



The CAM Academy Trust
Unqualified Teacher of Art
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!

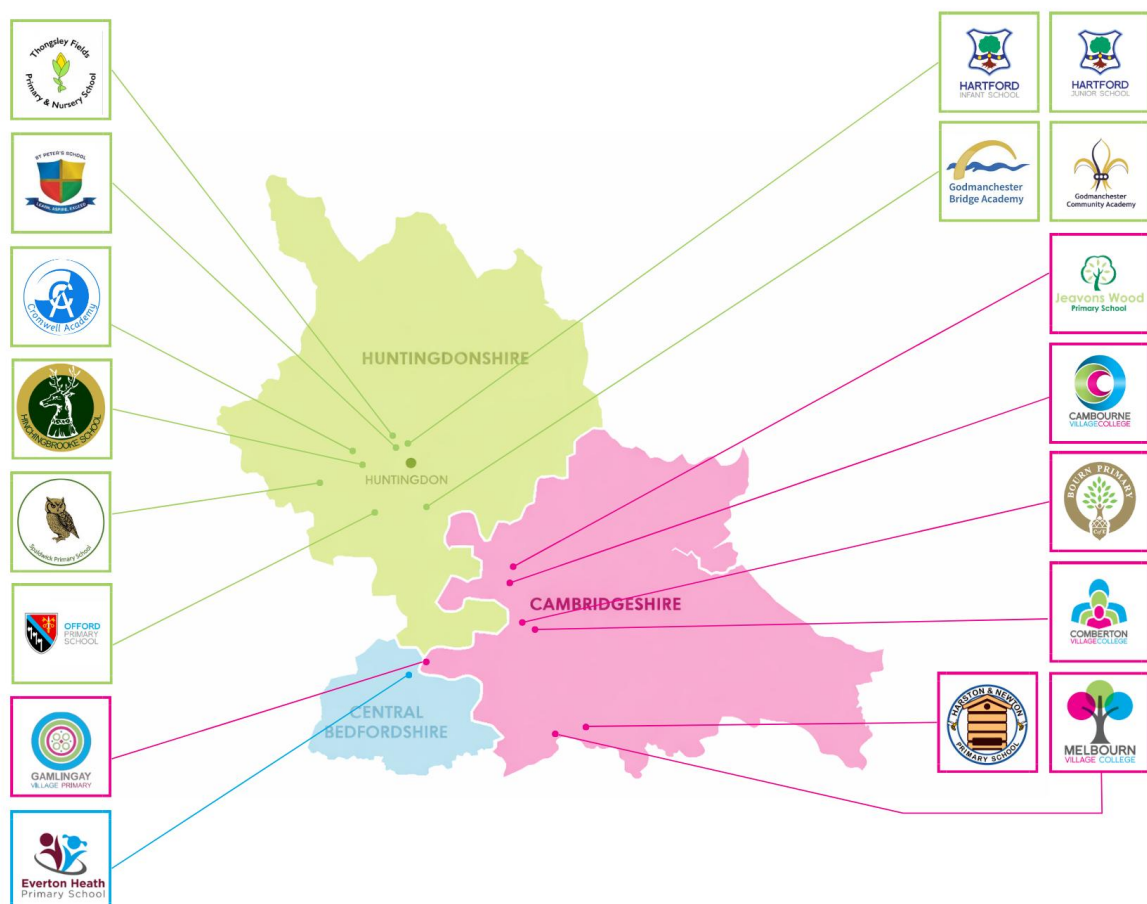
Claire Heald

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: UQT

Contract: Permanent. Full time

Start date: September 2026

Place of work: Cambourne Village College, Cambourne, Cambridgeshire

We are currently seeking an unqualified teacher with strong Art subject knowledge who are ready to pursue QTS through the Assessment-Only Route. As part of our Multi-Academy Trust, you will receive structured support, high-quality mentoring, and the opportunity to gain QTS within a 12-week assessment window, subject to eligibility.

The successful candidate will have significant teaching experience, typically across at least 2 school settings, can demonstrate secure subject knowledge in Art and design, already teaching to a standard broadly equivalent to a qualified teacher and able to provide evidence of impact on pupil progress.

The Art department is a passionate and hard-working team and our work is more than matched by our fantastic pupils. The profile of the department in the school is excellent, and we are very well supported and celebrated by the school's leadership. Our success in engaging our KS3 classes has been reflected in a high take-up of GCSE Art and GCSE Photography.

Our KS3 schemes are all underpinned with drawing skills as a key objective but explore many techniques from painting to collagraph, relief printing and photography. 3D opportunities include wire and card modelling, ceramics and animation. Our homework tasks are based on a loosely chronological study in art history that encourages understanding of context and an appreciation of visual language. Themes in homework often overlap with classwork schemes to further contextualise learning.

At GCSE, we run Art and Photography as separate options and work to the Eduqas (WJEC) GCSE specification. This board encourages and values personalised learning for all pupils, a feature we really believe in as pupils move forward in their artistic journeys.

