



**The CAM Academy Trust**  
**Head of Science**  
**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!

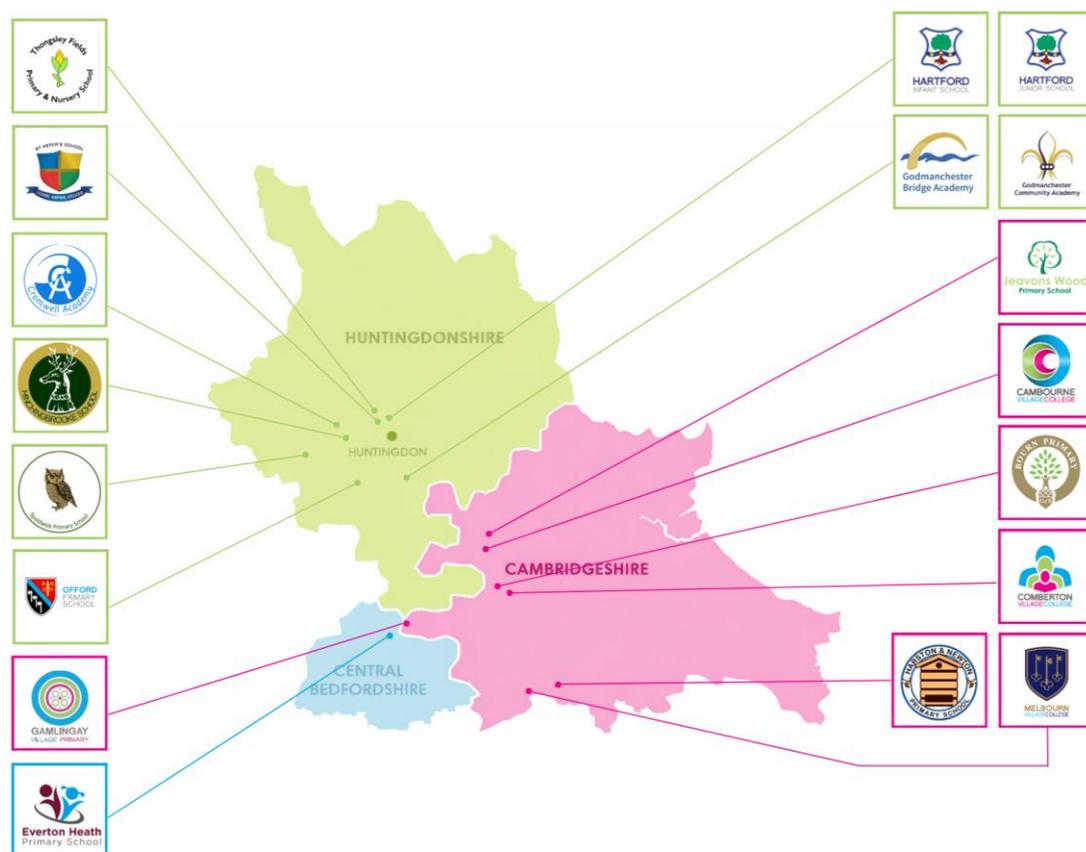
**Claire Heald**

# 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/UPS plus a TLR1B (£14,864 per annum)

**Contract:** Permanent. Full time or Part Time

**Start date:** September 2026

**Place of work:** Comberton Village College, Comberton

Are you a charismatic, values-driven leader with the passion and expertise to secure exceptional outcomes for every pupil? We are seeking an inspiring and ambitious Head of Department who believes deeply in inclusion, is committed to championing the most disadvantaged learners, and has the strategic drive to lead our large and experienced team to excellence.

## About the Role

This is an exciting opportunity to lead a large, well-established Science department with several experienced postholders, offering a strong foundation from which to lead, develop and innovate. The role would suit either an experienced and ambitious Second in Department ready for the next step, or a current Head of Science in a smaller school seeking a new challenge in a bigger, vibrant setting.

The successful candidate will be well-supported by the Trust Lead for Science, as well as the school's Senior Leadership Team, but will have the autonomy to design and implement a curriculum and pedagogical approaches that suit the school and department context.

We are looking for a leader who:

- Holds uncompromisingly high expectations for all pupils, with a proven commitment to securing exceptional outcomes—especially for those who face the greatest barriers.
- Is passionate about curriculum development, ensuring that what we teach remains diverse, engaging, ambitious and rooted in the disciplinary rigour of Biology, Chemistry and Physics.
- Brings people with them through positivity, clarity and charisma, motivating and supporting colleagues to give their very best.
- Champions inclusion at every level, ensuring all pupils feel valued, challenged and able to thrive within Science.

- Is determined to make the department the best it can be, with a relentless focus on high-quality teaching, strong professional learning, and a culture of continuous improvement.

### **What We Offer**

- A committed, reflective and enthusiastic team eager to work with a forward-thinking leader.

- A school culture that values collaboration, professional development and staff wellbeing.

- Pupils who are motivated, curious and ready to engage in a rich and ambitious scientific curriculum.

- Excellent facilities and the support of a senior team and wider trust committed to subject excellence and leadership growth.

