



The CAM Academy Trust
Reception Class Teacher with EYFS
Leadership Responsibility
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: MPS plus TLR2C - £3,527 per annum

Contract: Permanent, full time

Start date: September 2026

Place of work: Cromwell Academy, Huntingdon

Are you a passionate, positive and forward-thinking Early Years practitioner ready to take your next steps in your career? Do you believe in the power of play, curiosity and creativity? If so, we would love to welcome you to our school!

We are seeking a **Reception Class Teacher with EYFS leadership responsibility** to guide and inspire our Early Years provision, including our thriving **Pre-School (in collaboration with our Pre-School Manager)** and our Reception class. This is a wonderful opportunity for an energetic educator to make a meaningful impact across our Early Years environment.

About Our School

Cromwell Academy is a friendly single-form entry primary with a pre-school and wraparound provision. Our purpose-built site features modern classrooms, a sensory room and a dedicated learning therapeutic room. Outdoors we offer extensive play areas, a trim trail and a Wildlife Haven.

We are proud of our warm, inclusive community: talented staff, committed governors, engaged families and wonderful children. Our vision—Dream, Believe, Achieve—underpins everything we do, and our values (Readiness, Resilience, Relationships, Responsibility, Reflection) drive our commitment to educating the whole child.

The Role

As our EYFS Leader, you will:

- Lead, champion and develop outstanding Early Years practice across Pre-School and Reception
- Work in partnership with our Pre-School team to ensure a high-quality, consistent Early Years journey
- Inspire and support staff with positivity, expertise and a commitment to excellence

- Shape a child-centred curriculum that fosters independence, communication and a lifelong love of learning
- Use observation, reflection and assessment effectively to drive progress and celebrate success
- Model creativity, care and high standards in both indoor and outdoor learning environments

We're Looking For Someone Who Is:

- Passionate about Early Years education and early childhood development
- Energetic, optimistic and solutions-focused
- A collaborative leader who motivates, supports and empowers others
- Skilled in designing engaging learning environments — especially using outdoor spaces
- Dedicated to building strong relationships with children, families and colleagues

Why Join Us?

- Wonderful children who will brighten every day
- Supportive, friendly and ambitious staff team
- A culture that values professional development, innovation and new ideas
- The chance to shape and grow an exciting Early Years vision

If you're an inspiring practitioner ready to lead with heart, ambition and creativity, we'd love to hear from you. Come and help us give our youngest learners the very best start!

For further details on the school please visit our website www.cromwellacademy.com.

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.

Visits to the school are strongly recommended. Please contact Louise Worrell, Headteacher on lworrell@sps.acesmat.uk or telephone 01480 437830 to arrange a visit.

Closing date: 09.00 on Friday 1st May 2026
Interviews to be held on: Tuesday 5th May 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 main pay scale plus a TLR2C - £3,527 per annum

Line of responsibility:

This role will report to the Head Teacher

Strategic purpose:

The EYFS leader, under the direction of the headteacher, will take lead responsibility of the EYFS to secure:

- High-quality teaching
- Effective use of resources
- Improved standards of learning and achievement for all
- A positive working ethos within the provision
- Effective partnerships with parents and the community

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 College curriculum, assessment and pastoral policies.

In addition to the responsibilities described above, 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.



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.

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 question.

JOB DESCRIPTION continued

<p>Teaching and class management</p>	<ul style="list-style-type: none"> • Creates, in conjunction with others, an engaging physical environment for learning. • Ensures that subject knowledge is thorough and plans lessons which engage and motivate pupils. • Prepares and delivers good lessons. • Provides timely, constructive feedback to pupils and maintains a marking dialogue. • Keeps up to date, accurate and thorough records of assessment of students' work and uses this assessment to inform planning and teaching strategies. • Uses performance data to analyse progress and identify under achievement of groups of pupils. • Plans effectively for differentiation within the lesson structure and applies appropriate teaching strategies to meet the needs of individual students. • Ensures that expectations are appropriately challenging for all groups of pupils. Uses school assessment systems to assist pupils in tracking their own progress and supports children in seeking challenge / help to ensure progress.
<p>Performance Management</p>	<ul style="list-style-type: none"> • Develop and review regularly the vision, aims and purpose for EYFS • Monitor changes of EYFS teaching, learning and school improvement, and share with staff as appropriate • Oversee the planning of a curriculum that; <ul style="list-style-type: none"> ○ Is diverse and inclusive ○ Meets the needs of all pupils and the requirements of the EYFS framework ○ Is well sequenced to promote pupil progress towards the early learning goals (ELGs) ○ Is effectively and consistently Implemented across the EYFS • Make sure there is and effective system of assessment that meets the requirements of the EYFS framework and tracks the progress of pupils to check the curriculum has a positive impact on learning • Have strategic responsibility for pupils' achievement and standards in the EYFS • Ensure EYFS classrooms offer a safe and welcoming environment • Audit the learning spaces in the EYFS to evaluate their quality for learning and development • Ensure EYFS displays are stimulating, high quality and inspire curiosity in pupils • Support continuous provision in the EYFS, which allows pupils to play independently and gives them a sense of ownership over their environment • Ensure resources support the delivery of the curriculum • Ensure requirements for recording and reporting in EYFS s fulfilled
<p>Strategic Leadership</p>	<ul style="list-style-type: none"> • Develop and implement policies for the EYFS in line with our school's commitment to high-quality teaching and learning

