



Teachers of Maths
The Cam Academy Trust
Candidate Information



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

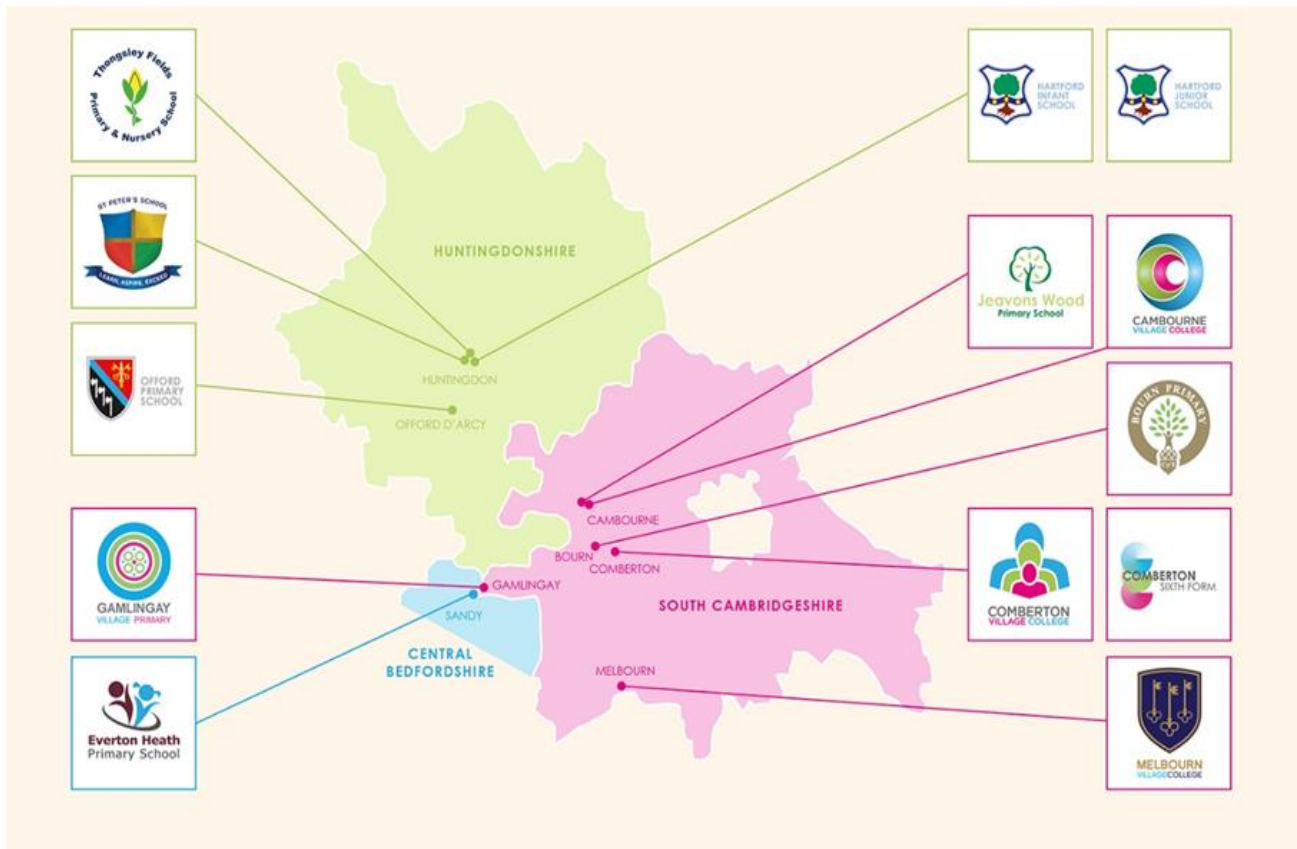
ABOUT US

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 Community 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), Huntingdon.

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.



OUR VACANCIES

Maths Teachers at The Cam Academy Trust

Salary: MPS / UPS with possible TLR3E or allowance (school specific)

Contract: Permanent

Hours: Full / Part time

Start date: September 2025 or earlier

We are seeking to appoint **Teachers of Maths at The Cam Academy Trust** for September 2025 in our secondary schools – [Melbourn Village College](#), [St Peter's School](#), [Cambourne Village College](#), and [Comberton Village College](#). There are various new and exciting opportunities for both newly trained and experienced teaching staff with salary enhancements available in most schools. We have seven available positions across the Trust.

Cambridge and its surrounding area is synonymous with STEM and particularly mathematics. As a Trust we are committed to investing in the teaching of maths and developing the subject as a specialism.

Melbourn Village College

Melbourn Village College are seeking:

- Excellent teachers of maths to join them in September 2025 or earlier if possible. The salary for this position is offered with the potential for +2 points on the teachers' pay spine (e.g. ECTs on M3) and the potential for leadership opportunities for strong candidates.

