

## HEAD OF PASTORAL SUPPORT (Senior Assistant Principal)

Leadership and Federation Benefits  
£51,402 – £56,721 (L9 - L13)

Start date: January 2022 but  
negotiable



We offer the successful candidate an opportunity to lead our skilled and committed pastoral team so that student behaviour and attitudes continue to be outstanding across the College. The postholder will have a very limited teaching commitment to ensure that they have the time to support students when they need it most. In addition, a team of six staff whose role is purely pastoral and an assistant manager who also teaches will support you. Linked to an experienced Vice Principal you will have the backing of the senior leadership team whenever it is needed.

The head of pastoral support is responsible for ensuring that standards of behaviour, safeguarding and pastoral care improve as the College continues to grow by 30 students to admit 240 students per year starting in September 2022. This growth is backed by a £5 million investment that will complement our existing award winning facilities in line with our ethos. Our approach is unique, our ethos is student centred, we trust our students and manage the College in that way; there are no locked doors, students can come in from 8:00am and stay until 5:00pm accessing all of the extensive facilities we offer. There are no long lists of rules, instead we set high expectations for students and staff, in the way we dress, queue at lunch time and get involved in our very broad range of activities. Strong engagement and good behaviour is underpinned by an extensive rewards and recognition system that encourages students to strive to do their best. As one student commented in a recent survey, 'there are no rules at Catmose, until you do something wrong, then there are lots of rules'. The postholder will ensure that students who get things wrong receive the support they need so that they become positive members of our community. It is not uncommon as a result of our approach to be able to stand in the centre of our building surrounded by over 1000 people at work and still be able to hear a whisper. Please have a look at our website, particularly the pages around pastoral support, to get a stronger idea of our ethos and unique approach to pastoral care. <https://www.catmosecollege.com/pastoral/>

For the successful candidate there are exceptional opportunities for further professional development and promotion across the Federation. We have supported staff to gain a masters, become an Ofsted inspector or an accredited SENCO in recent years. The appointed candidate will be joining a strong and supportive team of specialist staff who take pride in achieving the best outcomes for all students and are very adept at managing students' behaviour.

Leaders are able to enjoy many additional benefits that come as part of working within the Federation. These include, amongst others:

- Staff at top of their scale may receive up to a 2% pay award annually for good performance.
- Relocation support.
- Access to a private health care scheme for you and your family.
- Vast range of staff training including a partially funded Master's scheme.
- Primary, secondary and sixth-form teaching opportunities.
- Staff laptops.
- Priority admission for children of staff to the College and Primary.
- Flexible working; part-time and a job share considered.
- A broad range of opportunities to engage in extracurricular trips and activities.
- A subsidised restaurant, refectory and orangery.
- Complimentary lunch on staff training days.
- Cycleshare scheme salary sacrifice for bike purchases.

- Free parking.
- Complimentary flu vaccination.
- Holidays outside of the usual term-time pattern, including a two-week autumn break and an early summer.

We are committed to being an inclusive employer and welcome applications from candidates looking for a variety of flexible working arrangements including, but not limited to, part time working.

The Federation is committed to safeguarding and promoting the welfare of all students in our care and expects all staff to share this commitment. All staff are responsible for ensuring safeguarding, health and safety policies are implemented in line with Federation policy and current legislation. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

If this role interests you please contact Alex Emmerson, who is the link Vice Principal for the pastoral team, via email: [aemmerson@catmosecollege.com](mailto:aemmerson@catmosecollege.com). Alex will be able to answer any questions you might have whilst also giving you a greater insight into the role and our College to help decide if we would be a good fit for each other.

### HOW TO APPLY

Application forms and information are available online at [www.rutlandfederation.com](http://www.rutlandfederation.com) or by emailing [office@rutlandfederation.com](mailto:office@rutlandfederation.com).

- You should write a letter of application on no more than 2 sides of A4.
- You should complete all sections of the application form.
- On the form clearly state the names, addresses, telephone numbers and e-mail addresses of two professional referees; it is our usual practice to ask for references before shortlisting and always to ask for references before interviews.
- It is a condition of employment that you have a successful DBS check made and can provide proof of identity and qualifications gained.

Please note that due to the high number of applications we receive for positions, your application is unlikely to be considered if you do not follow these requirements. CVs are not accepted. Closing date is 9am on Tuesday 12 October 2021. Interviews will take place on Thursday 14 and Friday 15 October.

You should send your application to Stuart Williams, Executive Principal, Catmose College, Huntsmans Drive, Oakham, Rutland, LE15 6RP. Applications can also be emailed to [office@rutlandfederation.com](mailto:office@rutlandfederation.com).