



The CAM Academy Trust

Principal at
Comberton Village College

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 a new phase of development and really look to the future.

I feel highly privileged to take on the role of Chief Executive at this time. I know that we will be able to build on the current success of The Cam Academy Trust so we can be a truly exceptional community of schools.



We are a values-driven community of schools – 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 ensure that the six principles of The CAM Academy Trust remain at the heart of the Trust and deliver 'excellence for all', enabling all pupils and staff to thrive. If this excites you; we want to hear from you!

Claire Heald

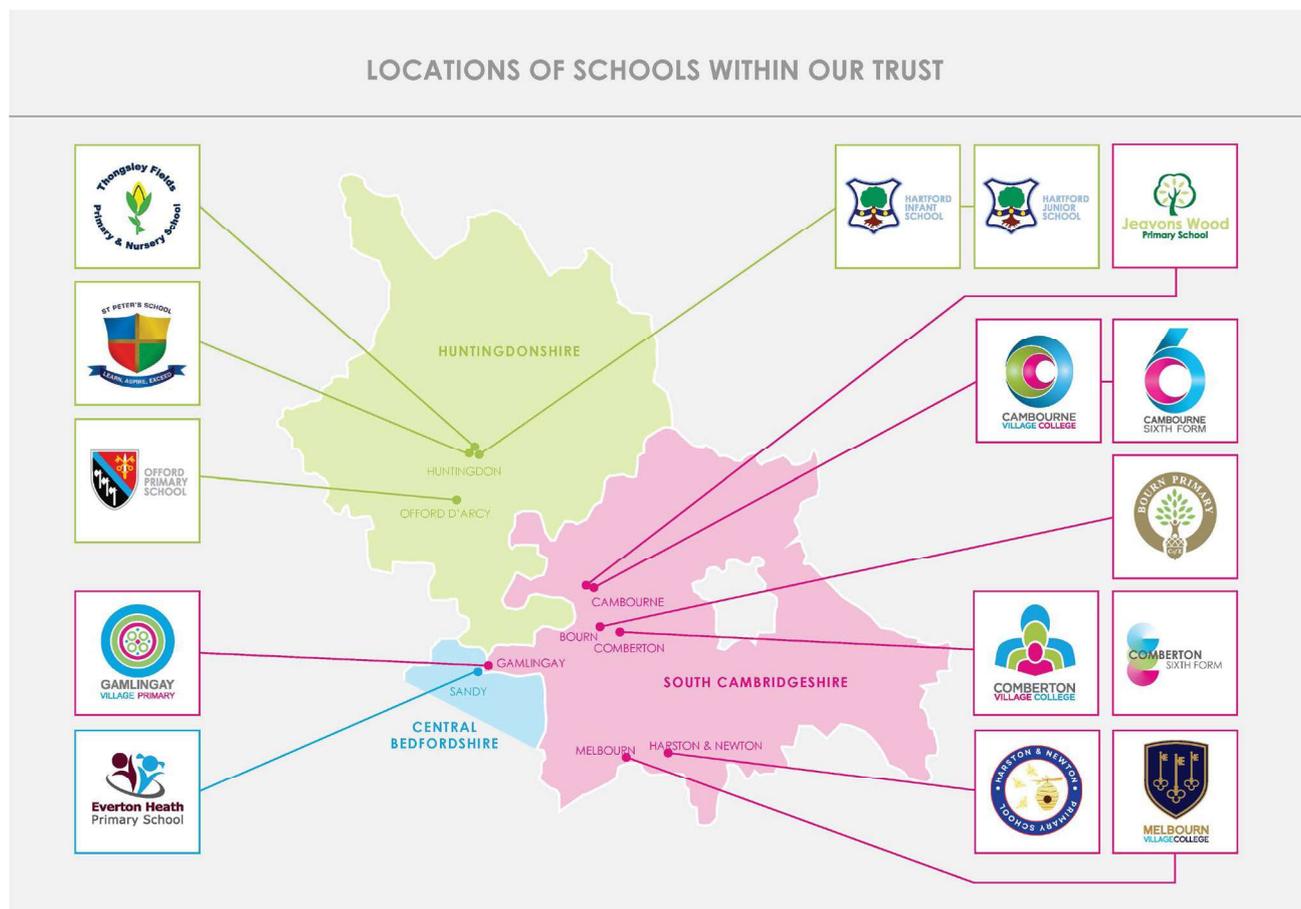
ABOUT US

The CAM Academy Trust was formed in 2011. The Trust is currently made up of eight primary schools and four secondary schools, three of which have sixth forms.

