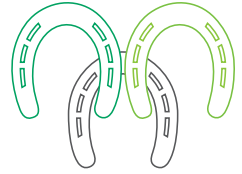


# WHY WORK HERE?



RUTLAND AND DISTRICT  
SCHOOLS' FEDERATION



## 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.

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

### 1 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 benefited from regular investment with a new science laboratory and outdoor play area. 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.



### 2 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 sixth form.

Training is provided if you have not taught at primary level or A level.



### 3 CONTINUED PROFESSIONAL DEVELOPMENT (CPD)

At Catmose College and Harington School the formal working day ends at 2.40pm each Wednesday. Staff training therefore takes place between 2.40 and 3.40pm. 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.



### 7 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 12 and above have access to private medical care if they wish to opt in to this benefit.

# 7 REASONS FOR JOINING OUR TEAM

### 4 SUPPORT STAFF

To enable our teachers to focus on students' 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.



### 6 ELECTIVES

Formal lessons end at 12.20pm 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.



### 5 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 the Duke of Edinburgh's Award, Young Enterprise, and Sports Leadership Awards.

## 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 canteen and refectory.
- Laptops for all teaching staff.
- Cycleshare scheme salary sacrifice for bike purchases.
- The opportunity to attend and support a wide variety of trips and visits, including abroad, and The Duke of Edinburgh's Award.
- Staff who have worked at the Federation for two or more years are eligible for a 20% discount towards peripatetic music lessons and school transport for only their children who attend a school within the Federation.
- Complimentary lunch on staff training days\*.
- Complimentary breakfast on the last day of term, twice a year.\*
- All-year round staff entitled to six weeks annual leave plus Bank Holidays.

\*subject to budget



## LIFE IN OAKHAM & 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. Set in 4200 acres of open countryside, Rutland Water lies at the very heart of the county and 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.

You can discover hidden gems in and around the town, including Oakham Castle and Rutland Museum.

Oakham offers a range of independent cafes and restaurants along with our own local brewery.



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