



The CAM Academy Trust
Teaching Assistant
Candidate information pack



WELCOME FROM THE CHIEF EXECUTIVE

Thank you for your interest in joining The CAM Academy Trust. It's a great time to join our team, as we enter an exciting phase of development and look to the future.

I feel highly privileged to lead our trust at this time. Our five year strategy – CAM30 – sets out our roadmap to becoming a truly exceptional family of schools.



We are a values-driven trust – our six principles underpin all that we do – and we're committed to excellence. As a teacher myself, and someone who has benefited hugely from an education, I absolutely believe in the transformational power of what we do in schools. This is particularly important for our most vulnerable young people, those who could become marginalised and not reach their potential due to their background or learning needs. It is up to us to make sure that doesn't happen.

Vibrant learning communities are built when pupils of all abilities and backgrounds thrive together, and a truly excellent education enables choice and agency for all children. This is at the heart of our comprehensive principle.

We want people on our team who are excited by the prospect of having a deep and lasting impact on the lives of young people. We want people who are honest, curious, intellectually rigorous and committed to the challenges and opportunities of innovation and collaboration. We also want people who are committed to contributing to the wider education system.

As Chief Executive, I am committed to raising standards for young people, in a sustainable way through a strong MAT operating model and an insistence on excellence whilst understanding that schools need to retain their unique identity so they can be at the heart of their communities. I also know that investing in all our people is critical to success. It is our leaders, teachers and school staff that make the difference for children every day.

Join our team and we will work together to deliver 'excellence for all', enabling all pupils and staff to thrive and be successful. If this excites you; we want to hear from you!

Claire Heald

ABOUT US

The CAM Academy Trust was established in 2011 and currently comprises twelve primary schools and five secondary schools, four of which include sixth forms. In January 2026, ACES Academies Trust - a Huntingdon-based multi-academy trust - merged with CAM, adding five additional schools to our family.

Our primary schools are Cromwell Academy, Everton Heath Primary School (just inside Bedfordshire), Gamlingay Village Primary, Godmanchester Bridge Academy, Godmanchester Community Academy, Jeavons Wood Primary School, Offord Primary School, Hartford Infant and Pre-School, Hartford Junior School, Harston and Newton Primary School, Spaldwick Primary School and Thongsley Fields Primary and Nursery School. Bourn Primary Academy joined as the first Associate Member in 2021.

Our secondary schools are: Comberton Village College (and Sixth Form), Cambourne Village College (and Sixth Form), Hinchingsbrooke School, Melbourn Village College and St Peter's School (and Sixth Form).



ABOUT US

Continued

Teacher training (CTSN)

The CAM Academy Trust supports the training of new teachers to become qualified members of the teaching profession. We do this through our SCITT (CTSN).

As a school-based provider of initial teacher training, CTSN SCITT is very much grounded in the life of its local schools and its tutors are experienced practising teachers drawn from, not only CAM Academy Trust schools, but also a wide network of schools across the region.

Our SCITT has a strong regional reputation.

Maths Hub

The CAM Academy Trust is proud to be the base for the [Cambridge Maths Hub](#) which is promoting excellence in maths teaching across Cambridgeshire, as well as Peterborough, West Suffolk, King's Lynn and West Norfolk.

The Hub supports teachers to improve educational standards for students in our region from the youngest child in Early Years to Post-16.

The Cambridge Maths Hub offers free, high-quality professional development to maths teachers across the Hub area.

The Cabins

Our Cabin provisions are attached to four of our schools. The Cabins provide autistic students with an opportunity to be educated in mainstream settings.

We set high expectations for students but provide expert support from highly skilled and caring staff.

All our cabins strive to ensure that every pupil attains the highest possible academic achievement and offer high levels of pastoral support.



THE VACANCY

Salary: NJC Scale Level 2, points 5-6 (£25,583 to £25,989 per annum FTE). Actual salary is £21,647.15 per annum on point 5.

Contract: Permanent, 30 hours per week.

Start date: September 2026

Place of work: Godmanchester Bridge Academy, Huntingdon

This is a great opportunity to work in a growing school with a friendly but dedicated teaching team and wonderful children.

The position is for 30 hours per week, term time only.

The ideal candidate will:

- Enjoy and have experience of working with a range of children with a variety of needs.
- Have experience in following teaching plans and using a wide range of positive behaviour strategies.
- Demonstrate good people skills and show commitment to working in a caring, supportive team.
- Be creative, flexible, and kind in their approach to supporting children to achieve their best.
- Be able to support the needs of children including intimate and medical care where needed.

We can offer:

- Excellent professional development opportunities
- A supportive and experienced teaching team
- Happy rewarding children who love learning

We encourage a pre application visit to the school or telephone conversation with the Headteacher. For further information, please contact Claire Pirrie on 01480 276599.



