



**The CAM Academy Trust**  
**Lead of Design & Technology**  
**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!

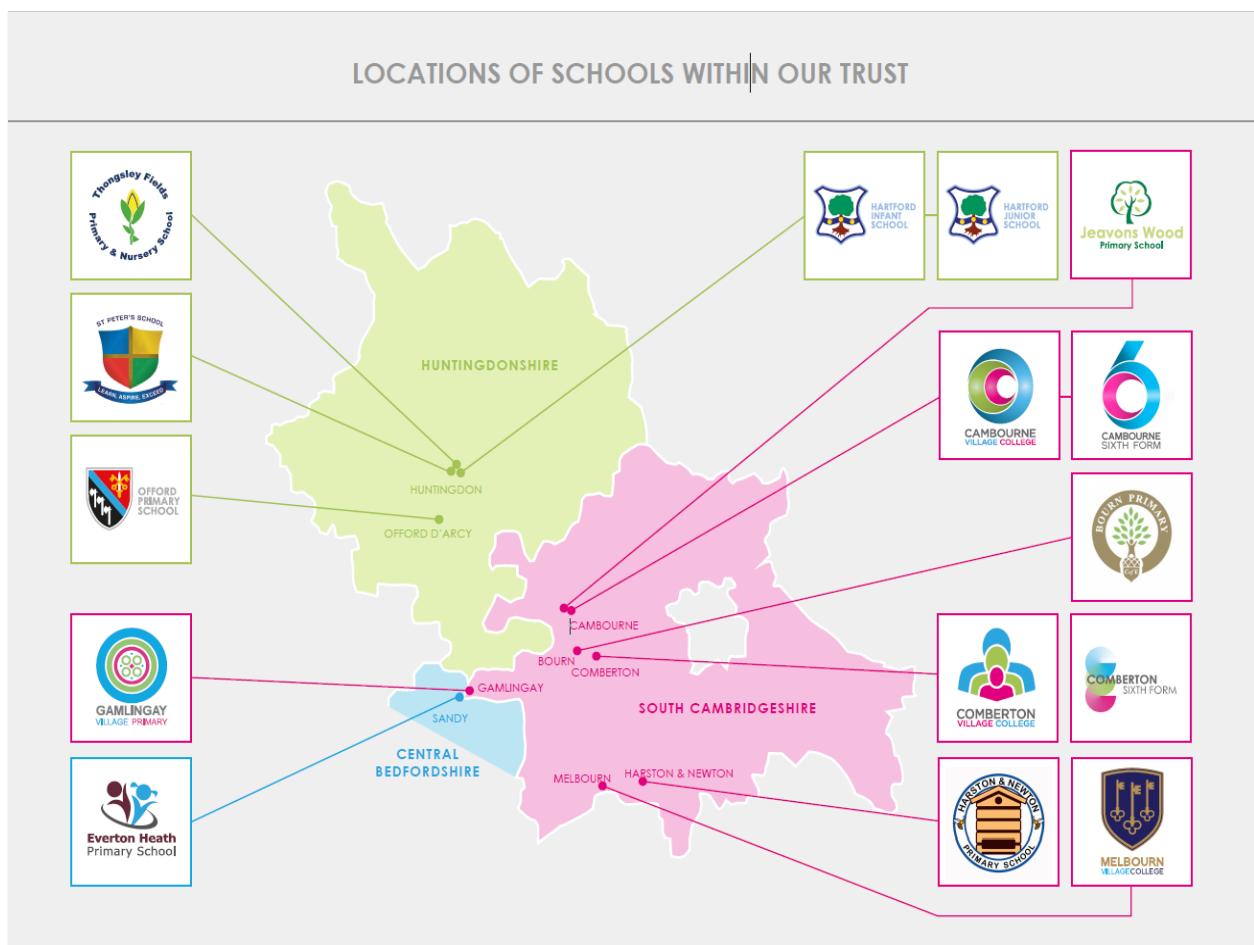
**Claire Heald**

# 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:** MPS/UPS plus TLR 3E - £3,476 per annum

**Contract:** Permanent, full time.

**Start date:** As soon as possible

**Place of work:** St Peters School, Huntingdon

Teaching is the most rewarding job in the world. We have the opportunity to change students' lives for the better and you could make a positive impact at St Peter's School. We are a forward thinking and rapidly improving, "good" school that is creating a legacy of learning for our community. Our students Learn, Aspire and Exceed as they work with our highly skilled teaching and associate staff supporting and guiding them.

