



Director of Music

CANDIDATE PACK

www.rutlandfederation.com

Main Pay Scale
Plus, an allowance of Responsibility Point 12
£8250 per annum, full-time equivalent. Full or Part Time (0.8)
Start date September 2026, or earlier by negotiation

WELCOME LETTER FROM THE EXECUTIVE PRINCIPAL

Dear applicant



Thank you for taking an interest in joining our Federation of schools, 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 alongside offering a range of musical, sporting and artistic opportunities. 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 make up our community.

Catmose College is an Outstanding and oversubscribed school which is in the process of growing to accommodate 1200 students to meet local demand. Harington School occupies the same campus as the College but is focused on offering a suite of academic A levels. Catmose Primary is just 1 mile away from the main Campus and benefits from access to the full range of IT, site, HR and finance support whilst maintaining its small school, family focused ethos. In all our schools, students are taught in very well-equipped facilities by specialist teachers.

Our students are hardworking and talented; their contributions make our Federation truly exceptional. The Federation follows a holistic approach, treating staff and students as individuals and values every member of the Federation equally. It is this principle of 'equal value' that underpins the calm, purposeful and happy atmosphere that we all enjoy.

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 a very broad range of extracurricular provision which encompasses the creative arts, sport, music and drama, with many further opportunities through local visits and international trips.

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. Staff retention is very high at the Federation because we care about our colleagues and actively support their ambitions with a track record of supporting staff to further promotion, often within the Federation.

Yours faithfully

Stuart Williams
Executive Principal



COMPETITIVE BENEFITS

**Main Pay Scale + Responsibility Point 12 - £8250 per annum, full-time equivalent.
Full or Part Time (0.8)**

Start date: September 2026, or earlier by negotiation

- Vast range of staff training including a funded Master's scheme.
- Primary, secondary and sixth-form teaching opportunities.
- Staff laptops.
- Priority admission for children of staff to the College and Primary.
- Flexible working; parttime and a job share considered.
- A broad range of opportunities to engage in extracurricular trips and activities.
- A subsidised restaurant, refectory and orangery.
- Complimentary lunch on staff training days.
- Cycleshare scheme salary sacrifice for bike purchases.
- Free parking.
- Free access to a staff gym.
- Holidays outside of the usual term-time pattern, including a two-week autumn break and an early summer.



THE ROLE

Music in all its forms is highly valued at Catmose College and Harington School which co-exist on the same campus. Music is taught as a discrete subject in Key Stage 3 and enjoys strong numbers at GCSE which will grow into offering A level from September 2026. Alongside the high standards in our academic offer, there is an extensive high-quality range of opportunities for students through whole school productions, concerts, trips and visiting workshops. Recent highlights for our students include: the Christmas Concert, a Year 7 trip to Matilda, a live orchestra and the opportunity for music scholars to perform in the musical 'Queen', 'We Will Rock You' as a live band to accompany the on-stage performance. We also offer a broad range of individual instrument tuition that around a quarter of our students take advantage of. It is a vibrant offer which is a cornerstone of the College. We are looking for an experienced music teacher to lead and develop our offer further across both schools.

The College runs a number of extracurricular music groups including choirs, bands and ensembles. At the Christmas Concert, over one hundred musicians performed which highlights our community's commitment to music. The successful candidate will share our passion for academic achievement alongside a love for musical performance.

The person appointed will be a strong, dynamic teacher with excellent subject knowledge, a good degree, good classroom management skills, a track record of excellent teaching and an appropriate rapport with students. We are looking for someone who loves playing music themselves and wants to encourage that passion in their students. The position would suit an experienced teacher seeking to broaden their skills and gain leadership experience within a successful team.

Catmose College and Harington School are both judged as Outstanding by Ofsted in all categories with staff enjoying the opportunity to work with talented and motivated students who have a passion for their subject. The Ofsted inspectors recognised the importance we place on extracurricular provision to support the broader development of our students.

There are outstanding facilities throughout the College and Harington including a purpose-built theatre, individual music rooms, and a number of music practise rooms. Music provision is very much built into the fabric of our offering.



