



**Behaviour Champion at St Peters  
School**

**The CAM Academy Trust**

**Candidate Information**



# 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 a new phase of development and really look to the future.

I feel highly privileged to take on the role of Chief Executive at this time. I know that we will be able to build on the current success of The CAM Academy Trust so we can be a truly exceptional community of schools.



We are a values-driven community of schools – 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 a great 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 ensure that the six principles of The CAM Academy Trust remain at the heart of the Trust and deliver 'excellence for all', enabling all pupils and staff to thrive. If this excites you; we want to hear from you!

**Claire Heald**

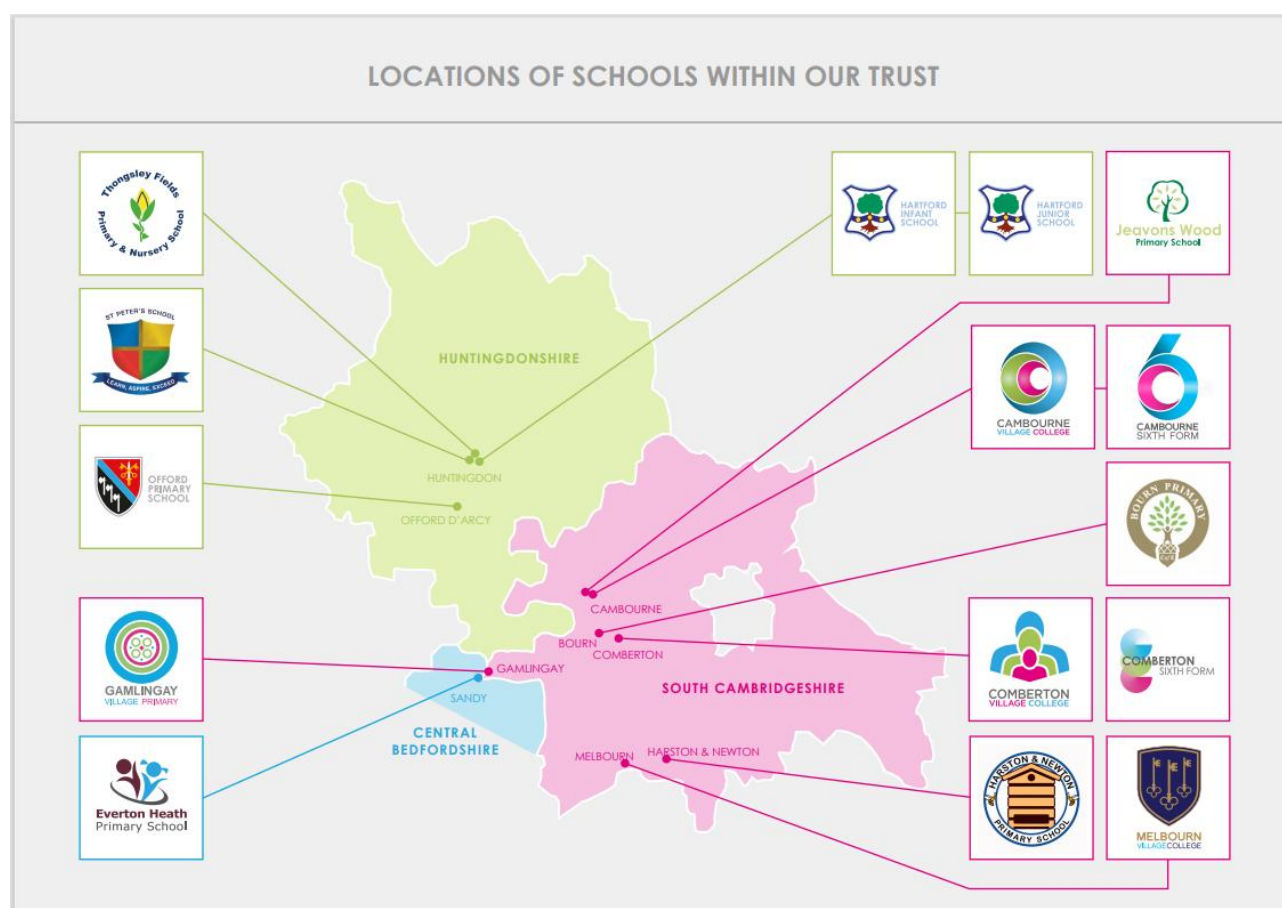
# ABOUT US

The CAM Academy Trust was formed in 2011. The Trust is currently made up of eight primary schools and four secondary schools, three of which have sixth forms.

Our primary schools are Everton Heath Primary School (just inside Bedfordshire), Gamlingay Village Primary, Jeavons Wood Primary School, Offord Primary School, Hartford Infant and Pre-School, Hartford Junior School, Harston and Newton 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), Melbourn Village College and St Peter's School (and Sixth Form).

We are entering a period of potential growth for our family of schools.





# ABOUT US

*Continued*

## CTSN SCITT

The CAM Academy Trust strongly supports the training of new teachers to become qualified members of the teaching profession. It does this through its extensive and significant role as the accredited organisation of Cambridge Training Schools Network [CTSN] SCITT.

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. There are over a 100 trainees training with the SCITT this academic year across its primary, secondary, part-time, full-time, salaried and non-salaried routes. It is notable that 47% of the secondary trainee teachers are in shortage subjects. Such is the strength of CTSN's reputation, over the last three years more than three-quarters of its trainees were subsequently employed in local schools.

## 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, including 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 students.

The Cambridge Maths Hub offers free, high-quality Professional Development to Maths teachers across the Hub area.

## The Cabins

The [Cabins](#) work in close partnership with schools to provide autistic students with an opportunity to be educated in mainstream settings.