	<ul style="list-style-type: none"> • Have a good understanding of how well the EYFS is being delivered and the impact on pupil achievement • Use this understanding to contribute to the EYFS sections of the school development plan • Audit pupil, parent and staff feedback regarding the effectiveness of EYFS • Promote pupils' spiritual, moral, social, cultural, physical and mental development alongside British Values • With the support of the SENDCo and PP Lead, ensure the curriculum meets the needs of all pupils • Work with subject leaders to understand how their subject is developed at the EYFS • Liaise with the local authority (LA) and multi-academy trust (MAT) on EYFS-related projects and activities • Share outstanding EYFS practice, knowledge and expertise throughout the school as appropriate • When required, provide information on EYFS staffing, funding and resources to support the Headteacher in strategic planning
Leading and Managing Staff	<ul style="list-style-type: none"> • Meet with Preschool Room Lead regularly (equivalent to 45 mins per week) • Hold team meetings on the EYFS to keep staff informed of developments or changes in line with EYFS • Provide support to staff following monitoring activities • Deliver EYFS specific elements of induction procedures for new staff • Promote effective teamwork within the EYFS • Support staff through assessment and moderation procedures • Contribute towards supervisions/performance management requirements for EYFS
Communication	<ul style="list-style-type: none"> • Makes clear, accurate, courteous and well-informed communication with parents at both formal events and through informal contact throughout the year. • Supports partnership working with parents, preparing thoroughly for open afternoons, and supporting parent learning / curriculum sessions.
Health, safety and discipline	<ul style="list-style-type: none"> • Promote the safety and well-being of pupils in accordance with the school's Safeguarding and other relevant policies. • Maintain good order and discipline among pupils in accordance with the school Behaviour Policy.
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.
Fulfil wider professional responsibilities	<ul style="list-style-type: none"> • Develops other activities that extend pupils' learning outside the classroom and their wider interests in the curriculum.
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.

	<ul style="list-style-type: none"> • Responsible for the safeguarding of students who are under their immediate care, following relevant school policies, reporting concerns promptly (including Health and Safety). • Safeguarding the mental health and wellbeing of students and staff
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
Qualifications and Experience		
Qualified Teacher Status (QTS)	X	
Degree or equivalent qualification	X	
Evidence of commitment to further professional development		X
Successful teaching experience within primary education	X	
Successful experience of EYFS Leadership	X	
Other relevant and appropriate qualifications in EYFS	X	
Knowledge and Interpersonal Skills		
Expert knowledge of the EYFS statutory framework and handbook	X	
Understanding of high-quality teaching and learning strategies in the EYFS, and the ability to model this for others and support others to improve	X	
Ability to build effective working relationships with staff and stakeholders	X	
Ability to adapt teaching to meet pupils' needs	X	
Ability to build effective working relationships with pupils	X	
Knowledge of guidance and requirements around safeguarding children	X	
Good IT skills	X	
Effective communication and interpersonal skills	X	
Ability to communicate a vision and inspire others	X	
Commitment to getting the best outcome for all pupils	X	
Uphold and promote the ethos and values of the school	X	
Ability to work under pressure and prioritise effectively	X	
Always maintain confidentiality	X	
Commitment to safeguarding, equality, diversity and inclusion	X	
Awareness of the local and national organisations that can support delivering the EYFS		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.
- O2 Discounts
- Membership of HBK Gym including access to the swimming pool.

Work-life balance

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



The CAM Academy Trust

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