



The CAM Academy Trust

Pupil Premium Opportunity Champion

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!

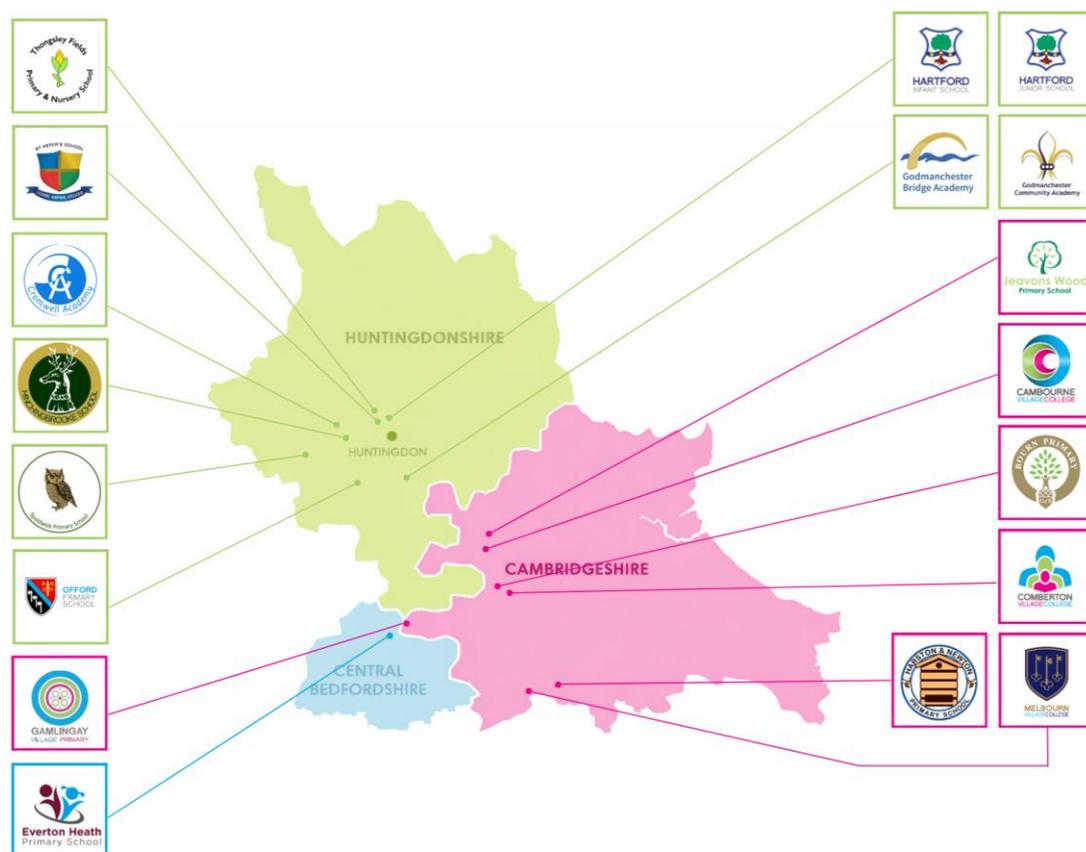
Claire Heald

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: Scale 5 Points 12 to 17 (£28,598 - £31,022 per annum FTE). Actual salary £24,528.28 per annum on point 12.

Contract: Permanent. 37 hours per week, Monday to Friday. Term Time plus 5 training days (39 weeks per year).

Start date: As soon as possible

Place of work: St Peters School, Huntingdon

St Peters School is seeking a motivated member of staff to support a range of students to achieve their full academic potential. An associate role working closely with the PP mentor and attendance teams, you will assist in identifying and reducing barriers to learning while building strong relationships with a range of stakeholders.

- Work collaboratively with parents to remove barriers for attendance and progress and support in building strong relationships with parents of Pupil Premium students.
- Facilitate opportunities for Pupil Premium students in terms of extracurricular, trips, and academic resources.
- To support and facilitate our Study Space after school homework provision for PP students, as well as our Breakfast club provision.
- To work collaboratively with the PP mentor to build profiles of students to enable targeted support.

We are a forward thinking and rapidly improving, “good” school that is creating a legacy of learning for our community. Our students Learn, Aspire and Exceed as they work with our highly skilled teaching and associate staff supporting and guiding them.

St Peter’s is part of The Cam Academy Trust which offers students and staff fantastic potential to collaborate, share and develop a wide range of teaching and learning across the schools in the trust. As a family of schools, we support, share and challenge each other to improve the future lives of all our young people.

We are based in Huntingdon, just 12 miles north of Cambridge with its own mainline station connecting with London in less than an hour.

For further details on our school please visit our website www.stpetershuntingdon.org

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, please contact Emily Bowater, Assistant Principal on ebowater@stpetershuntingdon.org.

Closing date: 09.00 on Friday 10th April 2026

Thank you for your interest in The CAM Academy Trust.



