

COVER INSTRUCTOR

Term-time only (37 weeks per year)

Hours: 32.92 hours per week, plus one annual training day (6.5 hours)



Salary

Pay Scale 5 (Points 23 - 28): £35,301 – £40,340 FTE

Actual salary (74.49% pro rata): **£26,296 – £30,049 per annum**

Preferred working hours: Monday–Friday, 8:30am–3:40pm (negotiable)

Start date: September 2026

ABOUT THE ROLE

We are seeking an enthusiastic, resilient, and confident Cover Supervisor to join our supportive team at Catmose College, a high-performing secondary school within the Rutland and District Schools' Federation.

This role is ideal for someone with at least two years' experience working with young people in an educational setting, who are confident managing classrooms and ensuring high-quality learning continues when teachers are absent. It is particularly well suited to individuals considering a future career in teaching.

The Cover Instructor's primary responsibility is to maintain continuity of teaching and learning during short-term and longer-term teacher absence by leading classes, delivering cover, and, where required, planning and delivering learning under supervision.

KEY RESPONSIBILITIES

- Delivering pre-planned lessons during teacher absence, maintaining high expectations for behaviour and learning
- Confidently leading and managing whole classes across a range of subjects
- For longer-term absence, planning and delivering lessons under the guidance of a qualified teacher
- Promoting a calm, purposeful learning environment and positive behaviour for learning
- Working closely with teaching staff and subject leaders to ensure consistency and progress

This role offers strong professional support and development and provides an excellent foundation for those aspiring to train as a teacher.

TRAINING AND DEVELOPMENT

You will benefit from a comprehensive induction programme alongside ongoing professional development throughout the year. We are committed to supporting your growth and helping you build the skills and confidence needed to succeed and progress within education.

WHY JOIN US?

Cover Instructors work term-time only, enjoying all Federation school holidays. You will be part of a supportive, high-performing team within a thriving Federation.

Our facilities are outstanding, including purpose-built science laboratories, excellent learning resources, and a highly developed technology-led learning environment.

Catmose College is part of the Rutland and District Schools' Federation, which includes Catmose College, Catmose Primary, and Harington School. This provides wider professional opportunities and the chance to gain experience across different educational settings.

Staff Benefits

In addition to a competitive salary, staff benefit from:

- A strong commitment to continued professional development
- Priority admission for children of staff to the College
- Outstanding facilities and resources
- Opportunities to support extracurricular trips and activities
- Membership of the highly regarded Local Government Pension Scheme
- Subsidised restaurant, refectory, and orangery
- Complimentary lunch on staff training days
- Cycle-to-work salary sacrifice scheme
- Free on-site parking
- A commitment to flexible working and inclusive employment practices
- An on-site gym for staff use

If you have any questions regarding the role, please contact Claire Pugh (Vice Principal), who may be contacted via email cpugh@catmosecollege.com.

HOW TO APPLY

Application forms and further information are available at www.rutlandfederation.com or by emailing office@rutlandfederation.com.

Applicants should:

- Submit a letter of application (maximum two sides of A4)
- Complete all sections of the application form
- Provide details of two professional referees
- Be able to provide proof of identity and qualifications
- Please note: CVs are not accepted.

The closing date is 9am on Monday 15 June 2026.

Applications should be sent to:

Stuart Williams, Executive Principal

Catmose College, Huntsmans Drive, Oakham, Rutland, LE15 6RP or emailed to office@rutlandfederation.com

SAFEGUARDING

The Federation is committed to safeguarding and promoting the welfare of all students in our care and expects all staff to share this commitment. We provide safeguarding training to all staff on an annual basis, and all staff are responsible for ensuring safeguarding, health and safety policies are implemented in line with Federation policy and current legislation. Please familiarise yourself with our Safeguarding Policy, available online at www.rutlandfederation.com/policies.

This position advertised is a 'regulated position' which means it will involve regular contact with children and young people; under the Safeguarding Vulnerable Groups Act 2006 it is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. This position is also 'exempt' from the Rehabilitation of Offenders Act 1974.