Application Essentials

REAch2 ACADEMY TRUST

www.reach2.org

Letter from Cathie Paine – CEO

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 for its track record in raising standards and achieving 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 a small number of schools that require significant improvement through to a growing number of 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 their own unique character, whilst also ensuring a strong identity within REAch2 and an 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 innovation and collaboration, 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.

Cathie Paine

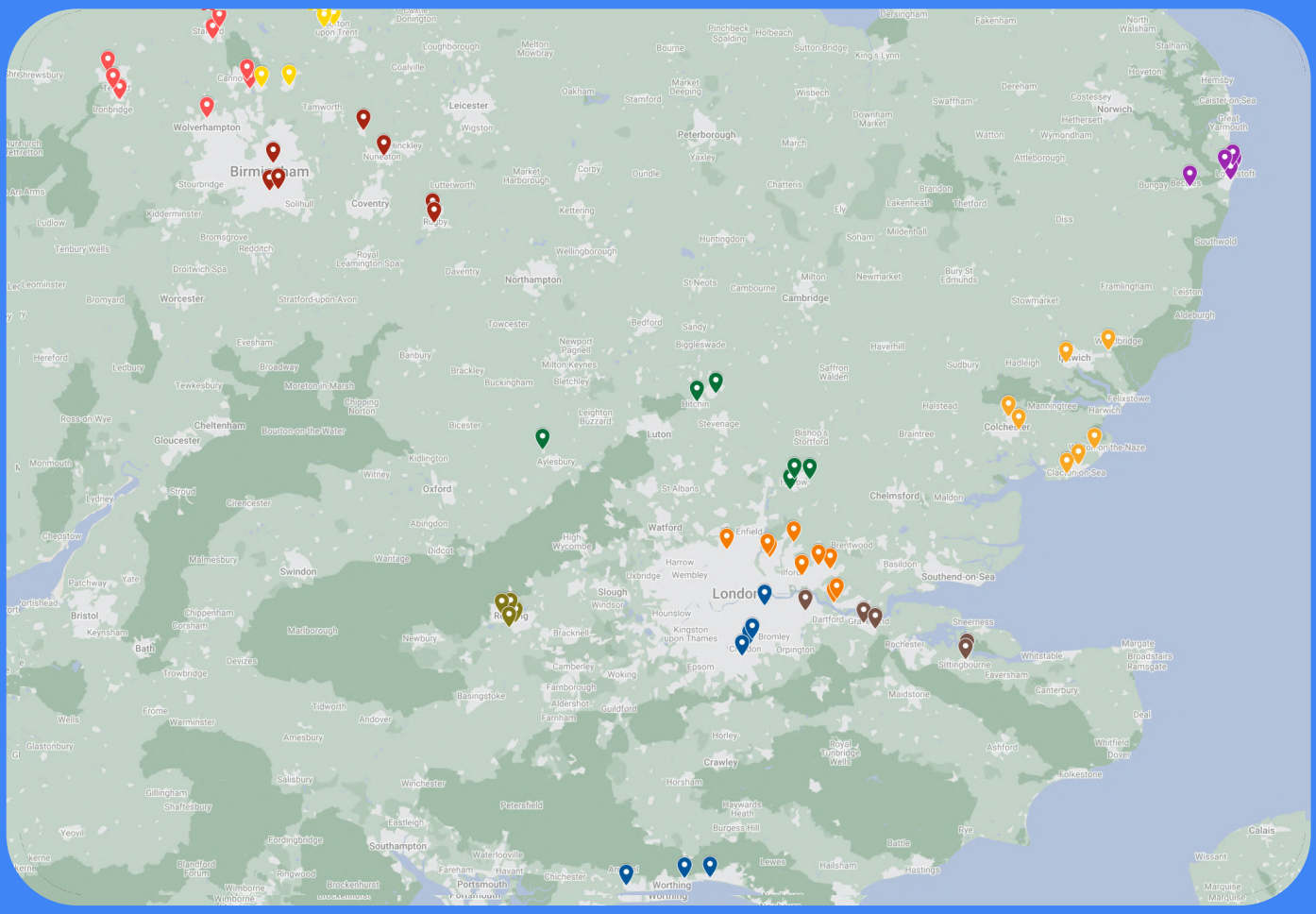
Chief Executive Officer, REAch2 Academy Trust

In Summary

20,845
Number of children

62
Schools and counting

95%
% of schools good or better rated by Ofsted



Cluster 1	Cluster 3	Cluster 5	Cluster 7	Cluster 9
West Staffordshire & Telford	Birmingham & Warwickshire	North Suffolk	South London & West Sussex	Reading
Cluster 2	**Cluster 4**	**Cluster 6**	**Cluster 8**	**Cluster 10**
Staffordshire East	Homes Counties North	North Essex & South Suffolk	Kent	Greater London

Information correct as of July 2024

Our Touchstones

Our core values, the Touchstones, act as our guiding principles for every decision taken. They define who we are and inspire our provision.

Inspiration
Feeling the power of the possible.

Integrity
Being courageously true to our purpose.

Leadership
Finding the leader in all of us.

Responsibility
Unwavering commitment to seeing things through.

Learning
Creating exceptional opportunities for learning.

Enjoyment
Loving what we do.

Inclusion
Realising the greatness in our difference

Our Strategic Aims

In short, we want every REAch2 school to be a 'great' school. This means that each and every child will be given the best possible experience at school – ready for the next stage of their education.