JOB DESCRIPTION

Salary:

The post holder will be paid on the appropriate point of the support pay scale. NJC Scale 5 Points 12 to 17 (£28,598 - £31,022 per annum FTE). Actual salary £24,528.28 per annum on point 12.

Line of responsibility:

The Pupil Premium Opportunity Champion is directly responsible to the Assistant Principal.

Strategic purpose:

To foster, and encourage and expect others to foster, the school's ethos (Learn Aspire Exceed) in all our stakeholders at all times. To work collaboratively with parents, students and staff to reduce the impact of barriers on Pupil Premium students.

In addition to the responsibilities described, to carry out any other duties of a similar nature at the reasonable request of the central education team.

The job description will be subject to regular review and any changes will be made in consultation with the post holders. The aim will always be to reach agreement on any changes, but if agreement is not possible, the trust reserves the right to make the changes following consultation.



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.



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.

JOB DESCRIPTION continued

Main Responsibilities	<p>Parental Engagement</p> <ul style="list-style-type: none">• Work collaboratively with parents to remove barriers for attendance and progress.• Attendance at parent’s evening – support pupil premium parent attendance through parental communication for years 7-13.• Communicate with parents on a daily basis for those PP students who are absent, including if the parent has phoned in for the child.• Facilitate PP parental engagement events – organising the attendance of different parents/students, organising the event.• Communicate with parents the extracurricular opportunities available for PP students, including clubs and trips and arrange support if needed.• To build high quality relationships with PP parents. <p>Student opportunities:</p> <ul style="list-style-type: none">• Facilitating opportunities for PP students – researching and applying for activities that are available to Pupil Premium students, including Service children.• To support with PP students on extracurricular opportunities and to be minibus trained where possible to facilitate further opportunities.• Supporting with Breakfast club each day and monitoring attendance of students, promoting the opportunities to students and parents and the admin associated with this e.g. ordering of food.• Facilitating afterschool academic support for Pupil Premium students through Study Space.• To monitor PP student engagement in extracurricular activities.• To support in the canteen daily to ensure each child has the opportunity for a hot meal, supporting with overdrafts and FSM queries.• To facilitate a culture of belonging through coordinating opportunities such as lending games at break and lunch time. <p>Departmental and Pastoral Support</p> <ul style="list-style-type: none">• To liaise and collaborate with pastoral and departmental teams, alongside the pupil premium mentor to develop profiles of PP students to enable targeted support on an individual basis.• To collate, coordinate and process departmental requests for PP resources such as revision guides.• To support and coordinate with Pastoral teams, the enrichment admin and admin to track PP support for trips, uniform and other extracurricular opportunities.• To work with departments to increase attendance of PP students to interventions and extracurricular clubs.
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	<p>Attendance:</p> <ul style="list-style-type: none"> • Monitor PP attendance daily and make contact with parents to chase attendance. • Collaborate with attendance team and PP mentor on PP attendance to share information, and to monitor trends over time. • Work collaboratively with parents to remove barriers to good attendance. <p>Support with inclusion:</p> <ul style="list-style-type: none"> • Support with paperwork for PP E.G. (EHCP) and work with pastoral support and SENCO to contribute to this provision.
Personal development	<ul style="list-style-type: none"> • Maintain excellent subject expertise and awareness of the latest, evidence informed practice • Engage in regular professional learning and reading. • Engage positively in the Trust's arrangement for performance management and professional growth.
Safeguarding	<ul style="list-style-type: none"> • Adhere to Trust safeguarding policy and procedure at all times. • Promote strong cultures of safeguarding across the Trust and schools.
Advocacy and influence	<ul style="list-style-type: none"> • Be an advocate for the Trust externally and across our schools. • Be outwards facing and see opportunities for positive influence and external partnership and networking.

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.

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualification and Experience		
Educated to GCSE standard or equivalent including English and Maths to Grade C or equivalent	X	
Higher education qualifications in related area		X
Experience of working with children, young people, parents/carers/families within the field of education.		X
Able to work in a busy environment.	X	
Ability to communicate confidently, clearly and effectively, both verbally and written.	X	
Strong telephone manner with an organised and structured approach to duties.	X	
Good working knowledge of MS Office, MS Word, Outlook	X	
Good organisation skills and the ability to prioritise workload.	X	
Teamwork – Willingness to work as part of a team and independently	X	
Community Focus - Understanding and responding school community needs, demonstrating a passion for high quality customer service.	X	
Drive and Perseverance - Maintaining a high degree of motivation and commitment to producing work of the highest possible standard.	X	
Knowledge and Interpersonal Skills		
Commitment to maintain high customer care standards	X	
Commitment to promoting and safeguarding the welfare of all staff and students.	X	
Flexible attitude with the ability to work under pressure and to deadlines, whilst maintaining a high level of accuracy.	X	
Willingness to undertake in-service training.	X	

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.



The CAM Academy Trust

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