St Peter's School is looking to appoint a talented and highly motivated Lead of Design and Technology within the Creative Enterprise Faculty. As an outstanding teacher and experienced leader, you will be able to deliver dynamic lessons that will inspire our learners to succeed. To achieve the best possible outcomes, you will work with the faculty team to develop the quality of teaching and learning of the DT curriculum, engaging with current pedagogical strategies to motivate, engage and support all groups of students, enabling them to be successful, whilst imbedding the Learn, Aspire, Exceed school ethos into the department. We offer the opportunity to teach lessons across the age and ability range from highly aspirational sixth form students getting ready for university to students just starting their secondary school careers.

We are based in Huntingdon, just 12 miles north of Cambridge with its own mainline station connecting with London in less than an hour. St Peter's school is situated close to an industrial estate with many high-end design and manufacturing companies on our doorstep.

Within the Creative Enterprise Faculty we offer a wide range of Art & DT subjects including Art, Photography & Product Design at GCSE and up to A level and Hospitality & Catering and Graphics at GCSE. We are keen to develop and refine our curriculum in line with staff skills and experience.

The department has a range of traditional and more innovative technology that the students use to develop their products. We have had great success with progression from 6<sup>th</sup> form subjects onto Art foundation, University places and apprenticeships and we see this as a key strength to develop in the future.

St Peter's is part of The Cam Academy Trust which offers students and staff fantastic potential to collaborate, share and develop a wide range of teaching and learning across the schools in the trust. As a family of schools, we support, share and challenge each other to improve the future lives of all our young people. The Creative Enterprise Faculty works closely with the other departments in the trust, sharing resources and supporting each other with any training requirements. St Peter's prides itself in the professional development available to staff, we

have had a number of staff complete a wide range of courses including: NPQ's, enhancement courses and training with exam board providers as well as in house training.

We are a supportive, hardworking and friendly team of staff with a desire to raise student achievement beyond expectation. We have extensive resources that support teaching and learning and are constantly reflecting on our curriculum to make further improvements. Teamwork is key to everything we do; we work collaboratively together to improve our teaching and the experience every child has in design technology. We are seeking someone who will show their enthusiasm and be able to demonstrate their commitment by contributing to the innovation of pedagogy in our flourishing team.

For further details on the school please visit our website [Home - St Peter's School](#)

## 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 Dawn Glover, Head of Creative Enterprise Faculty on [dglover@stpetershuntingdon.org](mailto:dglover@stpetershuntingdon.org).

**Closing date: 09.00 on Friday 30th January 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. There will also be a Teaching and Learning Responsibility payment of TLR3E - £3,476 per annum.

## **Line of responsibility:**

The Lead of DT is directly responsible to the Head of Creative Enterprise. The Lead of DT is responsible for the Line Management of Design and Technology

## **Strategic purpose:**

- To create an ethos in which all staff are motivated and supported to develop their skills and knowledge
- To work with the principal and other members of the Senior Leadership team to provide excellent leadership and management within St Peter's School
- To carry out the duties of a school teacher as set out in the current edition of the School Teachers' Pay and Conditions Document maintaining a professional understanding of the curriculum, assessment and pastoral requirements.
- To be a leading professional in terms of teaching ability
- To carry out the functions of a class teacher at St Peter's School in accordance with the stated aims and objectives of the school
- To be responsible for specific issues as noted in the School Improvement Plan
- To be responsible for particular functions/roles as noted below