**‘Pupils here are not taught just to pass exams. They acquire the skills and knowledge they need to be first-rate mathematicians, scientists, historians, and artists, among others.’** (Ofsted, November 2024).

### **About Science at Comberton**

All pupils study Biology, Chemistry and Physics from Years 7–11, following a curriculum designed to build deep conceptual understanding and strong working scientifically skills. At Key Stage 4, students study either AQA Trilogy Combined Science (two GCSEs) or opt for three separate GCSE sciences. Uptake in our Separate Sciences is high across the ability range. Comberton Sixth Form offers a broad suite of A Level Sciences, including Biology, Chemistry and Physics, as well as Environmental Science, which are some of the most popular subjects across the sixth form. Students benefit from highly specialist teaching and excellent facilities, contributing to consistently strong results.

Science students experience many exceptional enrichment opportunities, including:

- Lectures and seminars with local scientific organisations.

- Fieldwork and investigative lab experience that develops scientific thinking.

- A wide range of wider enrichment and subject-related trips, both UK-based and international.

- Access to super-curricular pathways designed to extend academic curiosity beyond the classroom.

## About Our School

We are a highly successful, community mixed comprehensive school with Teaching School status in a pleasant rural setting only 5 miles from the centre of Cambridge. We currently have around 2000 11–18 pupils on roll including in our sixth form centre that opened in September 2011.

Our pupils are well-motivated, staff morale is excellent and examination results at KS4 and KS5 are very strong across our comprehensive intake. The school has consistently been rated by Ofsted as outstanding over very many years – our most recent Ofsted (November 2024) achieved ‘outstanding’ in all categories.

If you are a dynamic, thoughtful and inspiring leader who is ready to shape a high-performing department and make a profound difference to young people’s lives, we would be delighted to hear from you.

**Prospective candidates are strongly encouraged to visit the school for a tour and to meet with the Principal and other senior colleagues during the week beginning 13<sup>th</sup> April. This can be arranged by contacting [recruitment@catrust.co.uk](mailto:recruitment@catrust.co.uk)**

For further details on our school please visit our website [www.combertonvc.org](http://www.combertonvc.org).

## HOW TO APPLY

To apply for this position, please submit your completed application form with supporting statement to Victoria Hearn, Principal 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.*

**Prospective candidates are strongly encouraged to visit the school for a tour and to meet with the Principal and other senior colleagues during the week beginning 13<sup>th</sup> April. This can be arranged by contacting [recruitment@catrust.co.uk](mailto:recruitment@catrust.co.uk).**

If you have any questions about this role, please contact us on [college@combertonvc.org](mailto:college@combertonvc.org).

**Closing date: 09.00 on Monday 13<sup>th</sup> April 2026**

**Interview date: Monday 20<sup>th</sup> 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 main or upper pay scale plus a TLR1b (£14,864 per annum).

### **Line of responsibility:**

The Head of Department is directly responsible to the Assistant Principal with oversight for Science.

### **Line management:**

The Head of Department is responsible for the performance of all staff within the department, including acting as team leader within the school's appraisal scheme.

### **Strategic purpose:**

The Head of Department will play a major role, under the direction of the leadership team, in establishing the aims and objectives of the department to reflect the overall aims and objectives of the school and in implementing appropriate policies and procedures to ensure the achievement of these objectives. They shall lead the staff appraisal arrangements within their department and set challenging targets to ensure that staff are motivated to deliver education to the highest possible standard in accordance with the objectives included within the school's development plan.

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

<p><b>Core responsibilities</b></p>	<ul style="list-style-type: none"> <li>• Have overall responsibility for all teaching and learning within the department.</li> <li>• Ensure, through the effective operation of assessment, recording and reporting systems that all pupils within the department meet agreed targets, both individually and across the department, and shall ensure that schemes of work include provision for personalised learning.</li> <li>• Ensure that all members of the department are performing as effectively and efficiently as possible and ensure to the best of her/his ability, that the department is adequately resourced to fulfil its function within the school.</li> <li>• Keep abreast of national strategy and developments impacting on her/his subject area/s and ensure information is communicated to the department and whole-school staff, and the department is responsive to such developments.</li> <li>• Contribute to curriculum development and timetabling as required.</li> <li>• Oversee the preparation of schemes of work and lead, develop and enhance the teaching of other teachers within the department.</li> <li>• Work within the school’s professional development programme to ensure that s/he and the members of the department keep their knowledge and expertise up to-date.</li> <li>• Play a key role in the appointment of staff within the department and shall put in place arrangements for the mentoring of newly qualified and trainee teachers within her/his subject area/s as required.</li> <li>• Represent the interests of the department within the wider management of the school, and participate in any collaborative arrangements with other schools which may benefit the development of the department.</li> <li>• Agree appropriate professional targets annually with the appropriate senior leader, who will monitor and review her/his performance in accordance with the school’s appraisal policy.</li> <li>• Manage the departmental budget/s and ensure value for money in resourcing the department.</li> <li>• Contribute as appropriate to whole-school initiatives such as induction days and shall encourage extra-curricular activities and educational visits within the school guidelines.</li> <li>• Be responsible for all aspects of health and safety within her/his department.</li> <li>• Attend heads of department meetings.</li> </ul>
<p><b>Personal development</b></p>	<ul style="list-style-type: none"> <li>• Maintain excellent subject expertise and awareness of the latest, evidence informed practice</li> <li>• Engage in regular professional learning and reading.</li> <li>• Engage positively in the Trust’s arrangement for performance management and professional growth.</li> </ul>