ROLE DESCRIPTION

JOB PURPOSE

The Director of Music will lead and manage the team to deliver high-quality, inspirational music lessons to students across KS3, GCSE and A level so that academic results are excellent. Equally important is the leadership of our thriving extracurricular performing arts programme which includes our ensemble groups, orchestra and choirs. We expect the Director to lead performances and to organise a broad range of extracurricular trips to hear live music.

The postholder will organise a programme of events to allow our music students and scholars opportunities to perform, this includes the Christmas Concert, Spring Concert, Remembrance, open evenings, assemblies and competitions.

The work of the Director of Music involves some evening and weekend work to facilitate the range of activities we offer.

LEADERSHIP & MANAGEMENT

Support music through a high-quality curriculum and a broad range of extracurricular activities by:

- Ensure we continue to be a beacon of excellence for music provision.
- Manage and quality assure the peripatetic staff who deliver our instrumental lessons, supported by a member of our administrative team.
- Oversee external music and drama examinations.
- Have an excellent knowledge of music to degree level alongside strong keyboard and performance skills.
- Inspire and enthuse our students so that they become confident performers within ensemble groups and as soloists.
- Offer a broad range of experiences for our music students and scholars by facilitating them to attend live music events, musical theatre, and listening to both classical and popular music.
- Confidently lead a range of ensemble groups, bands, choir and orchestra so that our music students have a broad range of opportunities to perform to a live audience.



ROLE DESCRIPTION

TEACHING & LEARNING

- Aim to consistently deliver excellent lessons.
- Lead and contribute to the development of schemes of work within the performing arts.
- To continue to develop own practice through action research and collaboration, using new technologies when appropriate to improve learning.

TEAM

- To work with the Director of Drama to produce high-quality extracurricular opportunities both within the Federation and the wider community.
- Lead on the development of schemes of work and curriculum opportunities for the subjects you lead in all years and subject areas.

STAKEHOLDER ENGAGEMENT

Directors will work with a wide range of both internal and external stakeholders to secure the commitment of our wider community to the ethos and general aims and direction of the Federation.

These will include:

- Members of the leadership team
- Teaching and support staff
- Students
- Parents, guardians and carers
- External agencies
- Trustees/Governors



ROLE DESCRIPTION

TEACHING & LEARNING FEDERATION

- To familiarise yourself and comply with the Federation rules, policies and procedures.
- Support the vision and ethos of the Federation.
- Actively uphold routines for learning and uniform.
- Contribute to monitoring and evaluating the success of the Federation.
- To proactively respond to issues identified in the Transformation Plan to bring about sustained improvement.
- Contribute to the range of extracurricular opportunities on offer to students.

DUTIES

Duties may be modified by the Executive Principal, in consultation with the Director, to reflect or anticipate changes in the job, commensurate with the salary and job title on an annual basis. Please also refer to the Job Description for Teachers.

Any other reasonable duties as requested by the Executive Principal.



PERSON SPECIFICATION

CRITERIA	ESSENTIAL It is expected that the successful candidate will demonstrate ALL of these qualities)	DESIRABLE It is expected that the successful candidate will demonstrate SOME of these qualities	EVIDENCE
QUALIFICATIONS	<ul style="list-style-type: none"> At least 2:1 honours degree in music Grade 8 in at least one instrument Hold QTS and has experience of teaching music at GCSE and A level. 	Ability to play at least two musical instruments to a high standard, ideally an accomplished pianist.	Letter and certificates
EXPERIENCE	<ul style="list-style-type: none"> Has a consistent record of delivering excellent lessons. Has evidence of good examination outcomes for own teaching groups. Has evidence of significant impact on the educational progress of students. Has evidence of delivering high-quality student performances. Has evidence of supporting a range of broader experiences within music. 	<ul style="list-style-type: none"> Has had additional responsibility within their subject area. Has established excellent relationships with a range of stakeholders including the senior leadership team, teachers, students and parents. 	Lesson observations, examination outcomes as evidenced in letter of application.
PERSONAL QUALITIES	<ul style="list-style-type: none"> An ambitious, resilient, hard-working and adaptable individual with aspirations of reaching the highest positions within education. A belief in treating students and staff as individuals: Equal Value. A commitment to ensuring staff and students can be successful: Outstanding Progress. Has evidence of continued professional development relevant to their subject area. 	<ul style="list-style-type: none"> Has established links with performing arts and performance specialists. An effective people manager who is able to bring about improvements in staff and student performance. A focus on achieving the best outcomes for the Federation. An imaginative leader who is able to creatively and efficiently manage resources to ensure success. A good listener who adapts their planning as a result of feedback and consultation. A demonstrable good sense of humour. Has evidence of leading, developing and enhancing the teaching practice of other staff. 	Interview.

