



## The CAM Academy Trust Behaviour Intervention Lead Candidate information pack



HARTFORD  
PRIMARY  
SCHOOL

HARTFORD  
PRIMARY  
SCHOOL

HARTFORD  
PRIMARY  
SCHOOL

CAMBOURNE  
VILLAGE  
COLLEGE

COMBERTON  
VILLAGE  
COLLEGE

MELBOURNE  
PRIMARY  
SCHOOL

MELBOURNE  
PRIMARY  
SCHOOL

# 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!

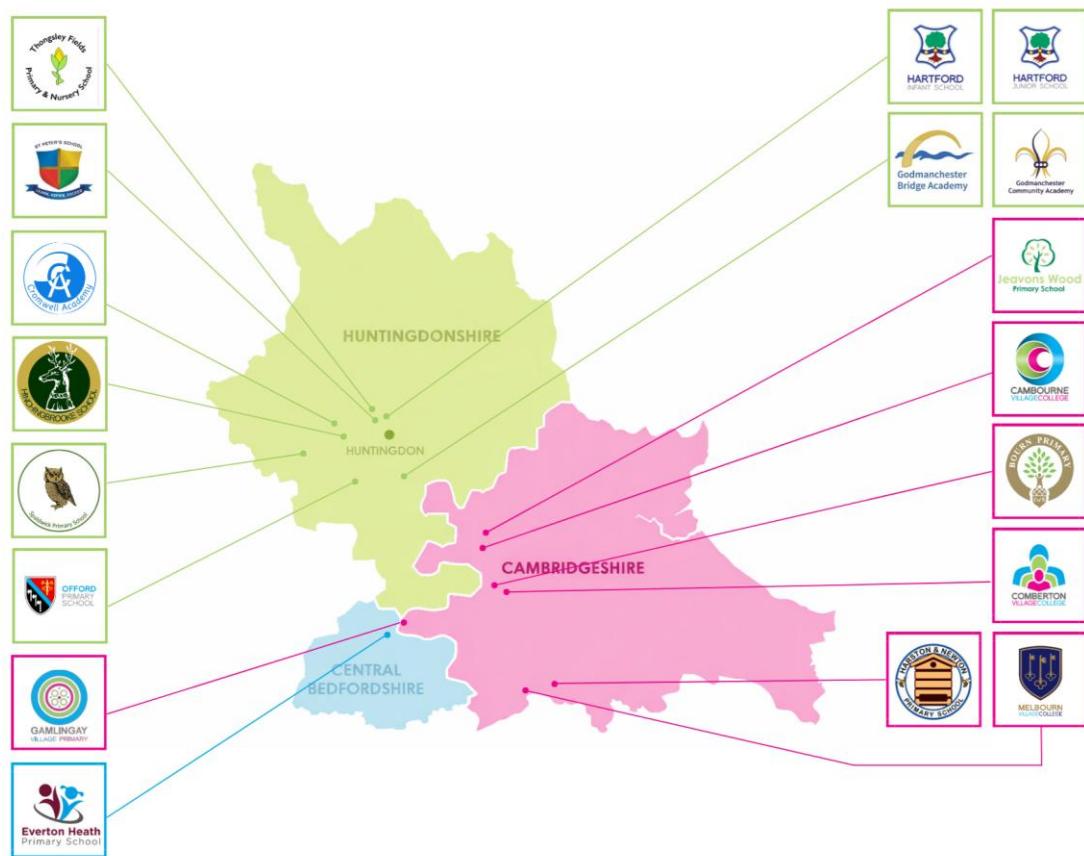
**Claire Heald**

# 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:** NJC Scale 6 points 18 – 22 (£31,537 - £33,699 FTE). Actual salary £27,049 per annum.

**Contract:** Permanent. 37 hours per week Monday to Friday. Term time plus 5 training days (39 week per year)

**Start date:** February 2026

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

Are you passionate about transforming the life chances of young people? Do you want to join a highly committed pastoral team on a journey towards excellence?

Melbourn Village College is seeking a skilled, motivated and compassionate Behaviour Intervention Lead to join our ambitious pastoral team, a group of dedicated professionals working collaboratively to drive exceptional standards of behaviour, inclusion, and care across the school.

As part of this team, you will take a central role in delivering high-quality behaviour interventions and running a reset provision. You will support students who are consistently removed from lessons, help them regulate and reflect, and work proactively with colleagues to reduce repeat behaviours. This role sits at the heart of our collective pastoral mission to ensure every child feels supported, valued and able to succeed.

