



The CAM Academy Trust

**Principal at
Gamlingay Village Primary
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 us, 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 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 work together to deliver 'ambition and opportunity 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

CAM has a clear mission - to be a family of schools, working with our communities to achieve success all-round, all-through for all

Our schools

The CAM Academy is made up of twelve primary schools and five secondary schools, four of which include sixth forms. Our schools are located across Cambridgeshire and Bedfordshire.

In January 2026, ACES Academies Trust - a Huntingdon-based multi-academy trust - merged with CAM, bringing five additional schools to our family.

All of our primary schools have pupils that transition to a trust secondary school, giving us a rare opportunity to leverage the potential of 'all-through' provision.

Initial teacher training

We have our own SCITT programme (CTSN) which is very much grounded in the life of the trust and our local school and region. We routinely train over a 100 new teachers each year, and work in partnership with other regional MATs and organisations to contribute to our local training and development offer.

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, Peterborough, West Suffolk, King's Lynn and West Norfolk.

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

The Cabins

Four of our schools have enhanced resource bases. The Cabins work in close partnership with schools to provide autistic students with an opportunity to be educated in mainstream settings.



THE OPPORTUNITY – PRINCIPAL

Contract: Permanent/Full time

Starting Salary: Leadership Scale L15-21 - (£73,107 to £84,699 per annum)

salary negotiable dependent on experience

Start date: September 2026

Place of work: Gamlingay Village Primary

We are seeking a passionate and committed leader with a passion for transforming lives and driving educational excellence.

As principal, you will be at the forefront of leading the vision for the school, ensuring every student can reach their full potential. This role requires a leader who is not only driven by the desire to deliver academic success but who also understands the importance of personal growth, wellbeing, and social equity. We are seeking a leader with strong communication skills, with the ability to inspire and motivate the skilled staff team and the school's wider community.

Gamlingay Village Primary has the potential to be a very special school and genuinely embody educational excellence.

Gamlingay has an enhanced resource base for young people with autism on site, which aligns with the inclusive ethos of the school. We would seek a leader with the belief that school communities are made richer by diversity and that all pupils benefit from sharing their education with diverse groups of young people.

This role is perfect for you if:

- You have a strong track record of leadership and school improvement
- You are passionate about education and driven to achieve exceptional outcomes.
- You possess a clear vision for the future of our school and the ability to inspire others to share that vision.
- You are a champion of high standards and believe in the power of excellent behaviour and personal development, great teaching, and a rich, ambitious curriculum.

This will be a deeply rewarding position where you will develop a culture of excellence that empowers both pupils and staff and work in partnership with parents and the wider community.

We welcome applications from people of all backgrounds, identities, and experiences. We are committed to creating an inclusive workplace where everyone feels valued and supported.

You will be a trust leader as well as a school leader

As well as leading Gamlingay Village Primary, the successful candidate will play an important role as a leader in our Trust. Our principals are key stakeholders when it comes to Trust strategy and decision making. When principals join our team, they become not just leaders of their own school but regional leaders, part of a Trust team that is committed to contributing to raising standards in the sector and region.

We are collaborative and seek to work in meaningful partnership with others. This creates opportunities for our leaders.

We are committed to the professional development of our leaders and have a strong Trust offer for CPD.

If you are an experienced leader with strong personal drive, a commitment to both education equity and the highest standards and a passion to make a difference for a community then this could be the right role for you.

Pre-application discussions are welcomed and encouraged. If you would like to find out more about this position, or to arrange a visit, please contact our recruitment team on recruitment@catrust.co.uk.

We look forward to hearing from you.

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.



HOW TO APPLY

To apply for this position, please submit your completed application form with supporting statement on My New Term

Your supporting statement should demonstrate both how your career to date has prepared you for this post, and also how you would approach the role. Please keep this to no more than two sides of A4.

Applications will only be accepted from applicants completing the application form in full.

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience meet the person specification and requirements of the job description.

We reserve the right to interview and appoint prior to the advert closing date. With this in mind, we encourage you to apply as soon as possible.

If you have any questions or queries about this role, please contact recruitment@catrust.co.uk.

Closing date: 25 February 2026 at 10:00
Interview date: week commencing 2 March 2026

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 pre-employment medical questionnaire.



JOB DESCRIPTION - PRINCIPAL

Job Details

Salary: L15-L21 (salary negotiable dependent on experience)

Work Location: Gamlingay Village Primary

Contract: Permanent / Full time

Purpose of the role

The principal is responsible for providing an excellent education for all pupils in the school. They will work with all staff to oversee this, ensuring a positive and inclusive culture with high expectations. They will make sure provision includes high-quality teaching, a rich ambitious curriculum and the highest standards of behaviour and pupil support. They will ensure that the school adds considerable value to the broader local community.



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 experiences 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 partnerships 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 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.