Enrichment is very important to us. We run curriculum extension day workshops, have open-door art clubs every week and run an intensive skills-based activities week programme toward the end of the academic year. We run an annual Art / Photography trip to Berlin, which provides opportunities for 40 Year 10 pupils. We run this trip independent of tour operators to keep costs down and ensure inclusivity. We also have strong links to our local Arts centre and often work collaboratively across departments in the school. We also work very closely with our Trust schools, especially Comberton Village College.

We are a very well-equipped department, offering use of etching presses, a large kiln, studio photography equipment and PCs with Photoshop in all rooms. We also have access to bookable iPads that have art and photography specific apps installed.

Pupils have a 100 minute and a 50 minute period of Art per fortnight at KS3, and twice that at KS4.

What the Candidate Brings

- A high level of drawing skill is critical, as is experience in planning and working with a variety of materials.
- Strong Art subject expertise (e.g., fine art, digital media, textiles, photography)
- Experience planning and delivering lessons
- A reflective approach and readiness for assessment
- Commitment to safeguarding and professional conduct
- high-level communication skills
- the ability to work effectively within a team
- the ability to embrace innovative approaches to teaching and assessment
- flexibility in their approach to the methodology of teaching
- a commitment to contributing to the success of the whole college
- a commitment to pastoral care

What the School Provides

- A supportive environment with a trained mentor
- Opportunities to teach across KS3–KS4 (and KS5 if applicable)
- Time for evidence collection and professional reflection
- Access to Trust-wide CPD and subject networks

Planning and resources are in place but, of course, we embrace a flexible approach to schemes and would welcome fresh ideas, perspectives and the individual strengths and passions of creative teachers.

All applicants chosen for interview will be expected to bring with them a portfolio containing examples of their own artwork as well as pupils' work from previous or current projects.

Cambourne Village College is an Ofsted 'Outstanding' rated, over-subscribed secondary school, eight miles from Cambridge. We opened as an academy of the Cam Academy Trust in September 2013. Our ethos is aspirational and inclusive, our staff is highly motivated, our pupils courteous and hard-working, and we have excellent facilities. A 350 place sixth form opened in September 2024, with 175 students in each of Years 12 and 13. Joining Cambourne Village College represents a unique opportunity to work in a newly-established school within a wider, high-quality Academy Trust that gives excellent possibilities for professional and career development.

It is an exciting time to join our teaching staff at Cambourne Village College. Already a well-established and successful school, the addition of our Sixth Form marks the final phase of our expansion. The school benefits from a wealth of exciting facilities and a strong culture of mutual support; staff morale is high and our students are courteous and eager to participate in the highly engaging curriculum offered to them. We are ambitious for our Sixth Form to reflect the successes of our main school, where results are consistently strong, with excellent Progress 8 scores. Cambourne Village College is a 1:1 iPad school, with all students having a personal device.

Joining Cambourne Village College represents a unique opportunity to work in a well-established school within a wider, high-quality Academy Trust that gives excellent possibilities for professional and career development.

For further details please visit our website www.cambournevc.org.



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 Mark Yeates, Head of Art on myeates@cambournevc.org.

Closing date: 09.00 on Wednesday 13th 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 unqualified teaching pay scale

Line of responsibility:

The unqualified teacher is directly responsible to the Head of Department on curriculum matters and the Head of Year for pastoral issues.

Strategic purpose:

The Unqualified Teacher supports high-quality teaching and learning across the Trust by delivering lessons, supervising classes, and contributing to the wider life of the school. Working under the guidance of qualified teachers and senior leaders, the postholder helps ensure continuity of education and a positive learning environment for all pupils.

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>Teaching</p>	<ul style="list-style-type: none"> • Lesson delivery — Deliver pre-prepared lessons across a range of secondary subjects, ensuring learning objectives are met. • Subject adaptation — Support subject-specific learning, adapting materials for different abilities under teacher direction. • Classroom management — Maintain a calm, orderly environment that supports learning for adolescents. • Assessment support — Record engagement, progress and behaviour, feeding back to subject teachers. • Teamworking — Work closely with subject teachers, Heads of Department and pastoral teams • Communication — Communicate effectively with colleagues, parents and carers when appropriate. • Publish lesson plans and homework on Teams, Go4Schools and OneNote in accordance with the department and College’s policies • Take account of pupils’ prior levels of attainment and use them to set future targets • Set work when required for absent students • Maintain good behaviour and conduct by following the student behaviour policies and procedures. • Ensure punctuality and establish a purposeful working atmosphere during all learning activities • Maintain excellent classroom management with due regard to health and safety policies • Ensure effective setting of homework and ensuring comprehensive feedback to students • Identify and work appropriately with ‘special educational needs’ pupils and all identified pupil groups • Attend and contribute to key stage, subject, team and full staff meetings • In relation to the College’s strategic plan, contribute towards the goals and targets • Maintain a professional interest in educational initiatives relevant to the teacher’s subject/s • Keep appropriate records of students’ work. • Undertake assessment and school reports in line with school procedures
<p>Assessment, recording and reporting</p>	<ul style="list-style-type: none"> • Keep appropriate records of pupils’ work in line with College policy • Mark and return work set, including homework, within an agreed and reasonable time • Apply the College’s Assessment Policy when marking pupils’ work • Complete pupil reports in line with College policy

