



**The CAM Academy Trust**  
**Pre-school Practitioner**  
**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!

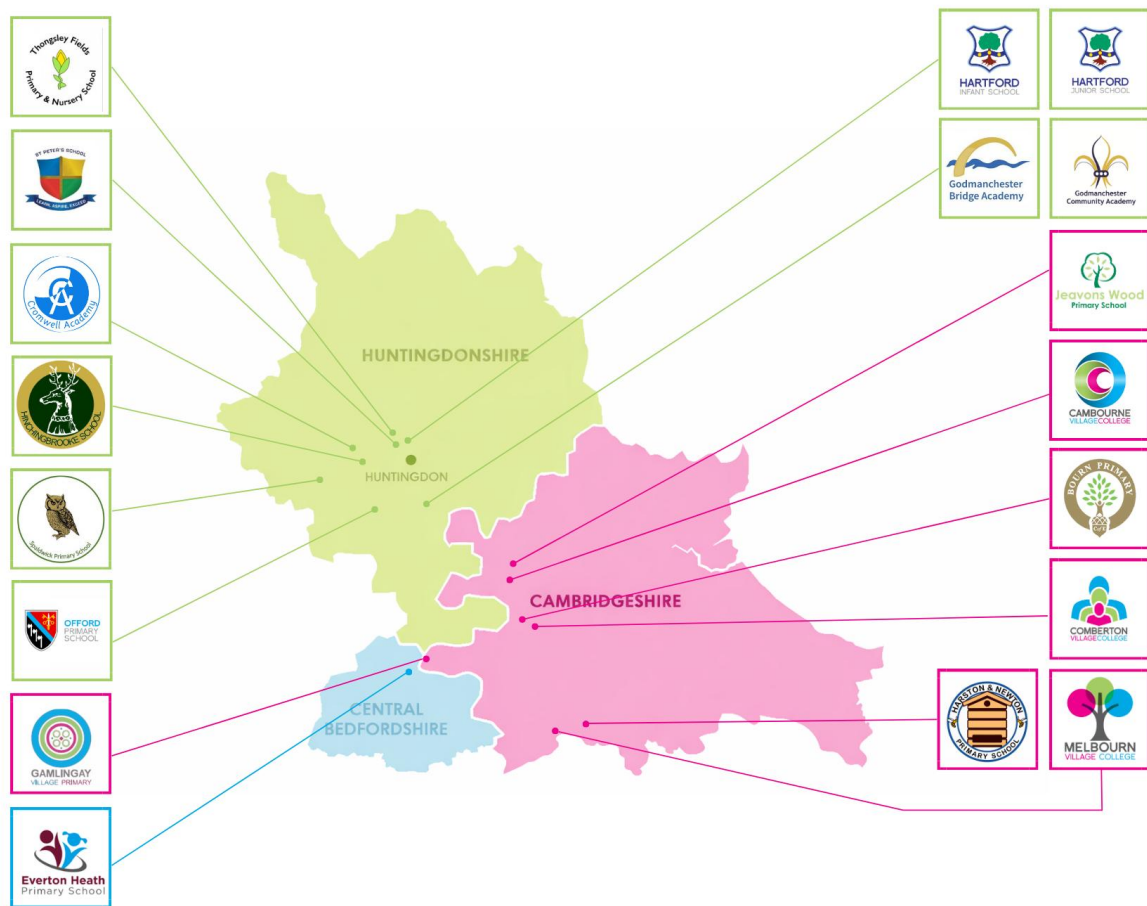
**Claire Heald**

# 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.



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# THE VACANCY

**Salary:** NJC Scale Level 1B, points 3-4 (£24,795 to £25,185 per annum FTE). Actual salary is £7,101.05 per annum on point 3.

**Contract:** Permanent. 11 hours per week. Thursday and Friday - 08.45 to 14.45 with 30 minutes unpaid break. Term time plus 2 training days in September and October (38.4 weeks per year).

**Start date:** September 2026

**Place of work:** Jeavons Wood Primary School, Cambourne, Cambridgeshire

We are looking for a nurturing, dedicated and enthusiastic practitioner to take on this role in school.

## Ofsted 2021

“Jeavons Wood is a friendly school where pupils are happy and eager to learn “Pupils readily discuss what they are learning and enjoy exploring new ideas.”

“Pupils behave well in lessons and at breaktimes. Pupils say that they learn to become responsible citizens by following the school’s values.”

Jeavons Wood Pre-school opened in September 2013 in a purpose-built building in the main school. We offer care to children between 3 and 4 years, including those with SEND.

## We can offer you:

- fantastic children who are eager to learn;
- a hard-working, supportive and enthusiastic team;
- a creative, exciting and inspiring curriculum;
- well-resourced classroom and garden in a purpose built school building;
- a warm, welcoming school that encourages children to be independent and take ownership of their learning.
- Further training and support to fulfil this role.

