



**Teacher of Maths**  
**at Melbourn Village College**  
**The CAM Academy Trust**  
**Candidate Information**



# 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 a new phase of development and really look to the future.

I feel highly privileged to take on the role of Chief Executive at this time. I know that we will be able to build on the current success of The CAM Academy Trust so we can be a truly exceptional community of schools.



We are a values-driven community of schools – 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 a great 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 ensure that the six principles of The CAM Academy Trust remain at the heart of the Trust and deliver 'excellence for all', enabling all pupils and staff to thrive. If this excites you; we want to hear from you!

**Claire Heald**

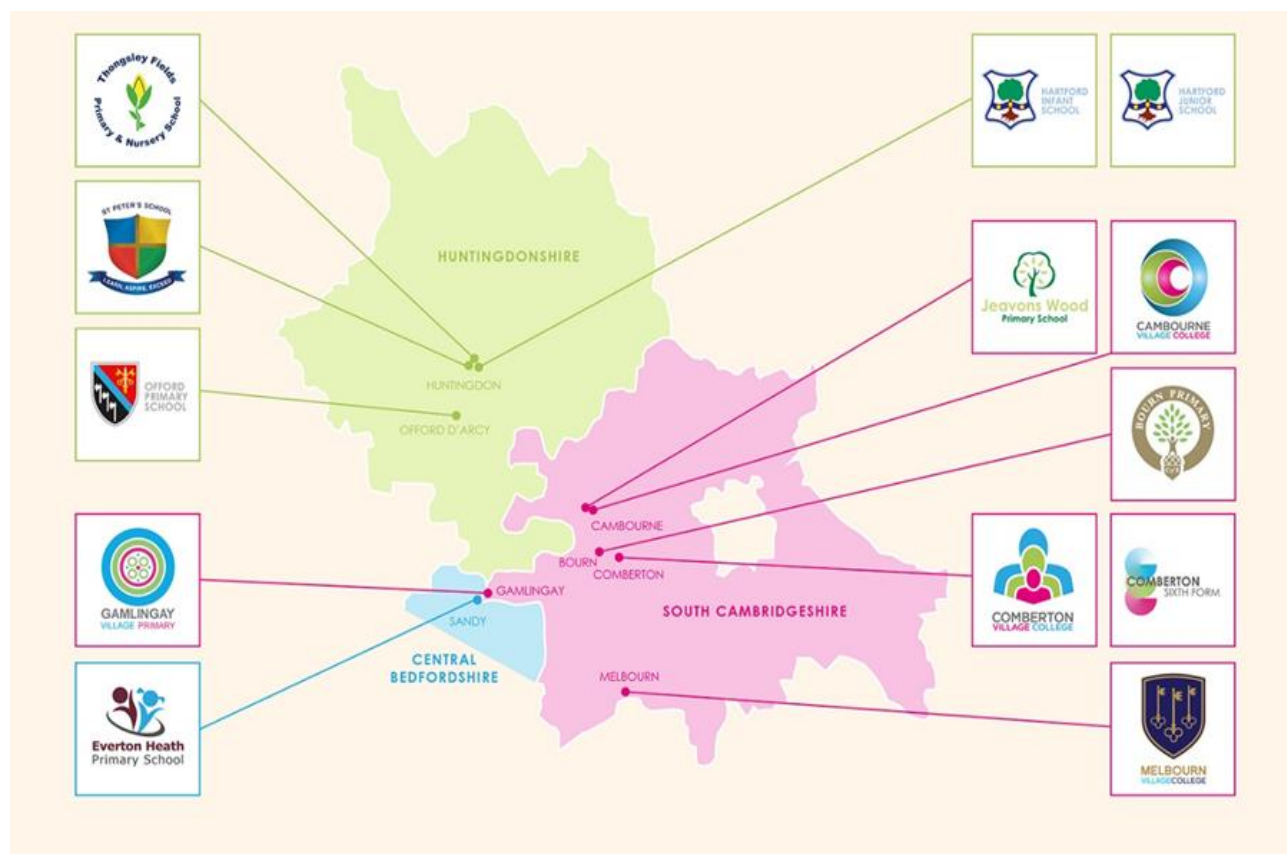
# ABOUT US

The CAM Academy Trust was formed in 2011. The Trust is currently made up of eight primary schools and four secondary schools, three of which have sixth forms.

Our primary schools are Everton Heath Primary School (just inside Bedfordshire), Gamlingay Village Primary, Jeavons Wood Primary School, Offord Primary School, Hartford Infant and Pre-School, Hartford Junior School, Harston and Newton Community 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), Melbourn Village College and St Peter's School (and Sixth Form), Huntingdon.

We are entering a period of potential growth for our family of schools.





# ABOUT US

*Continued*

## CTSN SCITT

The CAM Academy Trust strongly supports the training of new teachers to become qualified members of the teaching profession. It does this through its extensive and significant role as the accredited organisation of Cambridge Training Schools Network [CTSN] SCITT.

