



**The CAM Academy Trust**  
**Playworker**  
**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!

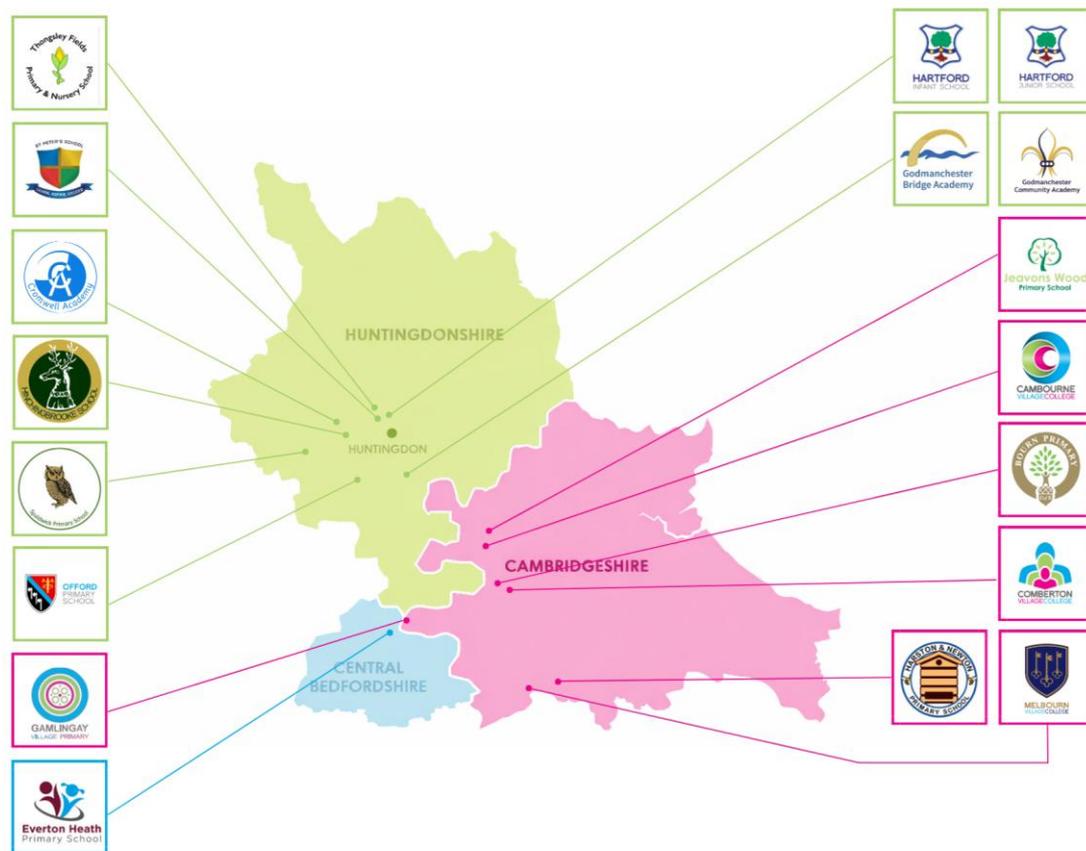
**Claire Heald**

# 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:** National Living Wage - £12.21 per hour (over 21's). Approximate annual salary of £10,073.25 per annum on £12.21 per hour.

**Contract:** Permanent, 18.75 hours per week. Term time plus 2 training days in September and October (38.4 weeks per year).

**Start date:** As soon as possible

**Place of work:** Godmanchester Community Academy, Godmanchester, Cambridgeshire

Godmanchester Community Academy is looking to appoint a caring and enthusiastic Kids Club Play Worker to join our wraparound provision for pupils aged 4–11.

Our Kids Club provides a safe, welcoming and engaging environment for children before and after the school day. We are looking for someone who enjoys working with children and can help create a fun, inclusive and supportive environment where children can relax, play and socialise.

### The Role

As a Kids Club Play Worker, you will support the day-to-day running of the school's wraparound care provision. This includes supervising children, leading and supporting a range of play activities, preparing snacks, and ensuring children are safe and well cared for.