## We are looking for someone who:

- Is passionate about teaching and learning, genuinely enjoys being with children and is able to motivate and inspire them
- Has good communication skills; works well in a team and can form positive relationships with staff, children and parents
- Believes in a nurturing approach to supporting children’s behaviour
- Supports children with their play and social interactions
- Is flexible, positive and resilient
- Has GCSE or equivalent in English and Maths

For further details on the school please visit our website [Jeavons Wood Primary School](#)

## 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 Nicola Ellender, School Administration Manager on [nellender@jeavonswood.org](mailto:nellender@jeavonswood.org).

**Closing date: 09.00 on Monday 6<sup>th</sup> July 2026**

**Interviews to be held: Thursday 9<sup>th</sup> July 2026**

Thank you for your interest in The CAM Academy Trust.



## JOB DESCRIPTION

**Salary:**

NJC Scale Level 1B, points 3-4 (£24,795 to £25,185 per annum FTE). Actual salary is £7,101.05 per annum on point 3.

**Line of responsibility:**

This role will report to the Head Teacher

**Strategic purpose:**

To work with groups of children and on a 1:1 basis, across all subjects during the day & play an active part in helping them achieve their learning objectives.

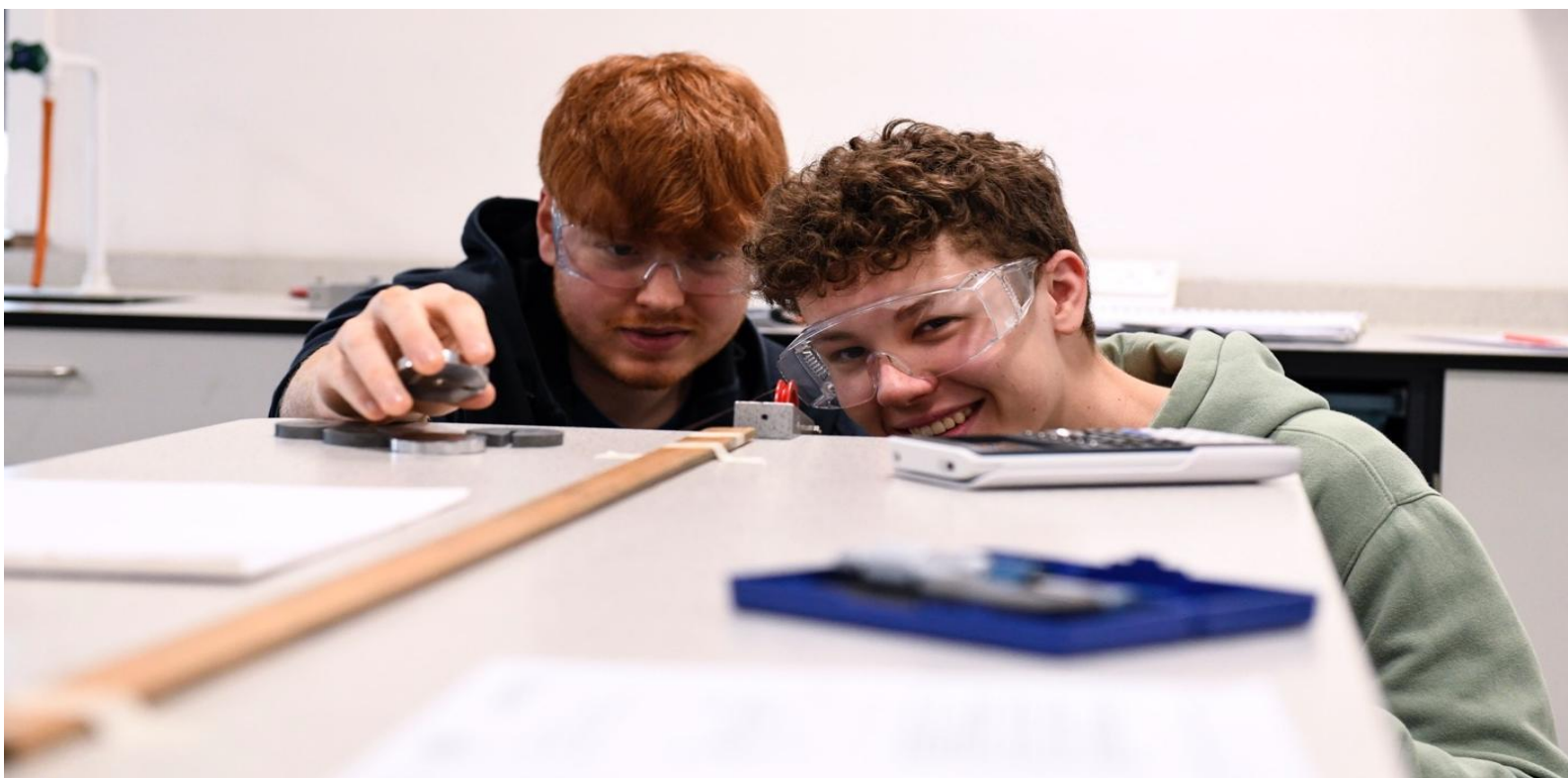
To support the classroom teacher to facilitate the active participation of children in the academic and social activities of the school. Contribute to raising standards of achievement for all pupils.

