



The CAM Academy Trust
Level 3 Teaching Assistant (Maths)
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!

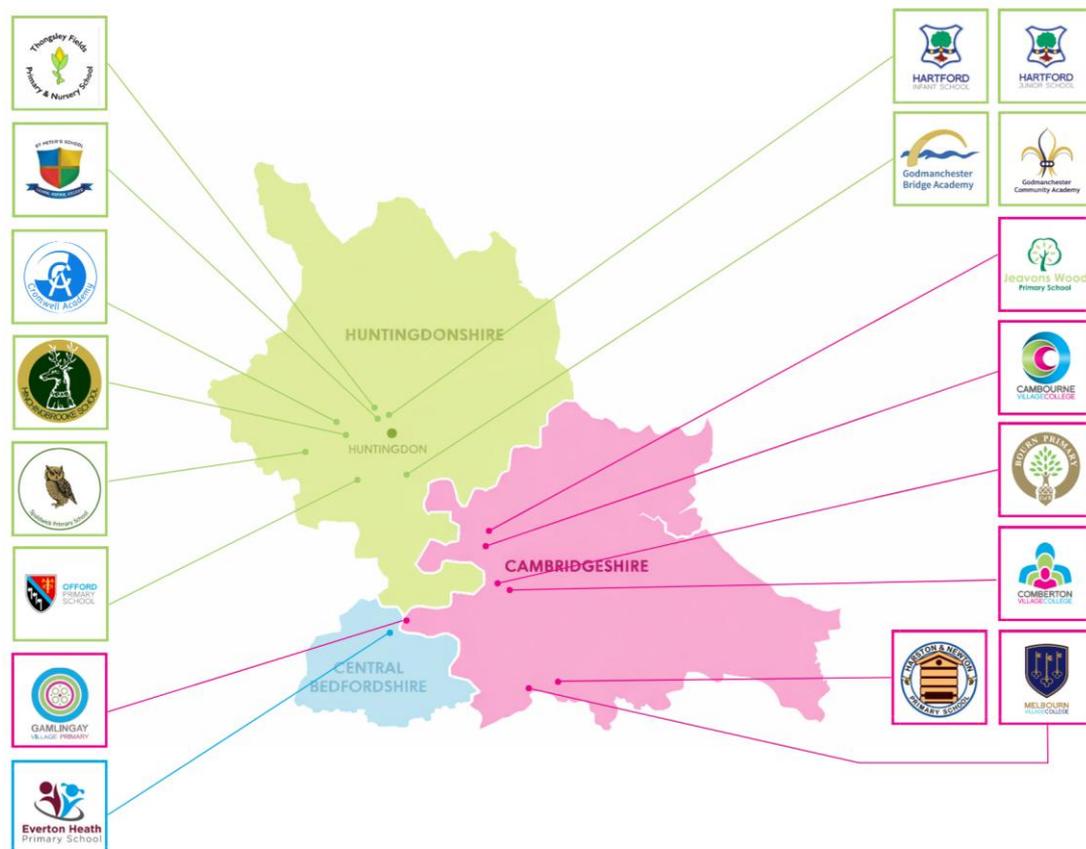
Claire Heald

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: Level 3, point 7-11

Contract: Permanent – Part-time (0.4)

Start date: As soon as possible

Place of work: Hinchingsbrooke School, Huntingdon

Hinchingsbrooke School is seeking to appoint a dedicated and enthusiastic Level 3 Teaching Assistant to join and work closely with our Mathematics team.

The successful candidate will take responsibility for raising levels amongst identified groups of students by providing support to students who are identified as underachieving, disadvantaged or in need of additional support in making progress. This role will require coordination of stakeholders and students as well as planning and delivering intervention strategies.

We are looking for a colleague who enjoys working with young people, has a flexible and positive approach and enjoys working as part of a wide team, but can confidently lead strategy implementation. Naturally, you will have a passion for Mathematics and thrive on engaging students within this area.

The successful candidate will either have in-depth relevant experience of a wide range of interventions or be willing to complete training to deliver them.

Hinchingsbrooke is an outstandingly beautiful school, set in acres of grounds and adjoining a country park. Our ambition is to provide all students with a broad, challenging, and progressive curriculum experience. Extra-curricular activities are a much-valued feature of the school, and we seek to appoint staff who are willing to help maintain this tradition.

This is a permanent post which will be required as soon as possible.

For further details please visit our website [Hinchingsbrooke School - 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 experience 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 Debbie Warner, Principal's PA on dwarner@hbk.accesmat.uk.

Closing date: 09.00 on Monday 20 April 2026

Thank you for your interest in The CAM Academy Trust.



Salary: Level 3 TA

Line of responsibility: Head of Maths

Strategic purpose: KS3, KS4 Numeracy Interventions

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.



questionnaire.