This post offers excellent opportunities for development in a supportive department at an exciting time for the school under the leadership of a new principal. You would be joining a school that has high expectations and ambition for all pupils, where standards are rapidly on the rise.

The maths team is small and friendly and works closely with other Trust schools, sharing assessments and resources. Maths teachers benefit from a dedicated workspace. Sparx maths is used to support pupils at home and reduce staff workload. There are strong links with the Cambridge Maths Hub, with staff seconded to the hub for part of the week.

The roles would suit either newly qualified or experienced teachers. If you would like to find out more about our school please contact [Margaret Storey](#), Head of Maths. We would welcome the chance to show you around.

St Peter's School

St Peter's School, Huntingdon is looking for:

- A dynamic teacher of maths to join their team

This position is open to applications from ECTs and experienced teachers.

You will be joining an experienced team of enthusiastic professionals whose mission is to nurture a love for mathematics through a mastery approach which incorporates problem solving and critical thinking. A' level and GCSE Maths results are among the best in the school with maths being the most popular post-16 subject. Courses offered in the maths faculty include GCSE statistics, Level 2 Further Maths, and A-Level Further Maths. The successful candidate will have the opportunity to teach Key Stage 3, Key Stage 4 and potentially Key Stage 5.

We would love to show you more about the impact you could make to our community, if you would like to visit before applying, please contact [Mike Arhin](#), Head of Maths.

Cambourne Village College

Cambourne Village College is seeking to recruit to the following positions:

- A teacher of maths to be based at Cambourne Village College
- A teacher of maths to be based at Cambourne Village College, with a teaching timetable split across Cambourne Village College (60%) and Melbourn Village College (40%). This position is offered with an enhanced salary package and a reduction in the teaching timetable. This would be negotiable depending on experience. We would offer +2 points on the teachers' pay spine for ECTs.

Applications for both of these roles are welcomed from experienced teachers and from ECTs and whilst these are full time positions, we do support flexible working so part time applications would be considered.

It is an exciting time to join the maths department at Cambourne Village College. Already well established with high standards of teaching and learning in years 7 to 11, we have recently opened our brand new sixth form with our first year 12 pupils joining us this academic year. We are a supportive and friendly team and are fortunate to have a dedicated workspace for the department. As the first school in the trust to offer pupils 1-1 devices we have enjoyed developing our practice with these through maths teaching. We offer our students mathematical enrichment opportunities beyond the taught curriculum, such as competitions and trips. We enjoy a close relationship with the Cambridge Maths Hub, which is based at Cambourne Village College.

Pre-application visits would be welcomed, please contact [Deborah Gordon](#), Head of Maths to arrange a time to find out more about joining our team.

Comberton Village College

Comberton Village College is looking to recruit:

- An experienced teacher of maths, to be based at Comberton Village College with teaching across 11 to 18. This role could be full time or part time.
- A teacher of maths to be based at Comberton Village College for at least 2 days per week, with a teaching timetable split with Melbourn Village College. This position would be suitable for experienced teachers and ECTs. This position is offered with an enhanced salary package and a reduction in teaching timetable. This would be negotiable depending on experience. We would offer +2 points on the teachers' pay spine for ECTs.

Comberton Village College is a highly successful, fully comprehensive school. It is based in a pleasant rural setting only 5 miles from the centre of Cambridge, with a large dynamic school and sports centre

at the heart of the village community. Pupil outcomes across KS4 and KS5 place Comberton Village College amongst the best secondary schools and colleges in the country, and our recent Ofsted report confirmed that we remain outstanding in all areas. Teaching maths at Comberton Village College is about more than producing good grades though, with a significant focus on developing our pupils to be well rounded mathematicians who can reason, and problem solve. We pride ourselves on being supportive and inclusive for pupils but also for staff.

Visits to the college are welcome, please contact [Kara Earl](#), Head of Maths to arrange a time to find out more about what teaching at Comberton is like.

Teaching Maths in The Cam Academy Trust

We are looking for excellent teachers and leaders with strong interpersonal and organisational skills, who will be supported to grow their practice through regular departmental pedagogy sessions in their school. You will deliver high quality teaching and learning, as an effective classroom practitioner. You will raise attainment and progress through engaging teaching underpinned by strong subject knowledge.

It is an exciting time to join the Maths departments in our schools. Already well established with high standards of teaching and learning in Key Stage 3 and 4 and 5, the Maths departments are working collaboratively to embed strategies to further develop pupils' reasoning and problem-solving. We have committed to become Nrich problem solving schools and are enjoying exploring all that this can offer.

