



The CAM Academy Trust
Class Teacher
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: MPS

Contract: Permanent, full time

Start date: September 2026

Place of work: Gamlingay Village Primary, Gamlingay, Bedfordshire

Are you an enthusiastic and dedicated teacher who thrives on helping pupils achieve their very best? Do you bring creativity, warmth and high expectations to your classroom practice? If so, we would love to hear from you.

We are seeking a talented Class teacher to join our forward-thinking, supportive school community with wonderful pupils and a strong team ethos.

About Our School

Our children are fabulous—curious, enthusiastic and ready for challenge. As a school, we are united by our core values:

Respect • Aspire • Grow

These principles shape our relationships, our curriculum and our ambition for every learner. We are incredibly fortunate to enjoy extensive school grounds, including a beautiful forest area used regularly for Forest School and outdoor learning. This provides rich opportunities for children to explore, collaborate and grow in confidence.

The Role

As one of our Class Teachers, you will:

- Deliver high-quality teaching that motivates and engages pupils
- Support children in achieving their full potential, both academically and personally
- Create a supportive, nurturing and ambitious classroom environment
- Work collaboratively with colleagues to plan an exciting, purposeful curriculum
- Model and promote our values of **Respect, Aspire, Grow** in daily practice

We're Looking For Someone Who:

- Is passionate about teaching and committed to making a difference
- Has strong knowledge of the primary curriculum
- Builds positive, trusting relationships with pupils and families
- Brings energy, creativity and a solution-focused approach

- Is reflective, open to learning and a strong team player
- Shares our belief in high expectations for every child

Why Join Us?

- Friendly, supportive and dedicated staff team
- Wonderful pupils who love to learn
- Beautiful grounds including a forest area for outdoor learning
- A warm, welcoming community with strong values
- Opportunities to grow professionally and contribute ideas

If you are committed, enthusiastic and ready to help our pupils thrive, we would be delighted to receive your application.

For further details on the school please visit our website [Welcome to Gamlingay Village Primary - Gamlingay Village Primary](#)

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.

We encourage and warmly invite potential candidates to visit the school. To arrange a visit, or if you have any questions about the role, please contact the office on office@gamlingayvp.org.

Closing date: 09.00 on Friday 8th May 2026
Interviews to be held on: Friday 15th May 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 pay scale

Line of responsibility:

This role will report to the Principal

Strategic purpose:

The basic duties of a teacher are outlined in the latest School Teachers' Pay and Conditions Document. The post holder shall maintain a good understanding of whole College curriculum, assessment and pastoral policies.

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.



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

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| <p>Teaching and class management</p> | <ul style="list-style-type: none"> • Creates, in conjunction with others, an engaging physical environment for learning. • Ensures that subject knowledge is thorough and plans lessons which engage and motivate pupils. • Prepares and delivers good lessons. • Provides timely, constructive feedback to pupils and maintains a marking dialogue. • Keeps up to date, accurate and thorough records of assessment of students' work and uses this assessment to inform planning and teaching strategies. • Uses performance data to analyse progress and identify under achievement of groups of pupils. • Plans effectively for differentiation within the lesson structure and applies appropriate teaching strategies to meet the needs of individual students. • Ensures that expectations are appropriately challenging for all groups of pupils. Uses school assessment systems to assist pupils in tracking their own progress and supports children in seeking challenge / help to ensure progress. |
| <p>Whole school organisation, strategy and development</p> | <ul style="list-style-type: none"> • Establishes ground rules based on clear expectations of mutual respect. • Ensures good behaviour and co-operation so that there is a mutually respectful, positive climate for learning. • Upholds the school's behaviour code in all his / her dealings with children around the school. • Develops a range of skills to ensure that students always behave at their best. • Behave in accordance with the Code of Conduct. • Is solicitous about pupils' well-being and proactive in seeking advice / support when concerns are identified, following the Child Protection & Safeguarding Policy. |
| <p>Management of staff and resources</p> | <ul style="list-style-type: none"> • Ensures good two-way communication with TAs and liaises closely with support staff to ensure that intervention / support is appropriate and effective. |
| <p>Professional development and working with colleagues and other relevant professionals</p> | <ul style="list-style-type: none"> • Works with other colleagues in school participating in coaching and mentoring. • Works in partnership with support staff. • Shows commitment to continuous professional learning. • Makes full use of the school appraisal and CPD programme and opportunities that arise. • Communication |
| <p>Communication</p> | <ul style="list-style-type: none"> • Makes clear, accurate, courteous and well-informed communication with parents at both formal events and through informal contact throughout the year. • Supports partnership working with parents, preparing thoroughly for open afternoons, and supporting parent learning / curriculum sessions. |
| <p>Health, safety and discipline</p> | <ul style="list-style-type: none"> • Promote the safety and well-being of pupils in accordance with the school's Safeguarding and other relevant policies. |

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| | <ul style="list-style-type: none"> • Maintain good order and discipline among pupils in accordance with the school Behaviour Policy. |
| Personal development | <ul style="list-style-type: none"> • Maintain excellent subject expertise and awareness of the latest, evidence informed practice • Engage in regular professional learning and reading. • Engage positively in the Trust's arrangement for performance management and professional growth. |
| Fulfil wider professional responsibilities | <ul style="list-style-type: none"> • Develops other activities that extend pupils' learning outside the classroom and their wider interests in the curriculum. |
| 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. • Responsible for the safeguarding of students who are under their immediate care, following relevant school policies, reporting concerns promptly (including Health and Safety). • Safeguarding the mental health and wellbeing of students and staff |
| 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 | | |
| Qualified Teacher Status (QTS) | X | |
| Degree or equivalent qualification | | X |
| Evidence of commitment to further professional development | | X |
| Successful teaching experience within primary education | X | |
| Experience adapting teaching to meet diverse learner needs | X | |
| Experience working collaboratively with colleagues and families | X | |
| Implementing a range of behaviour management needs | | X |
| Knowledge and Interpersonal Skills | | |
| National policies and developments in primary education | X | |
| Classroom organisation and learning strategies | X | |
| The monitoring, assessment, recording and reporting of pupil's progress | X | |
| The statutory requirements of legislation concerning equal opportunities, Health and Safety, SEN and Safeguarding | X | |
| Effective teaching and learning styles | X | |
| AFL and how it can be used to support pupil progress | X | |
| Establish and develop close relationships with parents, governors, and the community | X | |
| Communicate effectively (both orally and in writing) to a variety of audiences | X | |
| Ability to work as part of a team | X | |
| Create a safe, happy, healthy, challenging, and effective learning environment | X | |
| Have a calm approach to promote positive behaviour throughout the school | X | |
| Ability to make use of appropriate data to analyse the performance of pupils and set targets | X | |
| Passionate and enthusiastic about teaching and learning | X | |
| Organised, resourceful, approachable, committed, and empathetic | X | |

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| Self-evaluative, open minded and adaptable to change | X | |
| Contribute to curriculum development | | X |
| A sense of humour and the ability to make learning fun | | X |
| Brings personal interests and enthusiasm to the school community | | 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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