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. There are over a 100 trainees training with the SCITT this academic year across its primary, secondary, part-time, full-time, salaried and non-salaried routes. It is notable that 47% of the secondary trainee teachers are in shortage subjects. Such is the strength of CTSN's reputation, over the last three years more than three-quarters of its trainees were subsequently employed in local schools.

## 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, including 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 students.

The Cambridge Maths Hub offers free, high-quality Professional Development to Maths teachers across the Hub area.

## The Cabins

The [Cabins](#) work in close partnership with schools to provide autistic students with an opportunity to be educated in mainstream settings.

We set high expectations for students but provide significant support from highly skilled and caring staff whose dedicated support helps pupils to cope with the challenges that they face

All our cabins strive to ensure that every pupil attains the highest possible academic achievement and that they consistently experience innovative and inspiring teaching.



# VACANCY

## TEACHER OF MATHS

**Salary:** MPS/UPS (£31,650- £49,084)

**Contract:** Permanent. Full Time.

**Start date:** September 2026

If you share our school values of kindness, curiosity, and resilience, and are excited to contribute to a vibrant and ambitious learning community, we would love to hear from you.

This is an exciting opportunity to join a school with a leadership team who truly recognise the importance of high-quality Maths education for every child. Within our dynamic teaching team, we are also able to support a newly qualified teacher, making this an ideal opportunity for an ECT.

We are looking for a Teacher of Maths who is knowledgeable, inspirational, and passionate about their subject. You will bring enthusiasm for mathematical thinking, a commitment to nurturing students' confidence, and an ambition for excellent outcomes for all learners.

The successful candidate will be a research-informed practitioner with a track record of supporting students to make strong progress, fostering not only their attainment but also their perseverance and intellectual curiosity.

This role offers excellent professional development opportunities within a trust entering an exciting new five-year strategic phase. You will be joining a supportive and committed Maths team who share a deep enthusiasm for learning and who work collaboratively to ensure our students thrive.

If you believe in shaping resilient learners, sparking curiosity, and promoting kindness in every classroom interaction, we would be delighted to receive your application.

# HOW TO APPLY

To apply for this position, please submit your completed application form with supporting statement 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 or would like a tour of our school please contact [office@melbournvc.org](mailto:office@melbournvc.org)

Thank you for your interest in The CAM Academy Trust.

**Closing date:** Friday 9<sup>th</sup> January 2026





# JOB DESCRIPTION

## TEACHER OF MATHS

### **Salary**

The post holder will be paid on the appropriate point of the main/upper pay scale.