	<ul style="list-style-type: none"> Attend parents' evenings if required and keep parents informed about their child's performance and future target
Pastoral work	<ul style="list-style-type: none"> Command high standards of pupil behaviour and conduct at all times and support the College in its application of related policies Report issues of concern to the appropriate senior staff Build positive relationships with students, supporting their personal development and wellbeing. Maintain an accurate register of attendance and do everything possible to encourage good attendance The unqualified teacher will be part of the College's appraisal scheme. They will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching. The College will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date
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.
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"> Experience in teaching at, at least 2 schools and be willing to gain QTS via assessment only route 	X	
<ul style="list-style-type: none"> Good degree or equivalent qualification 	X	
<ul style="list-style-type: none"> Experience and/or training in teaching across the ability and age range for KS3/KS4 	X	
<ul style="list-style-type: none"> Experience and/or training in teaching at KS5 		X
<ul style="list-style-type: none"> A continued commitment to own professional development. 	X	
<ul style="list-style-type: none"> Of child-safeguarding issues and successful use of measures that promote and ensure the safe-guarding of children. 	X	
<ul style="list-style-type: none"> Excellent standard of teaching within subject area. 	X	
<ul style="list-style-type: none"> Further relevant professional studies. 		X
<ul style="list-style-type: none"> Experience of more than one school/academy. 		X
<ul style="list-style-type: none"> Experience of more than one key stage. 		X
<ul style="list-style-type: none"> Good knowledge of current legislation, guidance and policy in the subject area. 		X
Knowledge and Interpersonal Skills		
<ul style="list-style-type: none"> Establishing a safe and stimulating environment for students, rooted in mutual respect. 	X	
<ul style="list-style-type: none"> Setting goals that stretch and challenge students of all backgrounds, abilities and dispositions. 	X	
<ul style="list-style-type: none"> Demonstrating consistently, the positive attitudes, values and behaviour which are expected of students. 	X	
<ul style="list-style-type: none"> Being accountable for students' attainment, progress and outcomes. 	X	
<ul style="list-style-type: none"> Being aware of students' capabilities and their prior knowledge, and plan teaching to build on these. 	X	
<ul style="list-style-type: none"> Guiding students to reflect on the progress they have made and their emerging needs. 	X	
<ul style="list-style-type: none"> Encouraging students to take a responsible and conscientious attitude to their own work and study. 	X	
<ul style="list-style-type: none"> Demonstrating knowledge and understanding of how students learn and how this impacts on teaching. 		X
<ul style="list-style-type: none"> Having a secure knowledge of the relevant subject(s) and curriculum areas, fostering and maintaining students' interest in the subject, and addressing misunderstandings. 	X	

<ul style="list-style-type: none"> • Demonstrating a critical understanding of developments in the subject and curriculum areas and promoting the value of scholarship. 		X
<ul style="list-style-type: none"> • Demonstrating an understanding of and taking responsibility for promoting high standards of specified subject, articulacy and the correct use of standard English. 		X
<ul style="list-style-type: none"> • Imparting knowledge and developing understanding through effective use of lesson time. 	X	
<ul style="list-style-type: none"> • Promoting a love of learning and student's intellectual curiosity. 	X	
<ul style="list-style-type: none"> • Setting homework and planning other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired. 	X	
<ul style="list-style-type: none"> • Reflecting systematically on the effectiveness of lessons and approaches to teaching. 	X	
<ul style="list-style-type: none"> • Contributing to the design and provision of an engaging curriculum within the relevant subject area(s). 		X
<ul style="list-style-type: none"> • Knowing when and how to differentiate appropriately, using approaches which enable students to be taught effectively. 	X	
<ul style="list-style-type: none"> • Having a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and being able to use and evaluate distinctive teaching approaches to engage and support them. 	X	
<ul style="list-style-type: none"> • Having a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these. 	X	
<ul style="list-style-type: none"> • Demonstrating an awareness of the physical, social and intellectual development of students, and knowing how to adapt teaching to support students' education at different stages of development. 		X
<ul style="list-style-type: none"> • Knowing and understanding how to assess the subject and curriculum areas, including statutory assessment requirements. 		X
<ul style="list-style-type: none"> • Making use of formative and summative assessment to secure students' progress. 	X	
<ul style="list-style-type: none"> • Using relevant data to monitor progress, set targets, and plan subsequent lessons. 	X	
<ul style="list-style-type: none"> • Giving students regular feedback, both orally and through accurate marking, and encouraging students to act on the feedback. 	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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