



**The CAM Academy Trust**  
**Head of Sport and Performance**  
**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!

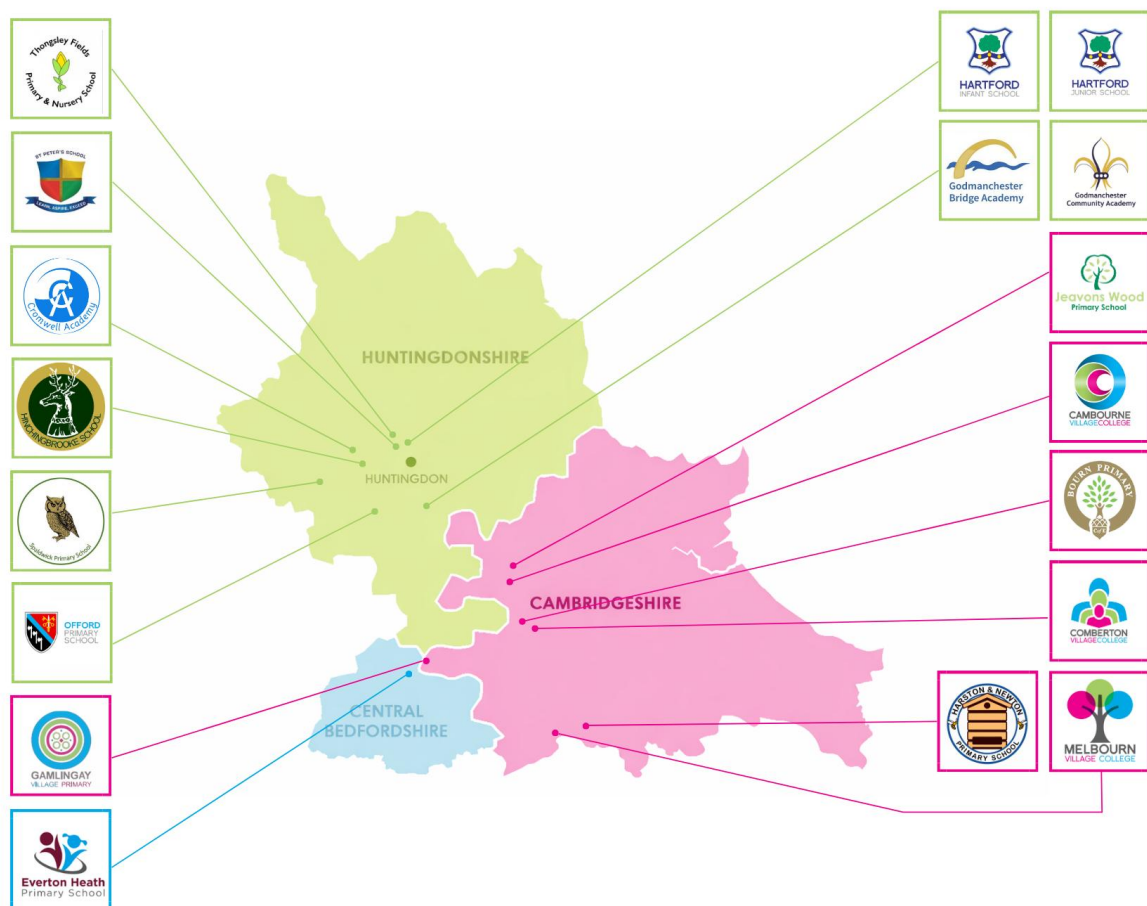
**Claire Heald**

# 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), Hinchbrooke 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 plus TLR2A £8,611 per annum

**Contract:** Permanent, Full Time

**Start date:** September 2026

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

Melbourn Village College is seeking an experienced, ambitious leader to drive the development of an exceptional sporting culture across our school community.

This is an exciting opportunity to take full advantage of our outstanding facilities and work within a leadership team that is fully supportive and committed to making sport a central pillar of school life. Our sports facilities offer an exceptional platform for innovation, inclusion, and performance across a broad range of sports and physical activities. An ambitious and supportive leadership team committed to making sport central to school life.

