

ELSA SENIOR TEACHING ASSISTANT

**Inspiring Learning. Shaping Futures.
Making a Difference Every Day.**



32.92 hours per week, plus one annual training day (6.5 hours)
Term-time only (37 weeks)

Pay Scale 4 (Points 19–22) £33,847 - £35,655 FTE

Actual salary: (74.49% pro rota)
£25,213 - £26,559 per annum

Preferred hours: Monday–Friday, 8.30am–3.40pm
(Flexibility considered)

Start date: October 2026

ABOUT THE ROLE

We are seeking a motivated, confident, and highly capable Emotional, Literacy Support Assistant (ELSA) to join our passionate and inclusive team at Catmose College, a high-performing secondary school within the Rutland and District Schools' Federation.

This is a varied, rewarding, and highly visible role, suited to someone with relevant experience (typically a minimum of two years) and an appropriate professional qualification. The successful candidate will work closely with young people in a secondary school setting and will be committed to supporting students' learning, wellbeing and personal development.

The Senior Teaching Assistant's primary focus is on student support and intervention for ELSA. This role emphasises inclusion, wellbeing, and removing barriers to learning. If you have prior training in ELSA, or equivalent, this would be an advantage.

KEY RESPONSIBILITIES

- Delivering pre-planned ELSA sessions
- Providing targeted one-to-one and small-group ELSA interventions, including support for:
 - Students with additional learning needs
 - Anxiety and emotional regulation
 - Social, emotional and mental health support (ELSA-informed approaches)
- Keeping accurate records and trackers relating to ELSA
- Working closely with teachers, SEND, and pastoral teams to support student progress and wellbeing
- Promoting positive behaviour for learning and inclusive classroom practice

WHY THIS ROLE STANDS OUT

- A clear step-up role with responsibility and professional trust
- A comprehensive induction programme and high-quality continued professional development
- Term-time working with all Federation school holidays
- Opportunities to work across schools within the Federation for broader experience

Above all, we are looking for someone who is resilient, reflective and deeply committed to supporting young people to succeed.

WHY JOIN CATMOSE COLLEGE?

Catmose College offers a modern, technology-rich learning environment, including:

- Purpose-built science laboratories
- Excellent ICT provision
- A culture of high expectations, professionalism and collaboration

As part of the Rutland and District Schools' Federation (Catmose College, Catmose Primary and Harington School), staff benefit from:

- A strong, supportive professional community
- Excellent opportunities for career development and progression
- The chance to work across different age ranges and settings

STAFF BENEFITS

In addition to a welcoming and inclusive workplace, we offer:

- A strong commitment to professional development
- Priority admission for staff children to Catmose College
- Membership of the Government Pension Scheme
- A subsidised restaurant, refectory and orangery
- Complimentary lunch on staff training days
- Cycle-to-Work salary sacrifice scheme
- Free on-site parking
- On-site gym for staff
- Wide opportunities to support trips, enrichment and extracurricular activities

We are proud to be an inclusive employer and welcome applications from candidates seeking flexible working arrangements.

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 information are available online at www.rutlandfederation.com or by emailing 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 can provide proof of identity and qualifications gained.
- Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service.
- Further information is within our Staff Recruitment Policy which can be found online at www.rutlandfederation.com/policies

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. The closing date is 9am on Tuesday 8 September 2026. 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.

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.