

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, Primary, Preschool and Harington School.

The College caters for 900 students in a purpose-built and fully equipped building. We are proud that it 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.

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.

Catmose Preschool is a purpose-built 16 place provision, located on the same site as the Primary. This facility is a pre-reception year that links in to Catmose Primary to ease the children's transition into School.

Harington School is a free school that opened its doors on the Catmose Campus in Oakham in September 2015, 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.

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're 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

STAFF BENEFITS FEDERATION ACADEMY CONTRACTS

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

OUTSTANDING STUDENT BEHAVIOUR

Our students are exceptionally well behaved and recognise that they are part of an outstanding Federation. On the rare occasion that behaviour falls below expected standards, our Pastoral and Intervention staff ensure that students and their teachers are supported in improving behaviour and progress. Students refer to behaviour as outstanding in focus groups and surveys, and staff say that they feel well supported in dealing with classroom management and intervention.

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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. 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. These sessions range from practical guidance on making difficult phone calls to analysing data to guide intervention. Teaching staff are able to finish the working day at 2.30pm, should they have no training or College commitments - roughly twice a term. 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.



2017 EXPEDITION TO SUMATRA

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.



ELECTIVES

Formal lessons end at 12.25pm every Wednesday. After lunch, the College Elective system runs, with over 100 6-week courses delivered by all 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; sign language; kick boxing; yoga; cupcake decorating; bowling; ice skating and rock climbing. 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.

ADDITIONAL BENEFITS

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

- On-site gym.
- Laptops for all teaching staff.
- Free car parking.
- Free flu jabs.
- On-site restaurant and refectory.
- Two week break in October.
- The opportunity to attend a wide variety of trips and visits, including abroad, and The Duke of Edinburgh's Award.

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