Our facilities include:

- A fully equipped sports hall
- Swimming pool
- 4G pitch
- Tennis courts
- Gymnasium
- Dance studio

The ideal candidate will have experience in leading sport or PE within a secondary school or equivalent setting, with a clear commitment to growing participation and raising performance standards across a wide range of sports. However, as the role also includes oversight of performance subjects, driving a strategic approach to this area of school life for students, it would be ideal for an experienced leader with ambition for future senior leadership roles.

This is a key leadership role for someone who shares our school values of curiosity and resilience, and who will embody these through an ambitious, inclusive, and forward-thinking approach to sport and performance. They will be strategic in elevating the profile of sport and performance within both the school and the wider community with a clear vision for identifying and developing talent.

Whether you are an experienced middle leader looking for your next challenge or a talented teacher ready to take your first step into leadership, we will provide the support and professional development needed to help you succeed in this role.



If you share our school values of kindness, curiosity, and resilience, and are excited to contribute to our wider extended leadership team, we would be delighted to hear from you.

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 [office@melbournvc.org](mailto:office@melbournvc.org).

**Closing date: 09.00 on Tuesday 7<sup>th</sup> July 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 plus a TLR2A - £8,611 per annum.

### **Line of responsibility:**

The Head of Sport and Performance is directly responsible to the Senior Leadership Team.

### **Strategic purpose:**

The Head of Sport and Performance will lead the development of an ambitious, inclusive, and forward thinking culture of sport and performance across the school community. They will set a clear vision for identifying, nurturing, and celebrating talent in all students, ensuring that participation and excellence go hand in hand. The postholder will work closely with the Senior Leadership Team to contribute to and support the successful delivery of the School Improvement Plan, ensuring that sport and performance play a central role in the wider success and ethos of the school.

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.



### 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 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 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>Strategic Leadership</b></p>	<ul style="list-style-type: none"> <li>• Develop and implement a clear vision for Design Technology and Food that aligns with the school’s wider strategic priorities.</li> <li>• Champion Sport and Performance across the school and in the wider community, raising its profile and embedding it into school culture.</li> <li>• Promote our school values through all areas of sport and physical activity.</li> <li>• Establish clear progression pathways for all students, from recreational involvement to competitive performance.</li> <li>• Be high profile presence within the school community.</li> <li>• Manage the budget across sport and performance.</li> <li>• Liaise with external stakeholders and Trust staff around fundraising opportunities.</li> <li>• Maintain up-to-date knowledge of new national (e.g. curriculum and examination specifications) and local developments concerning the department, advising the Senior Leadership Team as appropriate.</li> <li>• Participating in arrangements for preparing students for public examinations, including the preparation recording and submission of assessments ensuring examination regulations are adhered to.</li> <li>• Ensure all procedures directed to be followed by Examination boards and the joint council for qualifications are adhered to when entering students for qualifications, to include training your team.</li> <li>• Line management of performance subjects.</li> </ul>
<p><b>Quality of Education</b></p>	<ul style="list-style-type: none"> <li>• Lead and oversee the PE curriculum to ensure it is inclusive, engaging, and ambitious for all learners.</li> <li>• Coordinate and grow a high-quality co-curricular sports programme that encourages maximum participation for all students.</li> <li>• Provide opportunities for all students to develop physical literacy, leadership, and teamwork skills.</li> <li>• To lead on the development of curriculum work across sport and performance, liaising with subject experts.</li> <li>• Lead on assessment approaches that drive progress for all students.</li> </ul>
<p><b>Talent and Development and Achievement</b></p>	<ul style="list-style-type: none"> <li>• Identify and nurture talent across a range of disciplines.</li> <li>• Support students to access opportunities beyond school including clubs, county/national pathways, and scholarships.</li> <li>• Celebrate both school-based and external achievements through assemblies, newsletters, social media, and events.</li> </ul>