JOB DESCRIPTION continued

<p>Purpose</p>	<ul style="list-style-type: none"> • To identify students not yet achieving expected progress in mathematics and ensure they are on the correct wave 2 or 3 pathway to help close that gap, in particular numeracy. • To deliver appropriate wave 2 & 3 mathematics interventions to small groups and 1-2-1, for students with and without SEND needs. • To track and monitor students' participation and progress on wave 2 & 3 intervention pathways, moving them on when appropriate. • Provide constructive feedback to students, teachers and parents/carers in relation to their progress and achievement
<p>Duties and responsibilities</p>	<ul style="list-style-type: none"> • Identifying students for interventions using CATs and KS2 and progression from Primary schools. • Work with Primary Numeracy Leads/ Year 6 teachers to ensure that as much data is transferred as possible during Primary/ secondary transition period. • To use information from and produce reports to identify intervention groups and subsequently feedback on progress, in liaison with the SEND department. • Devise intervention schedules, ensuring locations are available and equipment is ready. • Deliver interventions to small groups/ individuals. • To select and prepare resources necessary to lead mathematics intervention activities, taking account of students' interests and language and cultural backgrounds. • To research and explore new interventions which may support HBK students, in co-ordination with primary colleagues and the wider Maths team, including SEND. • Through tracking of data identify trends for groups of students, including progress • Monitor and evaluate student responses to learning activities through observations and recording of achievement against predetermined learning objectives. • Attend any specific necessary training (i.e. Success @ Arithmetic) and subsequent observations to achieve the expected outcomes of the programme. • Produce reports to relevant stakeholders of the impact of Success @ Arithmetic using Sandwell tests. • Support Maths Department numeracy enrichment. • To advise on the appropriate use of specialist numeracy teaching aids, equipment, materials and other resources. • To utilise own strengths and areas of specialist expertise to advise and support other school staff in specialist areas. • To organise and manage a purposeful, orderly and supportive environment for learning. • Contribute to behaviour management within the school, in accordance with the school's Behaviour Policy, ensuring correct protocols are always adhered to.

Appraisal or review of performance	<ul style="list-style-type: none"> • To participate in the current arrangements made for the appraisal or review of your performance, further training and development.
Safeguarding	<ul style="list-style-type: none"> • Adhere to Trust safeguarding policy and procedure at all times. • Promote strong cultures of safeguarding across the Trust and schools.
Advocacy and influence	<ul style="list-style-type: none"> • Be an advocate for the Trust externally and across our schools. • Be outwards facing and see opportunities for positive influence and external partnership and networking.

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
Qualifications and Experience		
<ul style="list-style-type: none"> A Level 3 Qualification (ideally a Teaching Assistant qualification) 	X	
<ul style="list-style-type: none"> Educated to GCSE Level or equivalent (GCSE A-C/4-7 in English & Mathematics) 	X	
<ul style="list-style-type: none"> The desire and ability to train in a specialist area of SEND provision 		
<ul style="list-style-type: none"> Participation in personal research relating to learning and/or SEND 		X
<ul style="list-style-type: none"> Knowledge and understanding of support needs and experiences of SEND students 		X
<ul style="list-style-type: none"> Working with children 	X	
<ul style="list-style-type: none"> Working as a TA/LSA 	X	
<ul style="list-style-type: none"> Experience of supporting/teaching young people with SEND needs 		X
<ul style="list-style-type: none"> Experience of EHCP students and the EHCP process 		X
Professional Competence		
<ul style="list-style-type: none"> Good organisational skills: keeping accurate monitoring records, managing timetable changes, prioritising demands 	X	
<ul style="list-style-type: none"> Effective communication skills 	X	
<ul style="list-style-type: none"> Commitment to achieving the best for the students worked with 	X	
<ul style="list-style-type: none"> Ability to build effective relationships with students while commanding respect and maintaining the ability to impose effective discipline 	X	
<ul style="list-style-type: none"> Commitment to promoting and safeguarding the welfare of all pupils 	X	
<ul style="list-style-type: none"> Confidence and ability to communicate concerns and guidance on strategies to teaching staff to support learning 	X	
<ul style="list-style-type: none"> Comfortable with the use of IT as a means of communicating and sharing information 	X	
<ul style="list-style-type: none"> Consistent in manner and attitude – displaying a calm, kind and caring approach 	X	
<ul style="list-style-type: none"> Show initiative and flexibility and can deal with unexpected or unplanned situations or reactions during the school day 		X
<ul style="list-style-type: none"> A willingness to engage with processes to support all SEND students 		X
<ul style="list-style-type: none"> Knowledge and experience in working with children with specific SEND 		

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 staff discounts from local suppliers
- Free use of on-site leisure facilities including gym and swimming pool
- O2 Staff discount



The CAM Academy Trust

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www.catrust.co.uk