JOB DESCRIPTION – PRINCIPAL

Area	Responsibilities
Leadership of standards of education	<ul style="list-style-type: none"> • Instil an ethos of ambitious, high expectations for achievement and behaviour for all pupils • Ensuring the highest standards of pupil outcomes, including for our most vulnerable pupils (disadvantaged and with special educational needs) • Leadership of the school and its staff in order to achieve high standards of teaching, including an ambitious, rigorous curriculum to enable this, for all pupils at the school • Evaluate school standards and plan strategically, setting out effective school improvement plans that are resourced and actioned effectively. • Ensure a highly effective development programme for all staff. • Ensure high standards of behaviour across the school • Ensure effective operational systems are in place that support the school's efficient functioning • Lead on strategies to ensure agreed targets for outcomes and standards are met.
Wider leadership	<ul style="list-style-type: none"> • Lead and communicate effectively, an ambitious vision and strategy for the school • Lead and oversee the senior leadership team in the school to ensure excellent leadership and management throughout the school • Develop and implement an effective development and improvement plan for the school. • Oversee staffing allocation and strategic staff deployment • Oversee recruitment, training, and appropriate development of all staff • Ensure effective systems and procedures are in place to ensure smooth operational running of the school • Work with the Trust central teams to ensure effective leadership of school operations, inc. finance, facilities, HR, and IT. • Collaborate with others in the Trust and take collective ownership for wider Trust strategy and aims • Ensure school procedures and practice align with the core principles and policies of the Trust. • Deploy and manage the schools' resources efficiently and effectively to achieve the school's educational goals and priorities in line with the school's strategic plan and financial context. • Ensure high standards of cleanliness, organisation and health and safety in the school.

External partnerships, governance and advocacy	<ul style="list-style-type: none"> • Leadership of effective external relationships, including the local community and other stakeholders • Maintain strong working relationships with the community, including parents and the Local Advisory Board. • Present reports and data (to both LAB and Trust Board as required) in order to support effective governance, operating with openness and transparency • Develop strong and effective partnerships with other schools and the Local Authority, in order for the school to benefit from and contribute to school improvement and quality in the local area. • Promote and develop the work of The CAM Academy Trust
Personal development	<ul style="list-style-type: none"> • Be up-to-date and engaged with national developments in education • Commit to personal development and actively seek development opportunities. • Actively engage in Trust meetings, development opportunities and networking opportunities
Safeguarding	<ul style="list-style-type: none"> • Ensuring the highest standards of safeguarding and a strong culture of safeguarding. • Ensure compliance and high standards of health and safety.

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PERSON SPECIFICATION - PRINCIPAL

	Essential	Desirable
Qualifications		
QTS	Y	
Qualified to degree level	Y	
Qualified to work in the UK	Y	
Experience		
Successful experience in primary school leadership as a principal or senior leader. Or comparable experience	Y	
Track record of raising and maintaining strong standards in a primary school	Y	
Expertise		
Ability to lead and develop excellent curriculum and teaching	Y	
Ability to lead a strong behaviour culture that embodies the highest expectations	Y	
Expertise in excellence in pupils' personal development	Y	
Expertise in effective and evidence-based curriculum development	Y	
Expertise in evidence-based approaches to SEND provision	Y	
Vision and strategy		
Have a vision aligned with the Trust's core principles and the school's high aspirations, high expectations and inclusivity	Y	
Have a clear understanding of strategies to establish a consistently positive, inclusive culture with high standards of behaviour	Y	
Leadership		
Strong understanding of excellent provision in all facets of education and how to implement these across a school	Y	
Ability to set high standards and lead and motivate colleagues and pupils in meeting these standards	Y	

Resilience and motivation to lead the school through day-to-day challenges while maintaining a clear strategic vision and direction	Y	
Strong organisational skills and the ability to delegate	Y	
Genuine belief in the positive potential of every pupil	Y	
Ability to use data to inform and diagnose weaknesses that need addressing	Y	
Commitment to the safeguarding and welfare of all pupils	Y	
Commitment to being a leader in the Trust and being outwards facing	Y	
Leading External Relationships		
Ability to lead and manage good working relationships with parents, governors and other stakeholders, including the wider community	Y	
Personal characteristics		
Approachable, grounded and can make objective, sensible judgments	Y	
Fully accepts accountability and takes personal responsibility for own actions	Y	
Able to build trust and mutual respect between pupils, families, and staff	Y	
Strong interpersonal, written, and verbal communication skills.	Y	
General responsibilities for all Staff		
Personal integrity and commitment to the principles of public life	Y	
Ability to manage and make decisions independently	Y	
Ability to lead others, coach, motivate and inspire others	Y	
To remain calm and resilient under pressure	Y	
Commitment to the six core principle of Cam Academy Trust, including a commitment to inclusion	Y	
A commitment to the highest professional standards	Y	
A flexible 'can do' outlook and a commitment to continued personal and professional learning and modelling this to others	Y	

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.
- Subsidised gym membership at Comberton Sports and Arts.

Work-life balance

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



The CAM Academy Trust

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www.catrust.co.uk