



Head of Art & Design Technology

CANDIDATE PACK

www.rutlandfederation.com

Leadership Pay Scale (L9 – L13) + Federation Benefits
£63,070 - £69,596 per annum, full-time equivalent

Start date September 2026



WELCOME LETTER FROM THE EXECUTIVE PRINCIPAL

Dear applicant

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 encourage 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 extracurricular programme.

The Federation follows a holistic approach, treating staff and students as individuals and values 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.

Yours faithfully

Stuart Williams, Executive Principal





ABOUT THE ROLE

Art and Design Technology is well established, popular and successful. We have over the last decade continued to expand our offer, invest in new facilities and prepare students to thrive in the creative industries that the UK is a world leader in. You will be joining us at an exciting time; some of our best ever results, well behaved and engaged students and a very well-resourced and successful team. Our current head of art is retiring after a decade of service and leaves art and design in a very strong position.

As Head of Art and Design Technology, you will lead a team of 10 specialist teachers (and two technicians) to deliver an exciting curriculum across; GCSE and A level Art, BTEC Art and Design Practice, GCSE Graphics & Photography, GCSE and A level Design Technology, GCSE Food and Nutrition, Vocational Technical Award in Engineering, and Hospitality and Catering. You will lead the future development of these courses, ensuring outstanding teaching, robust support for staff at all career stages, and exceptional outcomes for students.

Our extracurricular offer is equally vibrant, with art and design being a key pillar of our Electives programme whereby all students can access an even broader range of art and design from model making, to pottery, through to building an e-racing car. We also have a thriving range of trips that range from a local print works, to a week in London exploring the arts scene and to more exotic trips such as a photography tour of Iceland.

You would be joining a thriving team, who embrace our ethos where our students are at the centre of our decision making but where staff are also given opportunities to grow professionally.





WHY JOIN US?

Our ADT team is renowned for its creativity, innovation, and commitment to enriching student experiences.

WE OFFER:

- **Well behaved and hard-working students:**

Our ethos encourages students to embrace and be active contributors to the success of their College. We have high expectations of our students so that they are prepared for school and respectful of each other and our staff. There is a culture of celebration, students take pride in their work, want to do well, respond well to staff feedback and are well supported by their parents.

- **Outstanding Facilities:**

There are outstanding facilities throughout the Federation with purpose-built spaces offering excellent teaching resources and access to specialist equipment, this includes a photography and graphics studio, 3D ceramics room and 3 additional multipurpose art rooms. As part of the Catmose College expansion, two new additional specialist teaching areas in technology were recently built.

- **Diverse Curriculum:**

In Key Stage 3 the team teach across multiple disciplines; from Art and Design, including painting and drawing, textiles and ceramics to specialising at Key Stage 4 and 5. Uptake at Key Stage 4 is strong across the broad courses offered; GCSE Art, BTEC Art and Design Practice, GCSE Graphics and Photography, GCSE Design and Technology, GCSE Food and Nutrition, Vocational Technical Award in Engineering and Hospitality and Catering. At Key Stage 5, we have a very successful Art and Design course, alongside A level Product Design at Harington School providing further post-16 teaching opportunities.





WHY JOIN US?

- **Exceptional Enrichment:**
Alongside high standards of academic progress the team have a strong commitment in providing extracurricular opportunities for students, such as; a residential art trip to London and a photography trip to Iceland, which offer students unforgettable cultural and creative experiences. Visits to Leicester Print Workshop, RAF Wittering and Cambridge's Fitzwilliam Museum encourage hands-on learning alongside the annual sculpture workshop at Burghley House, which is always welcomed and well attended.
- **Scholarships & Competitions:**
The team also run a number of scholarship programmes across all disciplines, including the Arkwright national scholarship and the GreenPower Racing Car Team. Students are also extremely successful with their entries to Rotary competitions, in the categories of Young Chef and Rutland Youth Art.
- **Professional Development:**
We offer a funded master's degree programme, extensive continued professional development, and leadership opportunities across the Federation.