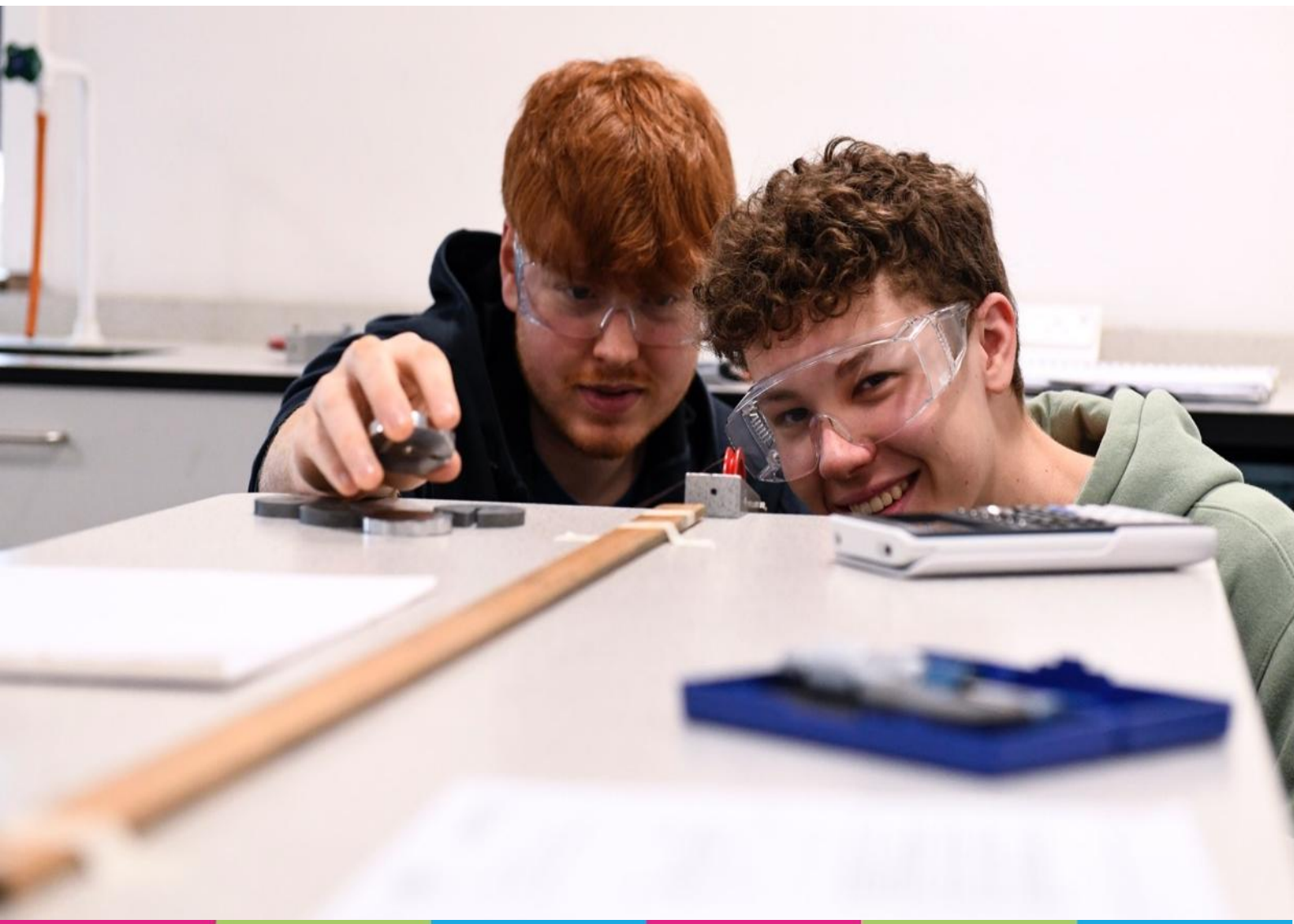
### **Line of responsibility**

The teacher is directly responsible to the Head of Department on curriculum matters and the Head of Year for pastoral issues.

### **Strategic purpose**

The basic duties of a teacher are outlined in the latest School Teachers' Pay and Conditions Document. The post holder shall maintain a good understanding of whole school curriculum, assessment and pastoral policies and procedures.

The CAM Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check, barred list check and a medical questionnaire.



## 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.





## **Core responsibilities of the role**

### **Teaching:**

- Plan appropriate work for classes in accordance with departmental schemes of work and whole school initiatives
- Identify and work appropriately with students with special educational needs and all identified student groups
- Take account of students' prior levels of attainment and use these in planning for individuals and classes
- Set work when required for absent students
- Ensure an optimum climate for learning through strong classroom management, with due regard to health and safety policies
- Maintain good discipline and ensure the College student disciplinary policies and procedures are observed
- Ensure effective setting of homework using online platform and appropriate feedback to students
- Attend and contribute to all required staff meetings
- In relation to the College's strategic plan, contribute towards the goals and targets
- Maintain a professional interest in educational initiatives relevant to the teacher's subject

### **Assessment, recording and reporting:**

- Keep appropriate records of students' work in line with College policy.
- Mark and return work set, including homework, within an agreed and reasonable time.
- Apply the College and Department Assessment Policy when marking students' work.
- Complete student reports in line with College policy.
- Attend parent consultation events as required and keep parents informed about their child's performance and future targets.

### **Pastoral work:**

- Undertake responsibility for a form group .
- Liaise with parents as required.
- Monitor and set targets for the social and academic progress of all students in the form.
- Endeavour to build a good relationship with the students in the form, so that they will look to the teacher for support and advice .
- Command high standards of student behaviour and conduct at all times and support the College in its application of related policies.
- Report issues of concern to the appropriate senior staff .
- Maintain an accurate register of attendance and do everything possible to encourage good attendance.

The teacher will be part of the College's appraisal scheme. S/he will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching. The College will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

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# PERSON SPECIFICATION

## Teacher of Maths

<b>Qualifications:</b>
5 GCSEs including English and Maths
Degree
Higher degree or further professional qualifications would be advantageous
QTS
Evidence of involvement in continuing professional development activities
<b>Successful Experience of:</b>
Classroom teaching leading to strong pupil progress (This may include during teaching practice)
Developing and implementing inspiring teaching materials
Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
Managing challenging pupil behaviour
Contributing to successful improvement strategies
Monitoring, tracking and evaluating student progress
Developing strategies to improve pupil performance
Pastoral care as a form tutor would be advantageous
Using a range of formative and summative assessment strategies to enhance learning.
<b>Knowledge and skills</b>
Excellent organisational skills
Understanding of child-safeguarding issues and successful measures that promote and ensure the safe-guarding of children.
Knowledge of current legislation, guidance and developments relating to the subject area and examination specifications
Excellent communication skills
Excellent subject knowledge
Excellent classroom practitioner
Ability to form effective working relationships
Ability to use data effectively to analyse progress
Ability to use ICT to inspire and motivate pupils
<b>Personal Attributes:</b>
Reflective practitioner
Commitment to cross-curricular initiatives to enhance pupil progress
Willingness to embrace new technologies and software to enhance pupil progress
High personal motivation
Ability to inspire and lead
Desire to innovate
Creative approach to problem solving
Honesty and Integrity
Strong team player

The Cam Academy Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance (via the Disclosure and Barring Service) in line with the need to create and maintain a safe culture.

# BENEFITS

We offer the following benefits, designed to promote your wellbeing and make your time with The CAM Academy Trust satisfying and rewarding.

## 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.

## School specific benefits

- Access to swimming pool at Melbourn Sports Centre on site at Melbourn Village College.
- Subsidised gym membership at Comberton Sports and Arts





The CAM Academy Trust

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