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

<b>General responsibilities</b>	<ul style="list-style-type: none"> <li>• Foster, encourage and expect others to foster, the schools ethos (Learn, Aspire, Exceed) in all of our stakeholders at all times</li> <li>• Carry out the duties of a School Teacher as set out in the current edition of the School Teachers' Pay and Conditions Document.</li> <li>• Teach in a subject department or within the faculty as needed.</li> <li>• Input to the Senior Leadership Team regarding the strategic direction of the school, including involvement in school improvement planning and implementation of actions</li> <li>• Participate in the school's performance management practices as appropriate</li> <li>• Work with the Senior Leadership Team in the preparation of bids or <i>ad hoc</i> projects requiring input from all of the Senior Leadership Team</li> <li>• Attend Governing Body meetings as appropriate</li> <li>• Ensure high standards of behaviour across the school, including following up any incident as necessary with the relevant student, parent and pastoral staff</li> <li>• Carry out the duties defined in the Teacher's main pay scale job description</li> <li>• Carry out any other responsibilities as reasonably requested by the Head Teacher</li> <li>• Responsible for the strategic leadership of the department</li> </ul>
<b>Specific responsibilities</b>	<ul style="list-style-type: none"> <li>• Strategic leadership of the department</li> <li>• Staff (including professional development, recruitment, performance management)</li> <li>• Teaching, Learning and Assessment (ensuring examination regulations are adhered to)</li> <li>• Students and parents</li> <li>• Resources, including Health and Safety</li> <li>• Attendance at meetings</li> </ul>
<b>Strategic Leadership of the department</b>	<ul style="list-style-type: none"> <li>• Develop and maintain a clear shared vision for the direction of the Department and its contribution to the overall ethos of the school.</li> <li>• Liaise regularly and effectively with the allocated line manager.</li> <li>• Effectively represent the department (or ensure that it is represented).</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> </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>Staff and meetings</b>	<ul style="list-style-type: none"> <li>Provide support for colleagues on classroom management issues, liaising as appropriate with tutors, Student Support Managers, Heads of Year and other pastoral staff.</li> <li>Ensure that staff follow procedures in the case of planned or unplanned absence and that appropriate work is set in an appropriate format.</li> <li>Ensure that staff reward students for positive behaviours in the department</li> <li>Line management of teaching staff within the department, including advising on appointments and deployment, effective monitoring of work and participating in the Performance Management process as required.</li> <li>Relevant line management meetings</li> <li>Other meetings as directed/required to fulfil the requirements of the role</li> </ul>
<b>Resources</b>	<ul style="list-style-type: none"> <li>Responsible for Health and Safety within the ensuring all equipment is used safely.</li> <li>Responsible for all aspects of the delegated financial management of the department, ensuring compliance with the Trust's financial regulations.</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>
<b>Teaching</b>	<ul style="list-style-type: none"> <li>Plan work in accordance with the curriculum</li> <li>Set work when required for absent students.</li> <li>Maintain good behaviour and conduct by following the student behaviour policies and procedures.</li> <li>Set appropriate and challenging work for all students, adapting teaching to meet pupils' needs including those with SEND.</li> <li>Ensure effective setting of homework and feedback to students.</li> <li>Keep appropriate records of students' work.</li> <li>Undertake assessment and school reports in line with school procedures</li> <li>Attend parents' evenings as required and keep parents informed about their child's performance and future targets.</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>		
A degree in Design & Technology or other related subject.	X	
Holds QTS or QTLS	X	
Experience and/or training in teaching across the whole ability and age range.	X	
Outstanding teacher.	X	
Developing appropriate curriculum plans at both KS3 and KS4.	X	
Successfully implemented a key departmental project/initiative which involved people management skills.	X	
Able to prepare resources to meet a wide range of abilities of students.	X	
The ability to motivate young people and relate positively towards them.	X	
Experience and/or training in assessment for learning techniques.	X	
Experience and/or training in the teaching of Personal Development.	X	
Experience of using electronic teaching resources, including the use of Powerpoint and interactive whiteboard resources.		X
Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.	X	
<b>Knowledge and Interpersonal Skills</b>		
Knowledge of current legislation, guidance and developments relating to the subject area.	X	
Knowledge of the use of data to support student achievement.	X	
To be committed to the Every Child Matters agenda.	X	
Commitment to maintain confidentiality when applicable	X	
Supportive approach to school ethos, policies and activities.	X	
Establish and maintain supportive relationships with individual students	X	
Willingness to undertake in service training	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.



**The CAM Academy Trust**  
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