<b>Staff Leadership and Development</b>	<ul style="list-style-type: none"> <li>• Lead and manage the PE team including coaches and external providers.</li> <li>• Provide ongoing professional development, support, and clear direction to staff involved in sport.</li> <li>• Model professional and motivational leadership that inspires staff and students alike.</li> <li>• Lead on performance management within the sport and performance team.</li> </ul>
<b>Community Engagement and Partnerships</b>	<ul style="list-style-type: none"> <li>• Build and sustain strong links with local clubs, national governing bodies, and community partners.</li> <li>• Create opportunities for community use of school facilities and student engagement with sport beyond school hours.</li> <li>• Partnership working with the Melbourn Sports Centre.</li> <li>• Represent the school in external sporting forums and competitions.</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>Qualifications and Experience</b>		
<ul style="list-style-type: none"> <li>Degree with Qualified teacher status</li> </ul>	X	
<ul style="list-style-type: none"> <li>Leadership qualification (e.g. NPQ) would be advantageous</li> </ul>		X
<ul style="list-style-type: none"> <li>Personal achievement representing sport at county standard or above is desirable</li> </ul>		X
<ul style="list-style-type: none"> <li>Coaching qualifications in one or more sports would be desirable</li> </ul>		X
<ul style="list-style-type: none"> <li>First aid qualification or willingness to gain one would be advantageous</li> </ul>		X
<ul style="list-style-type: none"> <li>Experience working with sports clubs or governing bodies would be desirable</li> </ul>		X
<ul style="list-style-type: none"> <li>Proven experience of leadership in a secondary school or similar setting.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Experience coordinating external partnerships would be desirable.</li> </ul>		X
<ul style="list-style-type: none"> <li>Demonstrates clear knowledge of GCSE specifications.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Knowledge of post-16 opportunities for pupils would be advantageous.</li> </ul>		X
<ul style="list-style-type: none"> <li>Experience developing good relationships with pupils, exercising appropriate authority, and acting decisively when necessary.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Making a positive contribution to the wider school life for pupils.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Working in a fast-paced environment with multiple competing priorities.</li> </ul>	X	
<b>Knowledge and Interpersonal Skills</b>		
<ul style="list-style-type: none"> <li>Knowledge of current legislation, guidance and developments relating to the subject area.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Knowledge of development in assessment across sport and performance</li> </ul>	X	
<ul style="list-style-type: none"> <li>Ability to teach a range of sports including swimming</li> </ul>	X	
<ul style="list-style-type: none"> <li>Strong understanding of effective curriculum and co-curricular provision.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Ability to inspire, lead, and develop others.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Excellent communication, organisation, and interpersonal skills.</li> </ul>	X	
<ul style="list-style-type: none"> <li>A strong belief in inclusive practice, and a track record of raising participation and performance.</li> </ul>	X	
<ul style="list-style-type: none"> <li>A personal commitment to excellence for all.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Ability to build and form positive relationships with young people</li> </ul>	X	
<ul style="list-style-type: none"> <li>Excellent verbal and written professional communication skills.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Ability to work constructively as part of a team.</li> </ul>	X	
<ul style="list-style-type: none"> <li>A highly effective practitioner with outcomes to support this.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Demonstrates the capacity to think strategically while managing day-to-day operational responsibilities</li> </ul>	X	
<ul style="list-style-type: none"> <li>Demonstrates consistently, the positive attitudes, values and behaviour which are expected of pupils.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Able to work flexibly to support others and respond to unplanned situations</li> </ul>	X	

• Able to deal with confidential information as appropriate	X	
• Desire to enhance and develop skills and knowledge through CPD	X	
• Commitment to the highest standards of Child Protection and Safeguarding	X	
• Recognition of the importance of personal responsibility for health and safety	X	
• Commitment to the ethos and aims of Melbourn Village College and its whole community	X	
• Satisfactory DBS Enhanced Disclosure.	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

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