To adapt activities/works as necessary to meet the needs of children.

To deliver intervention groups as needed.

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 partnerships 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 questionnaire.

## JOB DESCRIPTION continued

<p><b>Support for the Children</b></p>	<ul style="list-style-type: none"> <li>• To work with groups/1:1 each day</li> <li>• In conjunction with the classroom teacher, adapt lessons to meet the needs of individual children and small groups.</li> <li>• Take responsibility for delivering learning activities and intervention sessions with small groups who would benefit from a different learning approach as agreed.</li> <li>• Establish and maintain supportive relationships with individual pupils, small groups and parents/carers to ensure they understand and can achieve the tasks.</li> <li>• Work within the role of a key person for named children, liaising and building a relationship with them and their families.</li> <li>• Provide learning support to children with significant care needs, or where English is not their first language.</li> <li>• Support children with significant development needs, e.g. cognitive ability, EBD, learning skills, etc. as directed.</li> <li>• Encourage and promote inclusion in the classroom, ensuring all pupils feel involved with tasks and activities.</li> </ul>
<p><b>Support for the Teacher</b></p>	<ul style="list-style-type: none"> <li>• Assist in maintaining class records and contribute to reports on pupil progress and development as directed.</li> <li>• Monitor and track progress and provide feedback to assist in developing IEPs for children with special needs.</li> <li>• Contribute to the planning and evaluation of work programmes for individual pupils and groups.</li> <li>• Organise the learning environment and develop classroom resources as required.</li> <li>• Undertake support activities for the teacher as required, e.g. photocopying, preparation of materials, mounting displays.</li> <li>• Contribute to the management of pupil behaviour, including anticipating and taking action to prevent potential problems arising.</li> </ul>
<p><b>Support for the Curriculum</b></p>	<ul style="list-style-type: none"> <li>• Support the school curriculum, including Phonics and Early Maths activities.</li> <li>• Support the development of children's communication and language skills through play.</li> <li>• Provide targeted support to enhance learning and improve attainment</li> </ul>
<p><b>Support for the School</b></p>	<ul style="list-style-type: none"> <li>• Develop and maintain effective working relationships with other staff and parents or carers.</li> <li>• Contribute to the maintenance of a safe and healthy environment.</li> <li>• Attend and actively participate in staff meetings and training.</li> <li>• Assist in facilitating school events, e.g. school plays, events, school fete.</li> <li>• The ability to converse at ease with members of the public and provide advice and information accurately is essential.</li> </ul>
<p><b>Safeguarding</b></p>	<ul style="list-style-type: none"> <li>• Adhere to Trust safeguarding policy and procedure at all times.</li> </ul>

	<ul style="list-style-type: none"> <li>• Promote strong cultures of safeguarding across the Trust and schools.</li> <li>• Responsible for the safeguarding of students who are under their immediate care, following relevant school policies, reporting concerns promptly (including Health and Safety).</li> <li>• Safeguarding the mental health and wellbeing of students and staff</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>		
Good basic education to GCSE level (C and above) in English and Maths, or the equivalent	X	
An appropriate Teaching Assistant qualification at Level 2 or above		X
Appropriate other training and/or experience relevant to the role		X
Experience of working in a Primary School setting including demonstrable, highly effective		X
Experience of working with children under the age of 11 in an educational or similar setting		X
Experience of supporting children with a range of special educational needs		X
Experience of communicating with a wide range of people from different backgrounds	X	
Experience of record keeping.	X	
<b>Knowledge and Interpersonal Skills</b>		
Is warm, caring, friendly, with a calm personality	X	
Understanding of the educational, welfare and social needs of children	X	
Understanding of the barriers to effective learning and strategies to both support and challenge	X	
The ability to determine priorities and manage time effectively	X	
The ability to establish effective working relationships with all members of the school community	X	
An understanding of, and a commitment to, high quality, inclusive education	X	
The ability to use (or willingness to learn to use) appropriate technology to support teaching	X	
The capacity to project and sustain a positive attitude and approach	X	
The capacity to be flexible in working practices	X	

The ability to use initiative when problem solving	X	
The ability to work independently and as part of a team	X	
A commitment to personal and professional development	X	
An enthusiasm and energy for teaching and learning	X	
A passion for supporting all children to achieve their potential.	X	

## BENEFITS

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





The CAM Academy Trust

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