Great Schools
Remarkable places, remarkable people, remarkable learning

Social Justice
Relentless responsibility for dignity, fairness and fulfilment

Sustainability
Upholding responsibility for our shared future

Digital Transformation
Creating a future where we learn, work and connect better

Great Schools

What Makes a Great School at REAch2 Academy Trust?

At REAch2 Academy Trust, a 'great school' is defined by a clear vision and commitment to improving children's life chances. It's not just about meeting standards but about striving for excellence in all aspects of education. Here's what defines a great school in our Trust:

Community Understanding: A great school knows its community's unique needs and creates a vision to improve children's lives through a curriculum that goes beyond statutory requirements and fosters a love of learning.

Effective Teaching and Leadership: Great schools have exceptional teachers and staff. Leaders focus on developing and sustaining high-quality teaching practices so that new staff become effective quickly and consistently.

Aspirational Goals: Leaders aim to be "better than good," striving for the highest outcomes rather than settling for a "good" OFSTED rating. Their goal is to provide a consistently high-quality education.

Collaborative Spirit: Great schools are committed to collaboration, sharing best practices, and learning from others. They believe that working together makes them stronger and more effective.

Strong Safeguarding and Pupil Engagement: These schools have robust safeguarding practices and empower students to have a voice in school life, making sure children are excited about coming to school.

In summary, great schools at REAch2 are community-focused, driven by high aspirations, collaborative, and committed to excellence in safeguarding and teaching.

CPD

As a member of staff at REAch2 you have access to a range of learning and development opportunities.

Broad and Deep Learning Experiences: Whether you're seeking accredited programs, diverse courses, or bespoke REAch2 training, our Learning & Development offer is designed to cater to everyone's needs. There's a perfect fit for every role.

User-Friendly Digital Platform: Our digital portal makes it effortless to find what you need. It's divided into three clear areas: Education CPD for teachers, leaders, and classroom support staff; a school support offer for office, catering, and premises staff; and a shared service offer for our colleagues in the shared services teams.

Clear Career Pathways: Our Learning Pathways guide you on your journey, showing how you can advance in your role and elevate your career to new heights.

Funded Apprenticeships for All Levels: We support your growth with funded apprenticeships from Level 2 to Level 7 across various fields. There are abundant opportunities for everyone to develop their skills.

Aligned with Strategic Priorities: Our CPD offer is grounded in our Strategic Priorities, focusing on:

- Developing Great Schools through adaptive teaching and SEND.
- Promoting environmental sustainability with Climate Wise.
- Driving digital transformation by integrating technology in the classroom.

Benefits

Pension Scheme: Our pension scheme ensures that you can plan for a secure financial future. All employees can be part of the either the Teacher's Pension Scheme or a Local Government Average Salary (LGPS) pension scheme - benefits include life cover, lower tax, survivor benefits, and ill health cover.

Wesleyan Financial Advice: Wesleyan provides expert financial advice tailored to your needs. Whether it's retirement planning, investments, or insurance, their advisors are here to guide you toward financial success.

Perks at Work: Enjoy exclusive discounts and offers through our Perks at Work program. From shopping to entertainment, you'll find great deals on everyday expenses.

Sync - Apple Discount: As part of our partnership with SYNC you can take advantage of discounts on Apple products. Stay connected with the latest technology while saving money.

Vodafone Advantage: Stay connected with discounted mobile plans from Vodafone. Enjoy reliable service and cost savings on your phone and data usage.

Cycle to Work Scheme: Commute sustainably and improve your health with our Cycle to Work Scheme. Get a tax-free bike and cycling accessories to make your journey more enjoyable.

Generous Holiday Allowance: We believe in work-life balance. Our generous holiday allowance ensures you have time to recharge and spend quality moments with loved ones.

Coaching & Mentoring: Develop your skills and career with personalised coaching and mentoring. Our experienced professionals will support your growth and professional development.

Relocation Packages: If you're relocating for work, we offer relocation packages of up-to £8,000 to ease the transition. From moving expenses to settling into a new area, we've got you covered.

continued overleaf >

Benefits

Flexible Working: Achieve a better work-life balance with flexible working arrangements. Whether it's remote work or adjusted hours, we value your well-being.

Expenses & Travel Costs: We reimburse reasonable work-related expenses and travel costs. Focus on your job without worrying about out-of-pocket expenses.

Reach Teach CPD/ITT: Enhance your teaching skills through our Continuing Professional Development (CPD) program. Stay up-to-date with the latest educational practices and develop your teaching career with our innovative Initial Teacher Training, Early Careers Teacher and National Professional Qualification programmes.

Free Eye Test with Specsavers: Your eye health matters. Take advantage of a free eye test at Specsavers to ensure optimal vision and eye care.

Staff Networks Well-being Champions/Mental Health First Aiders: Our well-being champions and mental health first aiders are here to support you. Connect with colleagues who understand and promote well-being within our organization.

Employee Assistance Programme: Access confidential counselling and support services through our Employee Assistance Programme. We care about your mental and emotional well-being.

Dell Advantage: Get discounts on Dell products for both work and personal use. Upgrade your technology with Dell's reliable devices.

Discounts for Teachers: As an educator, enjoy special discounts on various products and services through the Discounts for Teachers platform.

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