You will work as part of a small, friendly team to provide a positive experience for all children attending the club.

We are looking for someone who:

- Enjoys working with primary-aged children
- Is caring, patient and enthusiastic
- Can help create fun and engaging activities for children
- Works well as part of a team
- Is reliable and flexible
- Has experience working with children (desirable but not essential)

We can offer:

- A friendly and supportive staff team
- Happy and welcoming children
- Opportunities for training and development

- A positive and inclusive school community

For further details on the school please visit our website [Godmanchester Community Academy - Home](#)



## 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 Tess Fielden, Headteacher on [tfielden@gca.acesmat.uk](mailto:tfielden@gca.acesmat.uk).

**Closing date: 09.00 on Thursday 26<sup>th</sup> March 2026**

Thank you for your interest in The CAM Academy Trust.



## JOB DESCRIPTION

### **Salary:**

National Living Wage - £12.21 per hour (over 21's). Approximate annual salary of £10,073.25 per annum on £12.21 per hour.

### **Line of responsibility:**

The role of Playworker will report to the Kids Club Manager

### **Strategic purpose:**

To assist in the day-to-day organisation of the club. Providing a caring, secure environment, offering an appropriate range of activities for children between the ages of 4 and 11.

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.



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>Main Responsibilities</b></p>	<p><b>Activity Planning</b></p> <ul style="list-style-type: none"> <li>• To provide safe, creative and appropriate play opportunities for a range of age groups</li> <li>• Ensure that all activities are inclusive for all children to take part</li> </ul> <p><b>Liaison</b></p> <ul style="list-style-type: none"> <li>• To help develop and maintain good relationships and communications with parents and carers to facilitate day to day needs</li> <li>• To share good practice with other play workers</li> <li>• Encourage children to become involved in the planning activities</li> </ul> <p><b>Supervision and care of children</b></p> <ul style="list-style-type: none"> <li>• Ensure that activities are carried out in a safe and responsible manner in accordance with statutory responsibilities</li> <li>• Ensure that risk assessments are completed prior to commencing activities</li> <li>• Ensure that food preparation and handling is carried out in accordance of the club's policy</li> <li>• Promote and support safeguarding of children, observing club's policies and procedures</li> </ul> <p><b>Direct play work</b></p> <ul style="list-style-type: none"> <li>• Plan and supervise a range of activities</li> <li>• Ensure that play meets the full range of children's individual and group needs</li> <li>• To fully support inclusive practice and ensure that all children can be involved in the activities on offer</li> </ul>
<p><b>Other</b></p>	<ul style="list-style-type: none"> <li>• To support the furtherance of the school's mission statement.</li> <li>• To promote student and staff participation.</li> <li>• To support senior staff in monitoring and reviewing the impact of the curriculum and the quality of tutoring, teaching and learning with particular reference to literacy.</li> <li>• To share responsibility with others for specific aspects of the school environment.</li> <li>• To support colleagues in sustaining outstanding behaviour and attitudes to learning amongst students</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> </ul>

	<ul style="list-style-type: none"> <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> <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	
Childcare qualification or willingness to work towards one	X	
Experience in carrying out the role according to the job description		X
Experience in supporting and promoting positive behaviour in children		X
Experience in providing intimate care		X
Recent experience working with children		X
<b>Knowledge and Interpersonal Skills</b>		
Potential ability to provide and facilitate safe and creative play	X	
Ability to communicate at all levels	X	
Commitment to promoting and safeguarding the welfare of all children	X	
Consistent in manner and attitude – displaying a calm, kind and caring approach	X	
Ability to meet children’s individual needs	X	
Ability to work as part of a team	X	
Good time keeping skills	X	
Ability to work on own initiative	X	
Knowledge and experience in working with children with specific SEND		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.
- O2 Discounts
- Membership of HBK Gym including access to the swimming pool.

## Work-life balance

- Flexible working – all staff can make a request to work flexibly.



The CAM Academy Trust

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