You will work daily alongside our wider pastoral and SEND team—contributing to a cohesive and aligned approach to behaviour culture.

We are looking for someone with expertise in behaviour support, emotional regulation, and restorative practice. Experience in a PRU, SEMH provision, or specialist SEND environment is an advantage, but we welcome candidates with a strong skillset, drive, and commitment to working with children at risk of exclusion.

This is an opportunity to shape a newly created role that will make a profound difference to students who need it most.

For further details on our school please visit our website [Welcome to Melbourn Village College - Melbourn Village College](http://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 or arrange a tour with the Vice Principal, please contact [office@melbournvc.org](mailto:office@melbournvc.org).

**Closing date: 09.00 on Monday 9th February 2026**

Thank you for your interest in The CAM Academy Trust.



# JOB DESCRIPTION

**Salary:** NJC Scale 6, points 18 to 22 (£31,537 to £33,699 per annum FTE). Actual salary £27,049 per annum.

**Line of responsibility:**

This role is responsible to the Vice Principal – Key Stage Leads

**Strategic purpose:**

To improve outcomes for children at risk of exclusion. To deliver high-quality, responsive and proactive behaviour interventions. To provide clear written feedback and updates to Key Stage Leads to inform behaviour planning and next steps.

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

<b>Main Responsibilites</b>	<ul style="list-style-type: none"><li>Act as the gatekeeper for all external behaviour referrals, ensuring consistency and appropriate support pathways</li><li>Work closely with high-profile students at risk of exclusion, and lead impactful interventions</li><li>Work daily as part of a strong, aligned team including Key Stage Leads, SEN staff and Senior Leaders</li><li>Support emotional regulation, social skills, and personal development for high-profile students</li><li>Track and evaluate intervention outcomes, reporting measurable impact</li><li>Run the reset room daily, maintaining a calm, structured, and restorative environment</li><li>Supervise students removed from lessons, supporting reflection, regulation, and reintegration</li><li>Ensure routines and expectations are consistently applied within the reset room</li><li>Record behaviour patterns, and outcomes accurately</li><li>Contribute to the development of behaviour strategies and whole-school culture initiatives</li><li>Participate in team meetings, sharing insights and best practice</li><li>Supervise detentions and maintain consistent, high expectations</li><li>Lead soft starts for identified students at the beginning of the school day to support regulation and readiness for learning</li><li>Supervise detentions in line with school systems</li><li>Maintain up-to-date knowledge of behaviour management, emotional regulation, SEMH strategies, and restorative approaches</li><li>Engage in reflective practice and participate in relevant training</li><li>Uphold the school's values, safeguarding policies, and behaviour expectations at all times.</li></ul>
<b>Working with the wider school and staff</b>	<ul style="list-style-type: none"><li>Attend and participate in meetings as required, before and after the pupil school day</li><li>Provide support and links to external services for parents and carers</li><li>Supervise pupils during social times, ensuring a safe and supportive environment</li><li>Support students experiencing vulnerabilities through programmes such as breakfast club and other pastoral activities</li><li>Undertake home visits if appropriate</li><li>Administer first-aid when required to students.</li></ul>

<b>Personal development</b>	<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>Qualification and Experience</b>		
Numeracy and literacy skills equivalent to NVQ level 2 or GCSE Grade C or Grade 4 in Maths and English	X	
Safeguarding Lead trained		X
Level 3 or equivalent qualification		X
Further qualifications towards the role		X
First Aid trained or willingness to train	X	
Proven experience working with young people with behavioural, SEMH, or additional needs	X	
Experience delivering high-quality behaviour interventions	X	
Experience supervising or leading behaviour spaces, nurture groups, or similar	X	
Ability to de-escalate and regulate students in challenging situations	X	
Experience in a PRU, SEMH provision, alternative provision, or specialist SEND setting		X
Relevant training in restorative practice, trauma-informed practice, Team Teach, or equivalent		X
Understanding of behaviour theory, emotional regulation models, or therapeutic approaches	X	
Exceptional relationship-building skills with vulnerable learners	X	
Competent in tracking and reporting the impact of interventions	X	
<b>Knowledge and Interpersonal Skills</b>		
Emotionally resilient with a solution-focused approach	X	
Committed to safeguarding and child welfare	X	
Warm, nurturing, and firm when needed	X	
Reflective and open to professional development	X	
Passionate about inclusion, equity, and improving student outcomes	X	
Team player who values collaboration, professionalism, and shared goals	X	
Committed to the pastoral team's journey towards excellence	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.

## 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**  
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)