We set high expectations for students but provide significant support from highly skilled and caring staff whose dedicated support helps pupils to cope with the challenges that they face

All our cabins strive to ensure that every pupil attains the highest possible academic achievement and that they consistently experience innovative and inspiring teaching.



# VACANCY

## Behaviour Champion

**Salary:** Scale 5 Point 12 (FTE £28,598) actual £24,528 based upon 37hours per week term time plus 5 days

**Contract:** Permanent

**Hours:** Full time or Part time

**Start date:** January 2026

St Peter's School Huntingdon, part of The Cam Academy Trust, is seeking to appoint a dedicated and compassionate Behaviour Champion to join our pastoral team at St Peter's School.

St Peter's School is a vibrant and inclusive secondary school in Huntingdon committed to supporting the holistic development of every student.

As Behaviour Champion, you will play a key role in the daily operation of our *Restore* and *Reflect* rooms – safe spaces designed to support students in managing behaviour, reflecting on their actions, and re-engaging with learning in a restorative way.

You will work closely with pastoral staff, the SENDCo, parents/carers, and teaching teams to ensure that students are supported academically and emotionally while accessing these

### The Ideal Candidate Will Have:

- Experience working with young people, preferably in a school or pastoral setting
- A strong understanding of behaviour management strategies and restorative approaches
- Excellent communication and interpersonal skills
- A proactive, calm, and empathetic approach to supporting students
- A commitment to continuous professional development and inclusive education
- Familiarity with SEND processes and a willingness to liaise with external agencies



# 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 one side 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.

If you have any questions or queries about this role, please contact [HR@stpetersshuntingdon.org](mailto:HR@stpetersshuntingdon.org)

Thank you for your interest in The CAM Academy Trust.

**Closing date: 11/01/2026**

**Interview date: TBC**

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.





## 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.



## Job Description

POST TITLE:	Behaviour Champion
HOURS WORKED:	37 hours per week term time plus 5 training days Monday-Thursday 08:00-16:00 Friday 08:00-15:30
GRADE:	Scale 5 point 12-17
RESPONSIBLE TO:	Deputy Head Teacher
PURPOSE OF JOB:	<ul style="list-style-type: none"><li>• Foster, and encourage and expect others to foster, the school's ethos (Learn Aspire Exceed) in all our stakeholders at all times.</li><li>• To oversee the Restore and Reflect rooms</li></ul>

### Safeguarding

- 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

### Main Responsibilities:

- Facilitate the efficient day to day running of the Restore/Reflect rooms
  - Organise work for completion by students while in Restore/Reflect
  - Liaise with pastoral teams regarding progress and behaviour of students while in Restore/Reflect
  - Support students to be successful while in Restore/Reflect
  - Support pastoral teams while not supervising students in Restore/Reflect as directed by Line Manager
  - Liaise with pastoral administrator daily to ensure smooth running of Restore/Reflect
  - Communicate with parents/carers when needed
  - Deliver interventions as advised by SENDCo or Line Manager
  - Ensure both Restore and Reflect rooms are well resourced before students are admitted
  - Be aware of and keep up to date with current theories behind the barriers to students' engagement and success in school
  - Follow school behaviour processes whilst considering a therapeutic approach.
  - Build positive relationship with students to understand their personal barriers
  - Update Edukey with new information and strategies to support classroom teachers
  - Monitor student behaviour and work completed throughout their time in Restore/Reflect
  - Monitor who has attended Restore/Reflect
  - Liaise with other Behaviour Champions to ensure that absences are covered and good practice is shared
  - Ensure an effective learning environment and support other staff in the implementation of positive behaviour management
  - Support of colleagues with adaptation and effective ways of overcoming barriers to learning
  - Undertake day-to-day co-ordination of SEN pupils' provisions through close liaison with staff, parents and external agencies.
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In addition to the responsibilities described above, to carry out any other duties of a similar nature at the reasonable request of the Head Teacher.

This Job Description will be subject to regular review and any changes will be made in consultation with the post holder. The aim will always be to reach agreement on any changes but, if agreement is not possible, the Governing Body reserves the right to make the changes following consultation.

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



# PERSON SPECIFICATION

## Behaviour Champion

Criteria	Essential	Desirable	Measured
<b>QUALIFICATIONS</b>			
Educated to GCSE standard or equivalent in English and Mathematics.	✓		Application/Certificate
Higher education qualifications in related area		✓	Application/Certificate
<b>EXPERIENCE AND SKILLS</b>			
Working with young people, preferably in a school or pastoral setting	✓		Application/Interview/Reference
Ability to communicate confidently, clearly and effectively, both verbally and written.	✓		Application/Interview/Reference
Strong telephone manner with an organised and structured approach to duties.	✓		Application/Interview/Reference
Good working knowledge of MS Office, MS Word, Outlook	✓		Application/Interview/Reference
A proactive, calm and empathetic approach to supporting students.	✓		Application/Interview/Reference
Willingness to work as part of a team and independently	✓		Application/Interview/Reference
Familiarity with SEND processes and willingness to liaise with external agencies		✓	Application/Interview/Reference
First Aid trained		✓	Application/Interview/Reference
<b>INTERPERSONAL SKILLS</b>			
Commitment to maintain confidentiality	✓		
Commitment to promoting and safeguarding the welfare of all staff and students.	✓		Application/Interview/Reference
Flexible attitude with the ability to work under pressure and to deadlines, whilst maintaining a high level of accuracy.	✓		Application/Interview/Reference
Willingness to undertake in-service training.	✓		Application/Interview/Reference

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.





# 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.

## School specific benefits

- Access to swimming pool at Melbourn Sports Centre on site at Melbourn Village College.
- Subsidised gym membership at Comberton Sports and Arts



The CAM Academy Trust

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