This job description sets out the main duties associated with the stated purpose of the post. It is assumed that other duties of a similar nature undertaken within the role are not excluded because they are not itemised.

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. In 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.



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.



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.

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

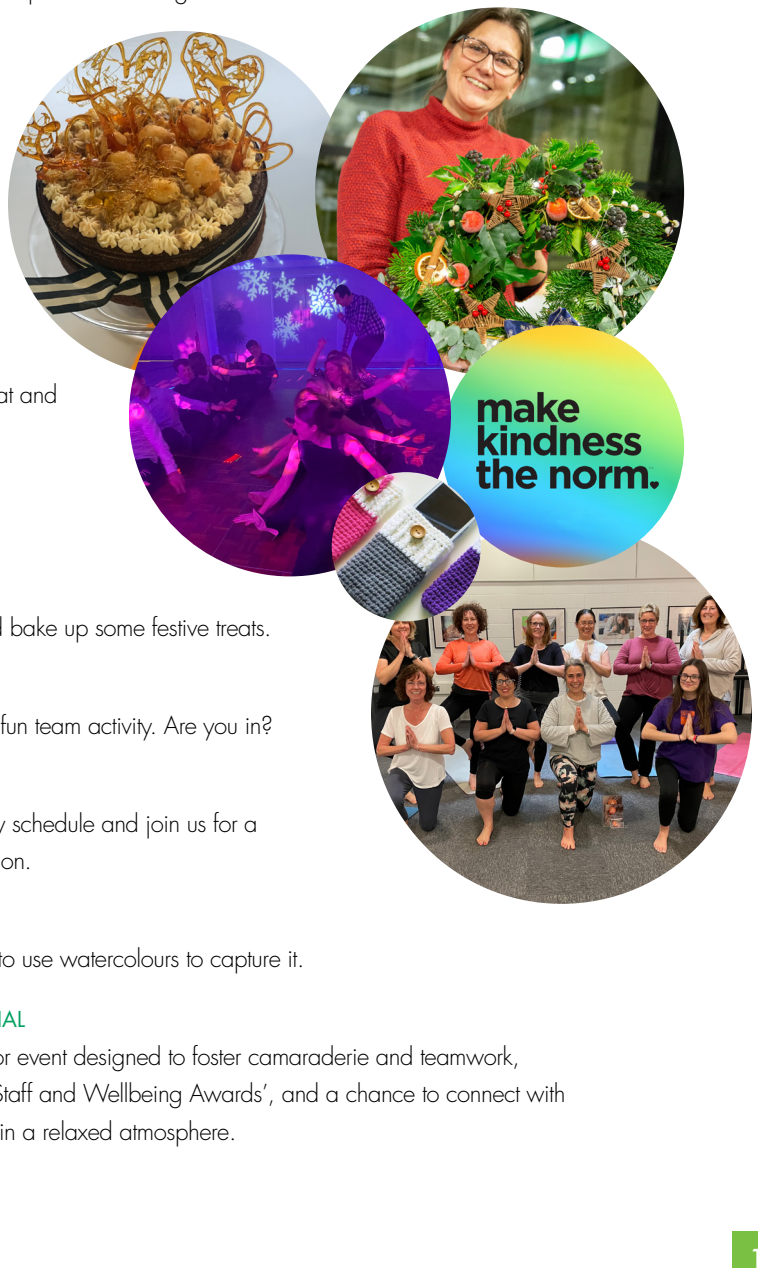
Take a break from your busy schedule and join us for a rejuvenating staff yoga session.

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.**



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 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. The closing date is 9am on Monday 3 November 2025. 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

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.

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