

EXECUTIVE PRINCIPAL'S INTRODUCTION



Dear Sir/Madam

Thank you for taking an interest in working at the Rutland and District Schools' Federation, comprising of Catmose College, Catmose Primary and Harington School. Whilst all three schools within our Federation have their own distinctive features, they all share the same passion for academic success and encouraging all students to develop a range of musical, sporting and artistic talents. Behaviour across all three schools is outstanding. We are proud that the Federation runs on an ethos of trust and mutual respect; no rooms are locked in order to enable all students to make the most of the facilities on offer. However, I believe that great schools are not made by the buildings they occupy, but by the people who work within them.

Catmose College is an Outstanding and oversubscribed school of over 1000 students. Students are taught in a purpose-built and fully equipped building. Our students are hardworking and talented; their contributions make our College truly exceptional. We offer an extensive curriculum both inside and outside the classroom to ensure that every student can develop their existing strengths as well as discover new ones. Our academic courses are complemented and enhanced by an 'electives' programme which encompasses the creative arts, sport, music and drama, with many further opportunities also available in our flourishing extra-curriculum programme.

Catmose Primary offers a Creative Curriculum which encapsulates the way in which we work. It is designed to be Individual, Innovative and Inspiring, our 3Is. We treat our children as individuals, we inspire them to learn and we want them to be innovative and enjoy their learning journey. Students benefit from a dedicated sports coach and music teachers.

Harington School is a free school providing a rigorous A level academic education focusing on the core subjects. Judged as Outstanding by Ofsted in 2017, the School offers a curriculum designed to develop individual and academic potential, leading the way to the most prestigious universities. Harington caters for 300 students (150 in Year 12 and 150 in Year 13).



The Federation follows a holistic approach, treating staff and students as individuals and valuing every member of the Federation equally. For example, staff do not go to the front of queues, but instead join at the back in order to demonstrate the behaviour we wish to see in our students. It is this principle of 'equal value' that underpins the calm, purposeful and happy atmosphere that we all enjoy.

All staff across the Federation take great pride in being part of such a positive working environment, all working towards the same goal: to give our students every opportunity to achieve the very best and have positive educational experiences that they will remember for the rest of their lives.

We are committed to providing all staff with opportunities for professional development, recognising that individual training and development should enable staff to progress and enhance their careers.

So, whether you are looking for a teaching position, or to become a member of our wider staff, the Rutland and District Schools' Federation offers a number of unique, exciting opportunities to develop your career.

Yours faithfully

Stuart Williams

WHY WORK HERE?

OUTSTANDING FACILITIES

Catmose College moved into its £26 million building in February 2011. Harington School moved into its state-of-the-art new building in November 2016. Catmose Primary has benefitted from regular investment with a new science laboratory set for opening in September 2019. Each setting benefits from outstanding facilities that mean teachers are able to deliver their lessons with the equipment they need. Touchscreens are available in every classroom; staff laptops are replaced on a regular basis; iPads are available in classes for teaching purposes, and specialist facilities can be accessed by all students.

CROSS-FEDERATION OPPORTUNITIES

Federation staff have the opportunity to teach across the different settings, as the timetable allows. This is an excellent opportunity for professional development, but is also a rare opportunity to understand how students develop between primary and secondary school, and between the secondary school and the sixth form. Training is provided if you have not taught at primary level or A level.

TEACHING SCHOOL AND PROFESSIONAL DEVELOPMENT

The formal working day ends at 2.30pm each Wednesday. Staff training therefore takes place

between 2.30 and 3.30pm. While there are several 'core' training sessions delivered annually, staff are free to choose the remainder of the training sessions they attend, based on their own needs and interests.

We offer over 100 different training sessions to meet the individual development needs of all staff to enable them to achieve excellent Performance Review outcomes. Teaching staff are able to finish the working day at 2.30pm, should they have no training or College commitments. Many courses are provided in conjunction with the Rutland Teaching Alliance, formed as part of the Catmose teaching school status. This means that staff from other schools will often attend, or our staff will have the opportunity to access training at our partner schools. This is an exceptional opportunity for networking and developing links within the local educational community.

OUTSTANDING STUDENT BEHAVIOUR

Our students are exceptionally well behaved and recognise that they are part of an outstanding Federation. Pastoral and Intervention staff ensure that students and their teachers are supported in improving behaviour and progress. Students enjoy a great number of opportunities to develop their leadership skills, including Duke of Edinburgh, Young Enterprise, and Sports Leadership Awards.





ELECTIVES

Formal lessons end at 12.25pm every Wednesday. After lunch, the College elective system runs, with over 100 6-week courses which are delivered by staff. This 90-minute session is designed to allow staff to deliver a subject they love to students in mixed age groups. To name a few; skiing, watersports, horse riding and painting with watercolours. If you have a passion outside of your subject, you will be able to teach it at Catmose College. Support staff are also encouraged to get involved, either assisting in an existing elective or leading their own. At Harington the full and diverse activities programme is designed to allow all students the opportunity to both enjoy areas of interest, and develop valuable leadership skills. Students have the opportunity to participate in a range of sports.

ensure that staff have access to recognition for good and outstanding work.

For those at the top of the scale, up to 2% of gross remuneration award may be paid annually for good or better performance reviews. Teachers with Responsibility Points 8 and above have access to private medical care if they wish to opt in to this benefit



SUPPORT STAFF

To enable our teachers to focus on pupils' learning we have a dedicated team of support staff who provide a wide range of skills and experience to ensure the Federation runs effectively and to the highest of standards. All support staff receive the benefits of an academy contract, a full induction programme and ongoing career development opportunities.

FEDERATION ACADEMY CONTRACTS

New staff have the benefit of academy contracts. These contracts have been carefully designed to

EXPEDITIONS TO SUMATRA & NEPAL

Staff and students spent ten days in Sumatra visiting 5 different places to learn about the Sumatran Orangutan, Sumatran Elephant and rainforest restoration as well as the diverse and very different culture.

The following year teams travelled to Nepal to work on community projects, as well as trekking and white water rafting. Future expeditions are planned to Malaysia to assist with Sea Turtle Conservation.



ADDITIONAL BENEFITS

In addition, we are delighted to offer the following benefits for all staff at the Federation:

- A generous school holiday schedule including two weeks in October and an earlier start to the summer.
- Financial support for completing formal qualifications, such as a Master's degree.
- Free car parking.
- Free flu jabs.
- On-site subsidised restaurant and refectory.
- Laptops for all teaching staff.
- Cycle scheme salary sacrifice for bike purchases.
- The opportunity to attend a wide variety of trips and visits, including abroad, and The Duke of Edinburgh's Award.
- Priority admissions for children of staff to the College and Primary.

LIFE IN OAKHAM AND RUTLAND

Oakham is the county town of Rutland in the East Midlands of England, 25 miles east of Leicester, 28 miles south-east of Nottingham and 23 miles west of Peterborough. Oakham has a population of approximately 11000.

Oakham lies to the west of Rutland Water. Rutland Water is the largest man-made reservoir in Europe and an amazing spot for every type of water sport. Set in 4200 acres of open countryside, Rutland Water lies at the very heart of the county and is as spectacular in beauty as it is in size. Created in the 1970's to meet an ever increasing demand for water, nowadays it is widely regarded as a leading centre for water and land based leisure activities and has year round appeal for fishermen, cyclists, sailors and bird watchers.

In Oakham you can discover hidden gems in and around the town, starting at the excellent Rutland County Museum, which itself takes you to the many historical buildings around the town including Oakham Castle.

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