<b>Safeguarding</b>	<ul style="list-style-type: none"><li>• Adhere to Trust safeguarding policy and procedure at all times.</li><li>• Promote strong cultures of safeguarding across the Trust and schools.</li></ul>
<b>Advocacy and influence</b>	<ul style="list-style-type: none"><li>• Be an advocate for the Trust externally and across our schools.</li><li>• Be outwards facing and see opportunities for positive influence and external partnership and networking.</li></ul>

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
<b>Qualifications and Experience</b>		
<ul style="list-style-type: none"> <li>Qualified teacher status or if a current trainee be due to get QTS</li> </ul>	X	
<ul style="list-style-type: none"> <li>Good degree or equivalent qualification</li> </ul>	X	
<ul style="list-style-type: none"> <li>Teaching experience within the designated age range.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Experience and/or training in teaching at KS5</li> </ul>	X	
<ul style="list-style-type: none"> <li>A continued commitment to own professional development.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Teaching experience within the designated age range.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Of child-safeguarding issues and successful use of measures that promote and ensure the safe-guarding of children.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Excellent standard of teaching within subject area.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Management experience in subject area or a key stage.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Excellent knowledge of current legislation, guidance and policy in the subject area.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Further relevant professional studies.</li> </ul>		X
<ul style="list-style-type: none"> <li>Experience of more than one school/academy.</li> </ul>		X
<ul style="list-style-type: none"> <li>Experience of more than one key stage.</li> </ul>		X
<ul style="list-style-type: none"> <li>Second in department or similar management experience.</li> </ul>		X
<b>Knowledge and Interpersonal Skills</b>		
<ul style="list-style-type: none"> <li>Establishing a safe and stimulating environment for students, rooted in mutual respect.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Setting goals that stretch and challenge students of all backgrounds, abilities and dispositions.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Demonstrating consistently, the positive attitudes, values and behaviour which are expected of students.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Being accountable for students' attainment, progress and outcomes.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Being aware of students' capabilities and their prior knowledge, and plan teaching to build on these.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Guiding students to reflect on the progress they have made and their emerging needs.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Encouraging students to take a responsible and conscientious attitude to their own work and study.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Demonstrating knowledge and understanding of how students learn and how this impacts on teaching.</li> </ul>		X

<ul style="list-style-type: none"> <li>• Having a secure knowledge of the relevant subject(s) and curriculum areas, fostering and maintaining students' interest in the subject, and addressing misunderstandings.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Demonstrating a critical understanding of developments in the subject and curriculum areas and promoting the value of scholarship.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Demonstrating an understanding of and taking responsibility for promoting high standards of specified subject, articulacy and the correct use of standard English.</li> </ul>		X
<ul style="list-style-type: none"> <li>• Imparting knowledge and developing understanding through effective use of lesson time.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Promoting a love of learning and student's intellectual curiosity.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Setting homework and planning other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Reflecting systematically on the effectiveness of lessons and approaches to teaching.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Contributing to the design and provision of an engaging curriculum within the relevant subject area(s).</li> </ul>		X
<ul style="list-style-type: none"> <li>• Knowing when and how to differentiate appropriately, using approaches which enable students to be taught effectively.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Having a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and being able to use and evaluate distinctive teaching approaches to engage and support them.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Having a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Demonstrating an awareness of the physical, social and intellectual development of students, and knowing how to adapt teaching to support students' education at different stages of development.</li> </ul>		X
<ul style="list-style-type: none"> <li>• Knowing and understanding how to assess the subject and curriculum areas, including statutory assessment requirements.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Making use of formative and summative assessment to secure students' progress.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Using relevant data to monitor progress, set targets, and plan subsequent lessons.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Giving students regular feedback, both orally and through accurate marking, and encouraging students to act on the feedback.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Having clear rules and routines for behaviour in classrooms and taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.</li> </ul>	X	

<ul style="list-style-type: none"> <li>Managing classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Maintaining good relationships with students, exercising appropriate authority, and acting decisively when necessary.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Having high expectations of behaviour, and establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly</li> </ul>		X
<ul style="list-style-type: none"> <li>Making a positive contribution to the wider life and ethos of the school.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Communicating effectively with parents with regard to students' achievements and well-being</li> </ul>	X	
<ul style="list-style-type: none"> <li>Deploying support staff effectively.</li> </ul>		X
<ul style="list-style-type: none"> <li>Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.</li> </ul>		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

Head Office | Cambourne Village College  
Sheepfold Lane | Cambourne | CB23 6FR

[info@catrust.co.uk](mailto:info@catrust.co.uk)

[www.catrust.co.uk](http://www.catrust.co.uk)