HOW TO APPLY

To apply for this position, please submit your completed application form with supporting statement to Tania Tull, Head of People on [MyNewTerm](#).

Your supporting statement should demonstrate how your career to date has prepared you for this post and be no longer than two sides of A4.

Applications will only be accepted from applicants completing the application form in full. Please note that we do not accept CVs.

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience meet the person specification, taking into consideration the job description.

We reserve the right to interview and appoint within the application window. With this in mind, we encourage you to apply as soon as possible.

If you have any questions about this role, please contact Claire Pirrie on 01480276599.

Closing date: 12pm Wednesday 24th June 2026

Interview date: Friday 3rd July 2026

Thank you for your interest in The CAM Academy Trust.





Six core principles

At the heart of our work lie the six core principles of The Cam Academy Trust. These drive everything that we do.



EXCELLENCE

We insist on the very best. This means setting out a clear entitlement to excellence for all our young people. For us, excellence comes from the highest standards of curriculum, teaching and pupil support. We adopt a mindset that keeps us striving for better.



COMPREHENSIVE EDUCATION

We are proud to educate pupils of all abilities, backgrounds and needs. Inclusive schools are vibrant communities, that are richer for their diversity. We value fairness and social equity.



BROAD EDUCATION

Our pupil entitlement offers more than just academic success. A broad education develops confidence, creativity and character. The wider experience and opportunities offered in our schools mean that our pupils have more choice and agency.



COMMUNITY

We prioritise our civic duty. Our schools are at the heart of their local communities. We draw on the best that our local area has to offer and work with community leaders to help our schools thrive.



PARTNERSHIP

Together we achieve more than we can alone. We deeply value the partnership we have with our families. CAM plays an active role in our communities, our region and the wider education system. We share, and build connections to help make the system better.



INTERNATIONAL

We think beyond borders; we value diversity. We prepare pupils to thrive in a global society, promoting cultural understanding and awareness of the wider world.

Job Description

Main Responsibilities

- To aid the pupils to learn as effectively as possible both in group and individual situations, for example:
 - Clarifying and explaining instructions;
 - Motivating and encouraging the pupils by providing levels of individual attention, reassurance and help with learning tasks as appropriate to their needs;
 - Using praise, commentary and assistance to encourage the pupils to concentrate and stay on task;
 - Liaising with class teachers and other professionals about APDRO cycles, contributing to the planning and delivery as appropriate;
 - Providing additional nurture when required,
 - Consistently and effectively implementing agreed behaviour management strategies,
 - Helping to make appropriate resources to support the pupils.
- To establish a supportive relationship with the students.
- Monitor responses to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes.
- To give positive encouragement, feedback and praise to reinforce and sustain the pupil's efforts and develop self-reliance and self-esteem.
- To support in developing social skills both in and out of the Classroom.
- To support the use of ICT in learning activities and with specific programmes to support learning.
- To support playground/break time activity.
- To provide regular feedback on learning and behaviour to the teachers.
- Under the direction of the teacher, carry out and report on systematic observations to gather evidence of their knowledge, understanding and skills upon which the teacher makes judgements about their stage of development.
 - To be aware of confidential issues linked to home/pupil/teacher/school.
 - To comply with legal and organisational requirements for maintaining the health, safety and security of yourself and others in the learning environment.
 - To take part in training activities offered by the school to further knowledge and skills of working with a child with specific learning difficulties.
 - To carry out the above duties in accordance with the Education Department's Equal Opportunities Policy.
 - To know and apply school policies on Behaviour, Teaching and Learning etc.
 - To adhere with the provisions of school and Trust policies, in particular the school policy for

Safeguarding and Child Protection, the Trust Code of Conduct and the requirements of Keeping Children Safe in Education.

- Act during their employment with due care for the health, safety and welfare of themselves, other employees and other persons in accordance with the school's Health and Safety Policy.

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post.

BENEFITS

We offer the following benefits, designed to promote your

Core benefits

- Paid leave – enhanced sick pay, maternity pay, and adoption leave pay (linked to service) and paid leave for unforeseen personal situations.
- Pension – a generous pension scheme.
- Death in service payment – lump sum payment and an ongoing pension for your partner & children (subject to conditions & membership of our pension scheme).

Health and wellbeing

- Employee counselling and support – free, independent 24/7 help and advice for work related issues, as well as problems affecting your home life.
- Environment – good working environment with excellent facilities.

Professional development

- Professional development – full and part-funded training courses and a wide range of learning opportunities available to all staff.

Employee discounts

- Car parking – free and on-site.
- Hot drinks – tea & coffee making facilities provided.
- Cycle-to-work scheme – save £££ on a new bike and accessories.

Work-life balance

- Flexible working – all staff can make a request to work flexibly.





The CAM Academy Trust

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