The pupils in our schools are courteous, eager to learn and engaged in our own Trust-developed KS3 and 4 and 5 Maths curriculum. Collaboratively planned lesson resources are available for all teachers to use and adapt for their own classes; we believe that classes learn best when teachers can teach with autonomy, and so we encourage this.

There are many opportunities for pupils to extend their learning in maths beyond the curriculum, both in lesson times and outside lessons across the Trust. For example, we enter many pupils each year for the UKMT Junior and Intermediate Maths Challenge, and for the Team Challenge. We have also run events for all learners, regardless of ability, to extend and further enrich their learning beyond the curriculum.

The Maths teams are highly supportive and have worked with ECTs and trainee teachers successfully, providing experienced and dedicated mentoring. We are also a partner school with the Faculty of Education at the University of Cambridge, to support PGCE students on placement. For experienced staff who are new to our trust we will provide a more experienced member of staff to act as a buddy because we appreciate that learning the systems in a new school takes time.

As a Trust, we believe in continual reflection on our practice, the exploration of innovative teaching and learning models, and research into their effectiveness. We enjoy a close relationship with the Cambridge Maths Hub, which is based at Cambourne Village College. Every member of the Maths team is encouraged to be part of, or lead, working groups with the Maths Hub.

If you would like to find out more about maths across The Cam Academy Trust, and which school may be best suited to you, please contact [Katie Slusar-Fletcher](#), our Trust Director of Maths.

HOW TO APPLY

To apply for this position, please submit your completed application form and covering letter to [Tania Tull, Trust HR Manager](#) on [MyNewTerm](#). Please add your preferred choice of school(s) to your supporting statement on section 7 of the MyNewTerm application form.

Your supporting statement should demonstrate how your career to date has prepared you for this post and be no longer than one side 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.

If you have any questions or queries about this role please contact the [HR team](#).

Thank you for your interest in The Cam Academy Trust.

Closing date: 9am on Monday 24 February 2025
Interview date: Week commencing 24 February 2025

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

Teachers of Maths at The Cam Academy Trust

Salary

The post holder will be paid on the appropriate point of the main/upper pay scale.