Art, Design and Technology is integral to the College. To learn more about the work that we do, including extracurricular activities, please visit our website and social media pages:

- www.catmosecollege.com
- [facebook.com/catmosecollege](https://www.facebook.com/catmosecollege)
- [instagram.com/catmose_college_oakham](https://www.instagram.com/catmose_college_oakham)
- <https://www.catmosecollege.com/transformation-plan/>





WHAT WE'RE LOOKING FOR

- A proven track record of excellence in leading Art and/or Design Technology.
- Strong leadership and interpersonal skills to motivate and develop a talented team.
- A commitment to safeguarding and promoting student welfare.
- A drive to enhance our curriculum and extracurricular offer.
- An ambitious leader who is looking to lead a large team of staff whilst developing their whole school experiences as a step towards headship.

FOR MORE INFORMATION CLICK HERE



COMPETITIVE BENEFITS

Leadership Pay Scale (L9 – L13) + Federation Benefits £63,070 - £69,596 per annum, full-time equivalent

- Fully funded private health insurance, free staff gym access and free parking.
- Relocation expenses support recruitment for hard-to-recruit subjects.
- Vast range of staff training including a funded Master's scheme.
- Primary, secondary and academic sixth-form teaching opportunities.
- Priority admission for children of staff to the College.
- Flexible working; parttime applicants are welcomed (at least 0.8 contract).
- A broad range of opportunities to engage in extracurricular trips and activities.
- Subsidised restaurant and complimentary lunch on training day.
- Complimentary lunch on staff training days.
- Cycleshare scheme salary sacrifice for bike purchases.
- Holidays outside of the usual term-time pattern, including a two-week autumn break and an early summer.





ABOUT OAKHAM

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 11 000. It is one of the most beautiful places in the country to live and work. Rutland is proud of its rural heritage with its stunning countryside and rolling hills making it a great place to hike and cycle.

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.

For more information visit www.discover-rutland.co.uk



WHY WORK HERE?

7 REASONS FOR JOINING OUR TEAM

1

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.



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.

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

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.

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.



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.



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.



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.





WHY WORK HERE?

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 camaraderie 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.

STAFF SOCIALS

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

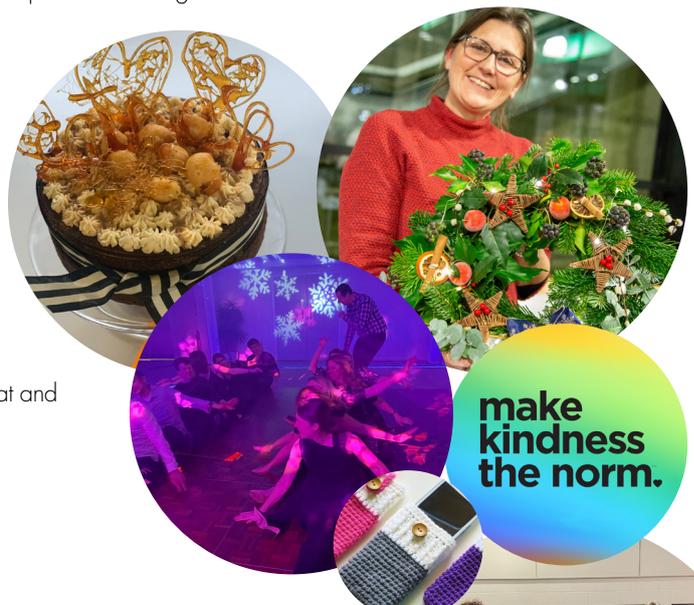
Take a break from your busy schedule and join us for a rejuvenating staff yoga session.

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.



make kindness the norm.





APPLY NOW

Visit www.rutlandfederation.com or email office@rutlandfederation.com

Closing Date: Sunday 18 January 2026

- 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 email 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

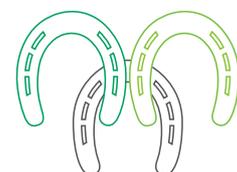
Please note that due to the high number of applications we receive for positions, your application is unlikely to be considered if you do not follow these requirements. CVs are not accepted. Applications should be addressed to: Stuart Williams, Principal, Catmose College, Huntsmans Drive, Oakham, Rutland, LE15 6RP. Applications can also be emailed to office@rutlandfederation.com

DOWNLOAD THE APPLICATION FORM HERE

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 and a job share.

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.



RUTLAND AND DISTRICT
SCHOOLS' FEDERATION



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