THE CAM ACADEMY TRUST

The CAM Academy Trust

Teacher of Spanish

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!

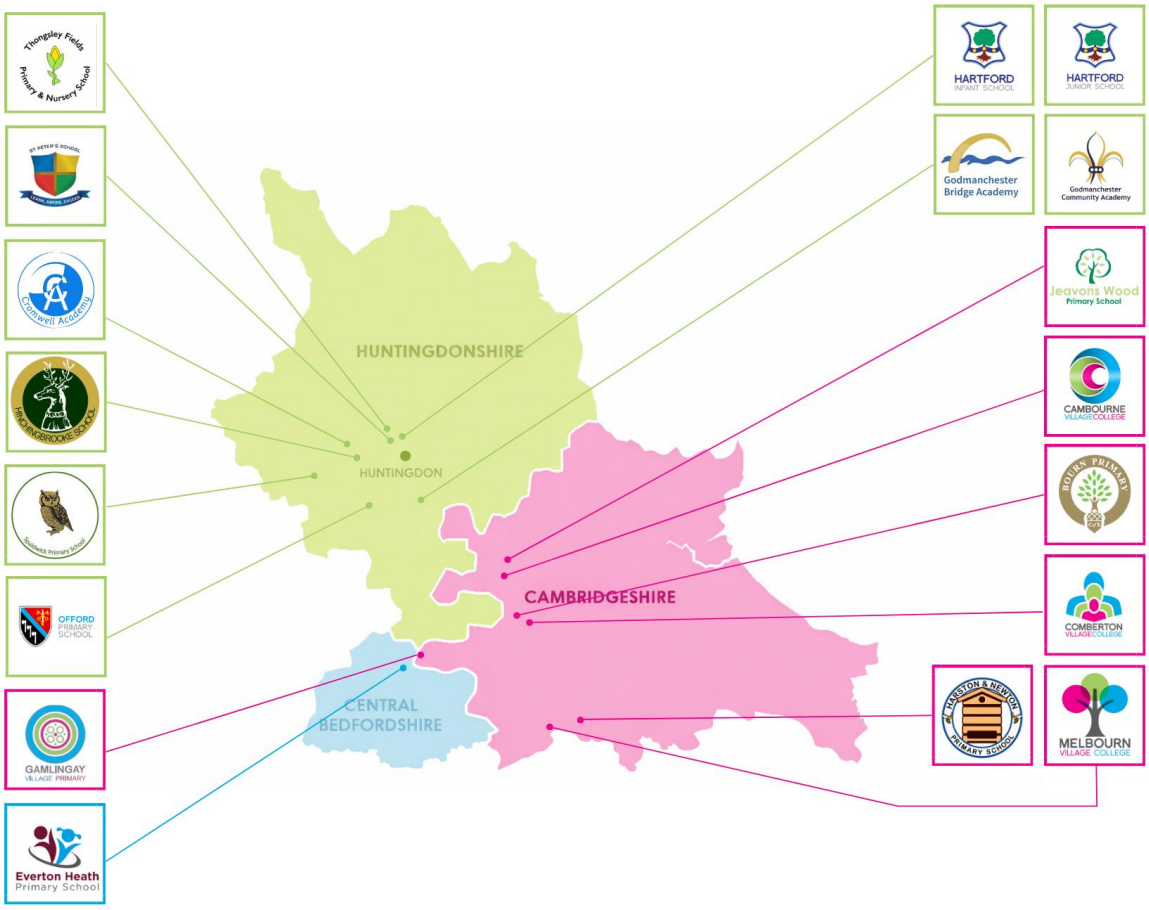
Claire Heald

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), Hinchingbrooke 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.

Contract: Permanent. Full time (100%)

ECT's welcome to apply

Start date: January 2027

Place of work: Melbourn Village College, Melbourn, Royston

This is an exciting opportunity to teach Spanish in a school with an ambitious curriculum and a senior leadership team who truly value the importance of language learning for children.

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.

We are looking for a Teacher of Spanish who is knowledgeable, inspirational, has great enthusiasm for the subject, and is ambitious for excellent results.

The successful candidate will be a research-informed practitioner with a proven record of raising attainment for students. The post will offer excellent opportunities for development within a trust at the start of a new five-year strategy. We would welcome applications from ECTs or experienced candidates.

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

For further details on our school please visit our website Welcome to Melbourn Village College - Melbourn Village College

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 Rachel Spencer, Principal on PA-Principal@melbournvc.org.

Closing date: 09.00 on Monday 9th November 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.

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 College curriculum, assessment and pastoral policies.

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.

1

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.

2

COMPREHENSIVE EDUCATION

We are proud to educate pupils of all abilities, backgrounds and needs. Inclusi schools are vibrant communities, that are richer for their diversity. We value fairness and social equity.

3

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 choic and agency.

4

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 wit community leaders to help our schools thrive.

5

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 t help make the system better.