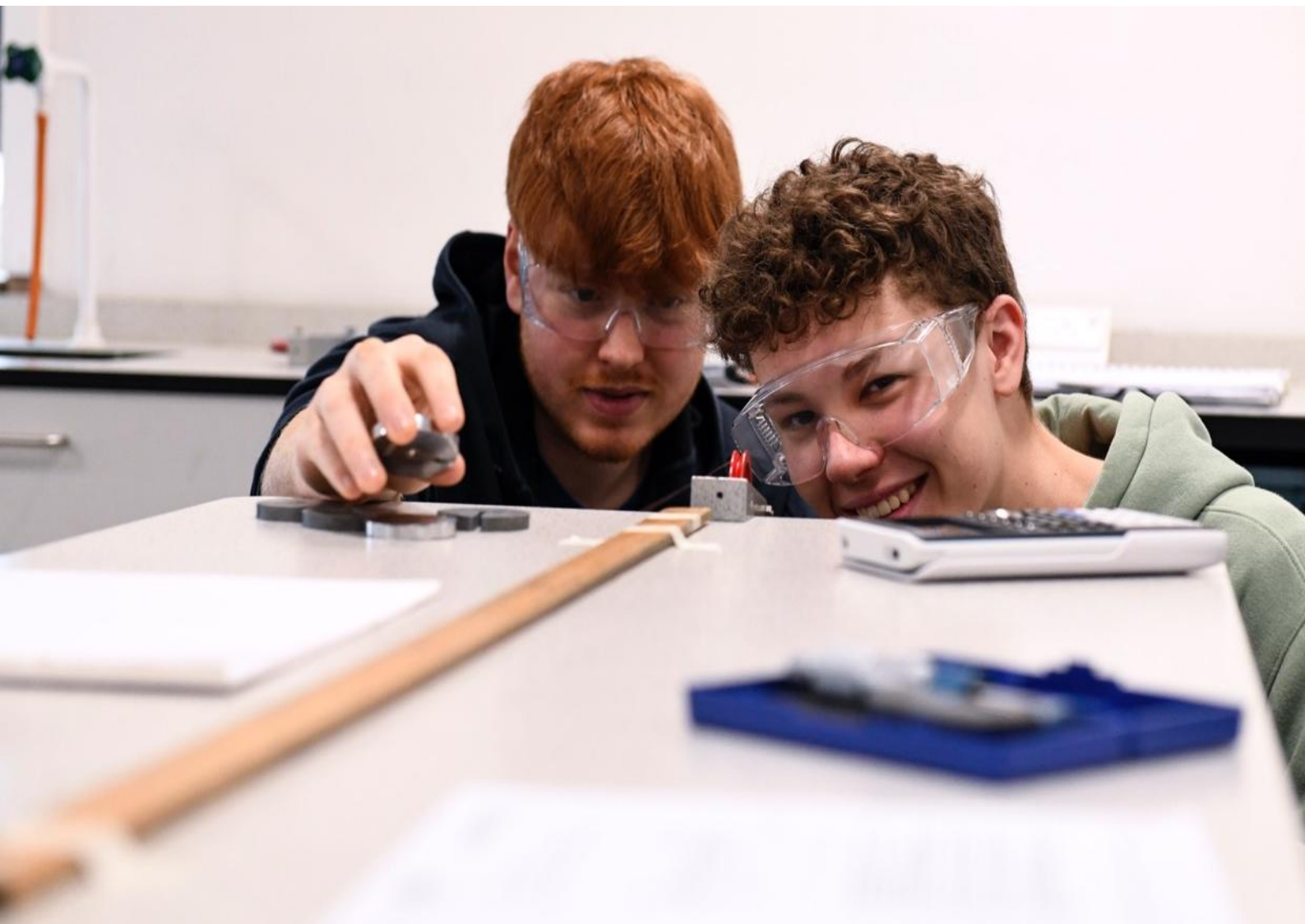
Line of responsibility

The teacher is directly responsible to the Head of Department

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 school curriculum, assessment and pastoral policies and procedures.

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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.



Core responsibilities of the role

Teaching:

- Plan appropriate work for classes in accordance with departmental schemes of work and whole school initiatives.
- Identify and work appropriately with students with special educational needs and all identified student groups.
- Take account of students' prior levels of attainment and use these in planning for individuals and classes
- Set work when required for absent students.
- Ensure an optimum climate for learning through strong classroom management, with due regard to health and safety policies.
- Maintain good discipline and ensure the behaviour policies and procedures are observed.
- Ensure effective setting of homework using online platform and appropriate feedback to students.
- Attend and contribute to all required staff meetings.
- In relation to the school's strategic plan, contribute towards the priorities and goals.
- Maintain a professional interest in educational initiatives relevant to the teacher's subject.

Assessment, recording and reporting:

- Keep appropriate records of students' work in line with policy.
- Mark and return work set, including homework, within an agreed and reasonable time.
- Apply the assessment policy when marking students' work.
- Complete student reports.
- Attend parent consultation events as required and keep parents informed about their child's performance and future targets.

Pastoral work:

- Undertake responsibility for a form group.
- Develop the programme effectively.
- Liaise with parents as required.
- Monitor and set targets for the social and academic progress of all students in the form.
- Endeavour to build a good relationship with the students in the form, so that they will look to the teacher for support and advice.
- Expect and support high standards of student behaviour and conduct at all times.
- Report issues of concern to the appropriate senior staff.
- Maintain an accurate register of attendance and do everything possible to encourage good attendance.

The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

PERSON SPECIFICATION

Teachers of Maths at The Cam Academy Trust

Qualifications	Essential	Desirable
5 GCSEs including English and Maths	√	
Degree	√	
Higher degree or further professional qualifications		√
QTS	√	
Evidence of involvement in continuing professional development activities	√	
Successful Experience of:		
Classroom teaching leading to strong pupil progress (This may include during teaching practice)	√	
Developing and implementing inspiring teaching materials	√	
Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.	√	
Managing challenging pupil behaviour	√	
Contributing to successful improvement strategies	√	
Monitoring, tracking and evaluating student progress	√	
Developing strategies to improve pupil performance	√	
Using a range of formative and summative assessment strategies to enhance learning.	√	
Knowledge and Skills:		
Excellent organisational skills	√	
Understanding of child-safeguarding issues and successful measures that promote and ensure the safe-guarding of children.	√	
Knowledge of current legislation, guidance and developments relating to the subject area	√	
Excellent communication skills	√	
Excellent subject knowledge	√	
Excellent classroom practitioner	√	
Ability to form effective working relationships	√	
Ability to use data effectively to analyse progress	√	
Ability to use ICT to inspire and motivate pupils	√	
Personal Attributes:		
Reflective practitioner	√	

Commitment to cross-curricular initiatives to enhance pupil progress	√	
Commitment to extra-curricular learning	√	
Willingness to embrace new technologies and software to enhance pupil progress	√	
High personal motivation	√	
Ability to inspire and lead	√	
Desire to innovate	√	
Creative approach to problem solving	√	
Optimism	√	
Resilience	√	
Empathy	√	
Honesty and Integrity	√	
Strong team player	√	

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.



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 swimming pool at Melbourn Sports Centre on site at Melbourn Village College.
- Subsidised gym membership at Comberton Sports and Arts



The Cam Academy Trust

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