

WHY
WORK
HERE?



RUTLAND AND DISTRICT
SCHOOLS' FEDERATION



EXECUTIVE PRINCIPAL'S INTRODUCTION

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 1200 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 2024, 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.

Stuart Williams

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OUTSTANDING FACILITIES

Catmose College moved into its £26 million building in February 2011. September 2023 a new building was completed with new science laboratories, an ICT suite and additional design technology and food classrooms. Harington School moved into its state-of-the-art building in November 2016. Catmose Primary has benefitted 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.



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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.

Teachers with Responsibility Points 12 and above have access to private medical care if they wish to opt in to this benefit.

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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.



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.



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REASONS FOR JOINING OUR TEAM

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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.



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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.



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.



IT'S NOT ALL WORK & NO PLAY

Our commitment to staff goes beyond the ordinary. Discover why working here is more than just a job; it's an inclusive and supportive environment.

At the Rutland and District Schools' Federation we understand our team is at the heart of our success. That's why we proudly embrace our open door policy, ensuring every staff member's voice is heard and valued. We believe that a collaborative and respectful workplace is the foundation for growth and achievement. Equality, diversity and inclusion are not just buzzwords, they are fundamental principles ingrained in our culture.

But it's not all work and no play here. We believe that a wholesome work-life balance includes a healthy dose of fun. Our social events bring teams together, fostering comradery and create memories that extend beyond the workplace.

We invite you to explore the opportunities that await you and join us in making a difference.

TOP TIPS FOR GOOD MENTAL HEALTH

CONNECT – Connect with the people around you: your family, friends, colleagues and neighbours. Spend time developing these relationships.

BE ACTIVE – Take a walk, go cycling or play a sport of your choice. Find the activity that you enjoy and make it a part of your life. If you're at Harington, make use of our on-site gym as an easy way to build activity into your day.

KEEP LEARNING – Learning new skills can give you a sense of achievement and confidence.

GIVE TO OTHERS – Even the smallest act can count, whether it's a smile, a thank you or a kind word. Larger acts such as volunteering at your local community centre, can improve your mental wellbeing and help you build new social networks.

BE MINDFUL – Be more aware of the present moment, including your feelings and thoughts, your body and the world around you. Some people call this awareness "mindfulness", and it can positively change the way you feel about life and how you approach challenges.



**make
kindness
the norm.**



STAFF SOCIALS



PAY IT FORWARD

Pay it forward at
<https://forms.office.com/e/BWrik30V>

WELCOME BACK CAKE

Share stories over a cuppa and slice of cake.

WREATH-MAKING

Join us for a wreath-making session that promises creativity, connection, and festive fun.

CROCHET AND CHATTER

Bring your own projects or kit can be provided to relax, chat and create together.

STAFF CHRISTMAS PARTY

'Tis the season to celebrate at Rutland Hall.

MINCE PIE MAKING

Get ready to roll up your sleeves and bake up some festive treats.

HAMBLETON DOG WALK

Let's make the dog walking a fun team activity. Are you in?

YOGA

Take a break from your busy schedule and join us for a rejuvenating staff yoga session.

WATERCOLOURS

Take a photo and learn how to use watercolours to capture it.

END OF SUMMER TERM SOCIAL

Join us for a fun-filled outdoor event designed to foster camaraderie and teamwork, featuring delicious food, 'Staff and Wellbeing Awards', and a chance to connect with your fellow staff members in a relaxed atmosphere.

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.
- On-site subsidised restaurant orangery and refectory.
- On-site gym
- **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.
- **Complimentary lunch on staff training days***
- Complimentary breakfast on the last day of term, twice a year.*
- **All-year round support 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.

Catmose Primary
Sandringham Close
Oakham
LE15 6SH



Tel: 01572 772583
office@catmoseprimary.com
www.catmoseprimary.com
www.facebook.com/catmoseprimary
Instagram.com/catmose_primary

Catmose College
Huntsmans Drive
Oakham
LE15 6RP



Tel: 01572 770066
office@catmosecollege.com
www.catmosecollege.com
www.facebook.com/catmosecollege
Instagram.com/catmose_college_oakham

Harington School
Huntsmans Drive
Oakham
LE15 6RP



Tel: 01572 772579
office@haringtonschool.com
www.haringtonschool.com
www.facebook.com/haringtonschool
Instagram.com/haringtonschool_oakham