6

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

Teaching	• Plan work in accordance with departmental schemes of work and National Curriculum Programmes of Study • Publish lesson plans and homework on Teams, Go4Schools and OneNote in accordance with the department and College's policies • Take account of pupils' prior levels of attainment and use them to set future targets • Set work when required for absent students • Maintain good behaviour and conduct by following the student behaviour policies and procedures. • Ensure punctuality and establish a purposeful working atmosphere during all learning activities • Maintain excellent classroom management with due regard to health and safety policies • Set appropriate and challenging work for all pupils, adapting teaching to meet pupils' needs including those with SEND. • Ensure effective setting of homework and ensuring comprehensive feedback to students • Identify and work appropriately with 'special educational needs' pupils and all identified pupil groups • Attend and contribute to key stage, subject, team and full 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/s • Keep appropriate records of students' work. • Undertake assessment and school reports in line with school procedures • Attend parents' evenings as required and keep parents informed about their child's performance and future targets.
Assessment, recording and reporting	• Keep appropriate records of pupils' work in line with College policy • Mark and return work set, including homework, within an agreed and reasonable time • Apply the College's Assessment Policy when marking pupils' work • Complete pupil reports in line with College policy • Attend parents' evenings as required and keep parents informed about their child's performance and future target
Pastoral work	• Undertake responsibility for a form group • Monitor and set targets for the social and academic progress of all pupils in the form

	• Endeavour to build a good relationship with the pupils in the form, so that they will look to the teacher for support and advice • Command high standards of pupil 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
Personal development	• 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	• Adhere to Trust safeguarding policy and procedure at all times. • Promote strong cultures of safeguarding across the Trust and schools.
Advocacy and influence	• 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 or if a current trainee be due to get QTS	X	
• Good degree or equivalent qualification	X	
• Experience and/or training in teaching across the ability and age range for KS3/KS4	X	
• A continued commitment to own professional development.	X	
• Teaching experience within the designated age range.	X	
• Classroom teaching leading to strong pupil progress (This may include during teaching practice)	X	
• Developing and implementing inspiring teaching materials	X	
• Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.		X
• Managing challenging pupil behaviour		X
• Contributing to successful improvement strategies		X
• Monitoring, tracking and evaluating student progress		X
• Developing strategies to improve pupil performance		X
• Pastoral care as a form tutor would be advantageous		
• Using a range of formative and summative assessment strategies to enhance learning.		
Pastoral care as a form tutor would be advantageous		
• Excellent organisational skills	X	
• Understanding of child-safeguarding issues and successful measures that promote and ensure the safe-guarding of children.	X	
• Knowledge of current legislation, guidance and developments relating to the subject area and examination specifications	X	
• Excellent communication skills	X	
• Excellent subject knowledge	X	
• Excellent classroom practitioner	X	
• Ability to form effective working relationships	X	
• Ability to use data effectively to analyse progress	X	
• Ability to use ICT to inspire and motivate pupils	X	
• Reflective practitioner	X	
• Commitment to cross-curricular initiatives to enhance pupil progress		X
• Willingness to embrace new technologies and software to enhance pupil progress	X	
• High personal motivation	X	
• Ability to inspire and lead	X	

• Desire to innovate	X	
• Creative approach to problem solving	X	
• Honesty and Integrity	X	
• Strong team player	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

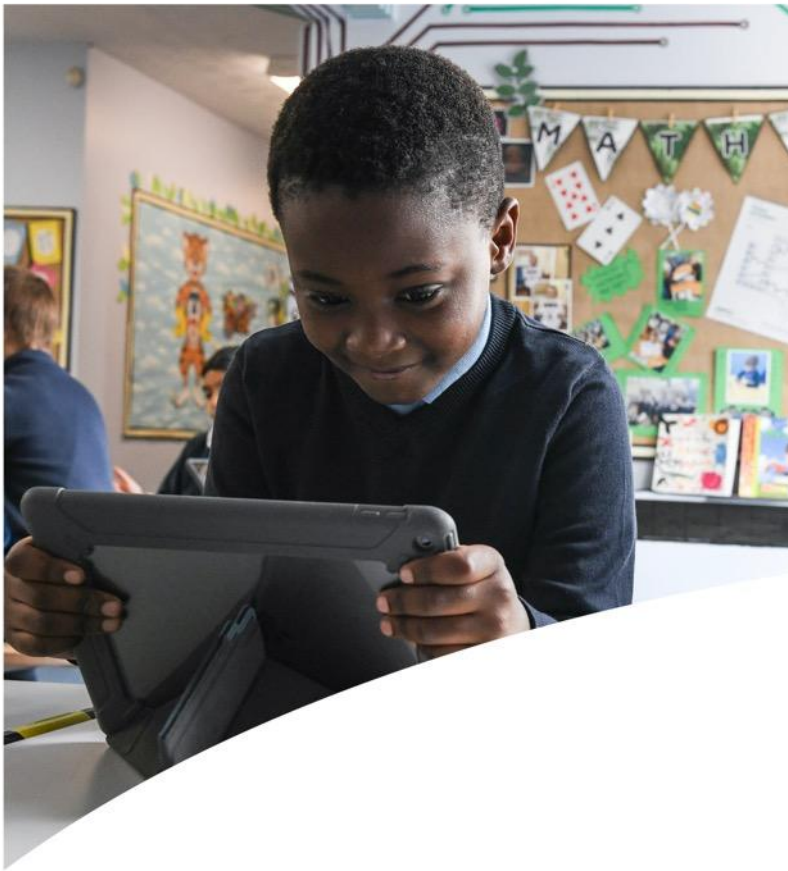
- Professional development – full and part-funded training courses and a wide range of learning opportunities available to all staff.

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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