Our primary schools are Everton Heath Primary School (just inside Bedfordshire), Gamlingay Village Primary, Jeavons Wood Primary School, Offord Primary School, Hartford Infant and Pre-School, Hartford Junior School, Harston and Newton 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), Melbourn Village College and St Peter's School (and Sixth Form).

We are entering a period of potential growth for our family of schools.



ABOUT US

Continued

CTSN SCITT

The CAM Academy Trust strongly supports the training of new teachers to become qualified members of the teaching profession. It does this through its extensive and significant role as the accredited organisation of [Cambridge Training Schools Network](#) [CTSN] SCITT.

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. There are over a 100 trainees training with the SCITT this academic year across its primary, secondary, part-time, full-time, salaried and non-salaried routes. It is notable that 47% of the secondary trainee teachers are in shortage subjects. Such is the strength of CTSN's reputation, over the last three years more than three-quarters of its trainees were subsequently employed in local schools.

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, including 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 students.

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

The Cabins

The [Cabins](#) work in close partnership with schools to provide autistic students with an opportunity to be educated in mainstream settings.

We set high expectations for students but provide significant support from highly skilled and caring staff whose dedicated support helps pupils to cope with the challenges that they face

All our cabins strive to ensure that every pupil attains the highest possible academic achievement and that they consistently experience innovative and inspiring teaching.



THE OPPORTUNITY - PRINCIPAL

Contract: Permanent/Full time

Starting Salary: L32 – L38

salary negotiable dependent on experience

Start date: September 2025

Place of work: Comberton Village College

We are seeking a strong, experienced leader with a passion for transforming lives and driving educational excellence. This is a unique opportunity to lead an outstanding school that is at the heart of its community.

As Principal, you will be at the forefront of leading the vision for the academy, ensuring every student can reach their full potential. This role demands 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. Comberton Village College has the potential to reach even greater standards of excellence.

The school is a thriving educational community with skilled and highly committed staff. A key driver is to ensure that there is a broad and high-quality education available to every pupil. The school has established a strong community programme very much in the tradition of Cambridgeshire Village Colleges. Given the size and demands of this role, it would most obviously suit a high-quality candidate who already had some successful school headship experience.

Comberton has a successful 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 leading successful schools
- 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 continue to develop a culture of excellence that empowers both pupils and staff and work in partnership with parents and the wider community.

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

As well as leading Comberton Village College, 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 rising 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 headteacher 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 Neil Massie at Academicis directly.

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

If you would like to hear more about this exciting opportunity, need any further information or wish to have an informal discussion, please contact our retained consultants at Academicis:

Neil Massie nmassie@academicis.co.uk or 01223 907979 / 07818 875514

To apply for this position, please submit your completed application form with supporting statement on [MyNewTerm](#).

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.

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, taking into consideration the job description and person specification.

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 [Neil Massie](#) directly.

Closing date: 15 April 2025
Interview date: 23 and 24 April 2025

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JOB DESCRIPTION - PRINCIPAL

Job Details

Salary:	L32 – L38 (salary negotiable dependent on experience)
Work Location:	Comberton Village College
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. Teach in a Trust school (location and hours to be agreed with the successful candidate)



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 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
<p>Leadership of standards of education</p>	<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.
<p>Wider leadership</p>	<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.

JOB DESCRIPTION - PRINCIPAL

Area	Responsibilities
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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JOB DESCRIPTION - PRINCIPAL

	Essential	Desirable
Qualifications		
Qualified to degree level	Y	
Qualified to teach and work in the UK	Y	
Experience		
Successful experience in secondary school leadership as a Principal/ Headteacher. Or comparable experience		Y
Track record of raising and maintaining strong standards in a secondary school	Y	
Expertise		
Ability to lead and develop excellent 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	

JOB DESCRIPTION - PRINCIPAL

	Essential	Desirable
Leading External Relationships		
Qualified to degree level	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 Responsibility for all Staff		
Personal integrity and commitment to the principles of public life	Y	
Commitment to maintain confidentiality at all times	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).
- Possibility of hybrid working.

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 membership to the [Chartered College of Teaching](#).
- 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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