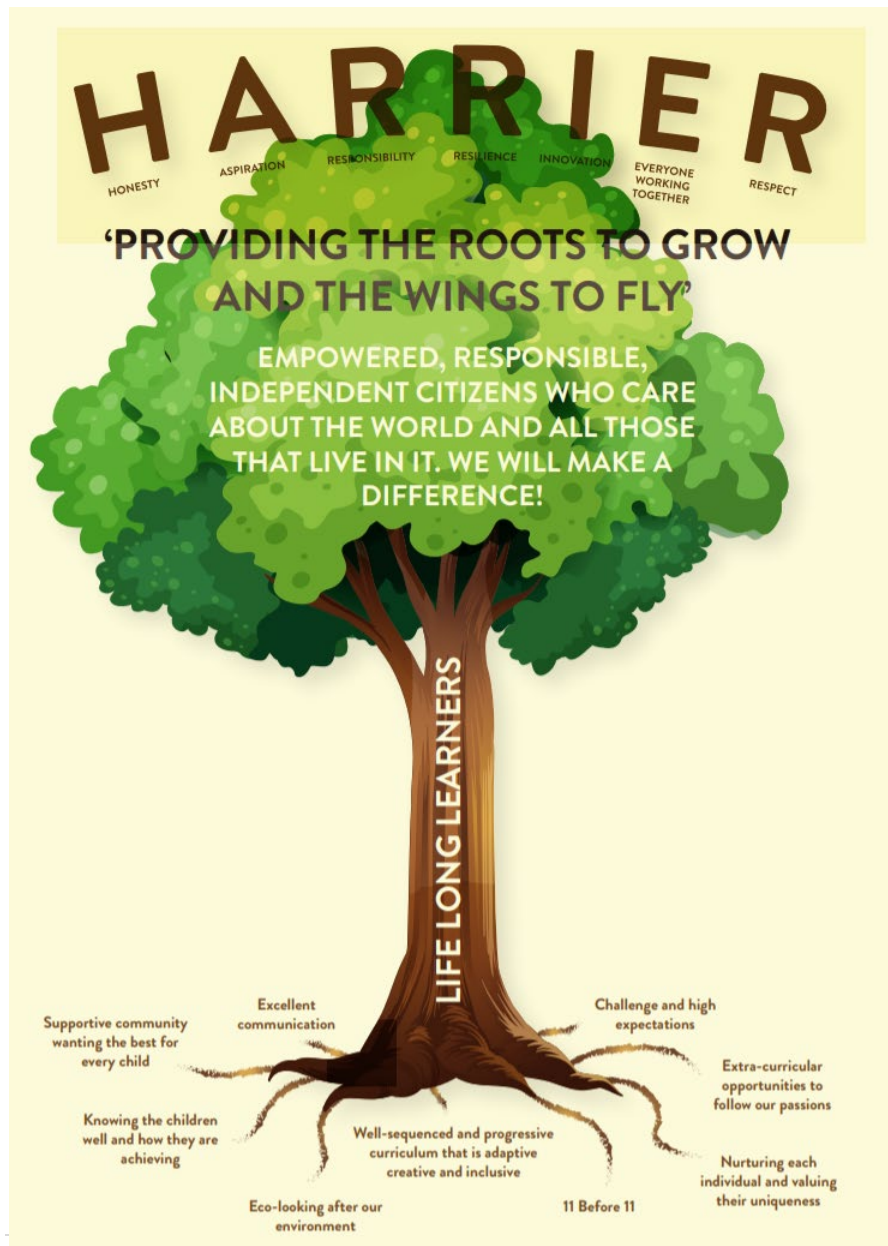
Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.



REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don't make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: www.reach2.org



Deputy Head teacher L5-9

The role: As the school grows, this will be a class-based role initially moving to an increasingly non-class based position in the next few years.

Key Stage: This position is for an outstanding Key Stage 2 practitioner who will teach in Year 3 for the remainder of this academic year.

Start date: 17th April or sooner if able to be released from contract.

Our Ethos Tree illustrated here, is what our school stands for - can you help bring this tree to life for our children?

The application

You are invited to submit an application form to: recruitment@henhurstridgeacademy.org

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online [Equality & Diversity Monitoring Form](#) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

To arrange an informal discussion please contact Sarah Deacon on 01283 372200 or sbm@henhurstridgeacademy.org to book on to our tours:

The application process and timetable

Application deadline and shortlisting:	Friday 9th December 2022 at 9.00am
School visits:	Friday 25th November at 1.30 pm Tuesday 29th November at 4.00 pm Wednesday 7th December at 9.30 am
Interviews:	Week beginning Monday 12th December 2022
Contract details:	Full time. Leadership Salary Scales
Salary:	L5 – L9
Start date:	17th April 2023 or sooner if released from contract

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).

