



**TRUST LEAD FOR MATHS**  
**The CAM Academy Trust**  
**Candidate 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**

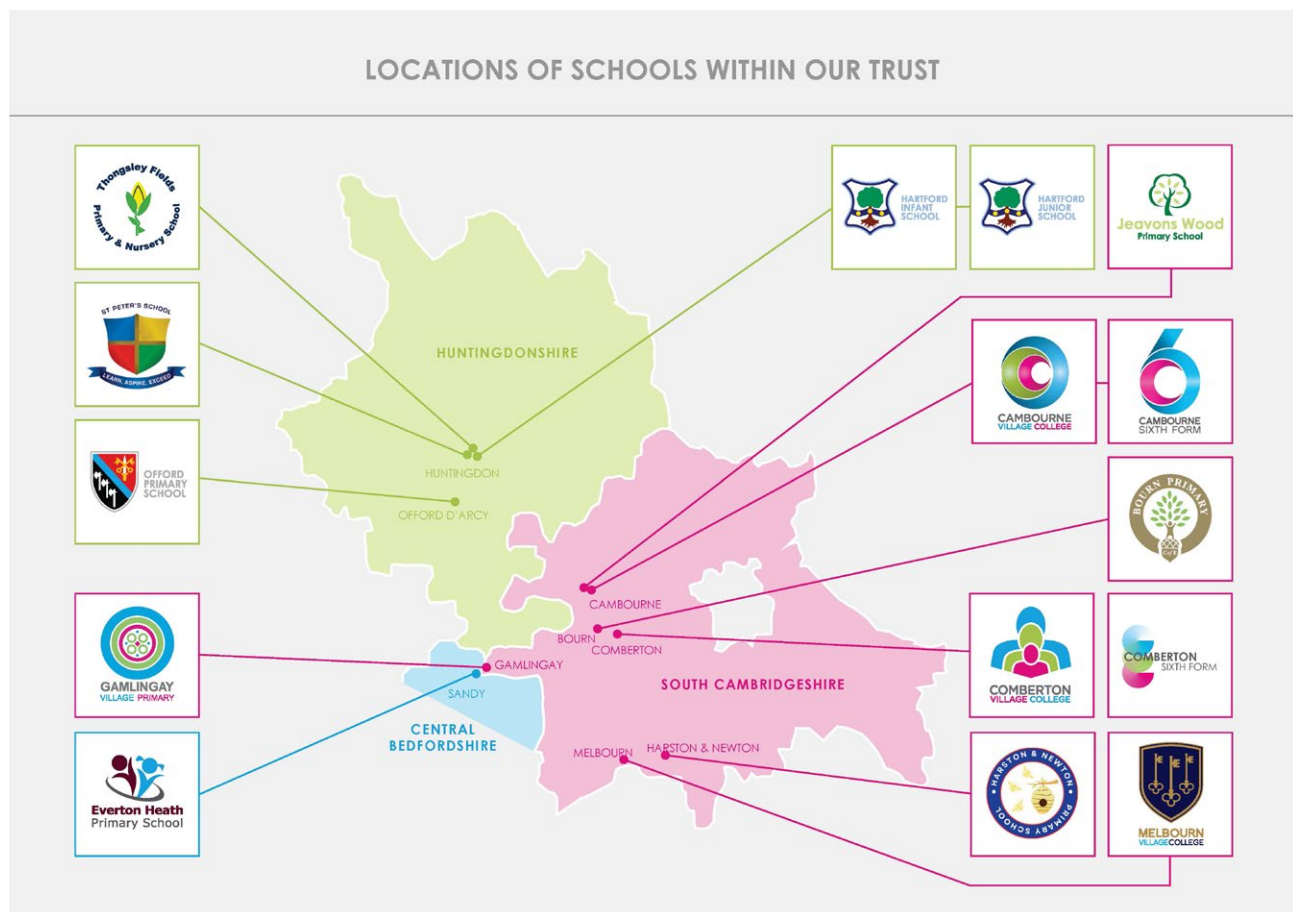
# ABOUT US

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, 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), 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.



# THE OPPORTUNITY



**Contract:** Permanent/Full or Part time

**Salary:** L11 to L16 (negotiable depending on experience)

**Required:** September 2025

**Place of Work:** Cambourne Village College, with travel to other Trust schools as required. Some remote working is possible.

Passionate about maths? Committed to transforming lives through education?

We are looking to appoint an expert leader of maths who can lead the maths strategy across our Trust. We are seeking a leader with a deep understanding of excellence in curriculum and pedagogy, and a belief in the importance of subject specialism and evidence-based approaches. A key priority for the role will be to rapidly, but sustainably, raise standards in maths across our schools.

Cambridge, and the surrounding area, has long been associated with STEM and mathematics in particular. The successful candidate will be able to build on this and deliver a vision for excellence in maths, including ambitious enrichment opportunities.

This role will involve working across Trust schools to support the teachers and leaders of maths, building a vibrant and collaborative community of practice.

Direct support of schools that are a priority from a maths perspective will be part of the role, as will ensuring a strong CPD offer for the maths community.

The post-holder will teach. Teaching is at the heart of what we do and holding a teaching commitment supports that important principle.

The CAM Academy Trust is home to the Cambridge Maths Hub and we aim for our maths teaching staff to have strong involvement with the hub. We would like to see the Trust Lead for Maths not just enhancing the teaching and learning of maths across the Trust but also across the region, through high impact engagement with the Maths Hub.

As a Trust we are committed to the concept of all-through education. Our primaries feed into our secondaries. There is an exciting opportunity here to work collaboratively on an all-through maths strategy.



## Maths across the Trust

We are a successful trust comprised of 4 secondary schools and 8 primary schools. Our secondary schools are varied, from Melbourn Village College, an 11-16 rural school with just over 600 students to Comberton Village College an 11-18 school with just under 2000 pupils. All our schools share the same guiding principles: they push for excellence and they are at the heart of the local community.

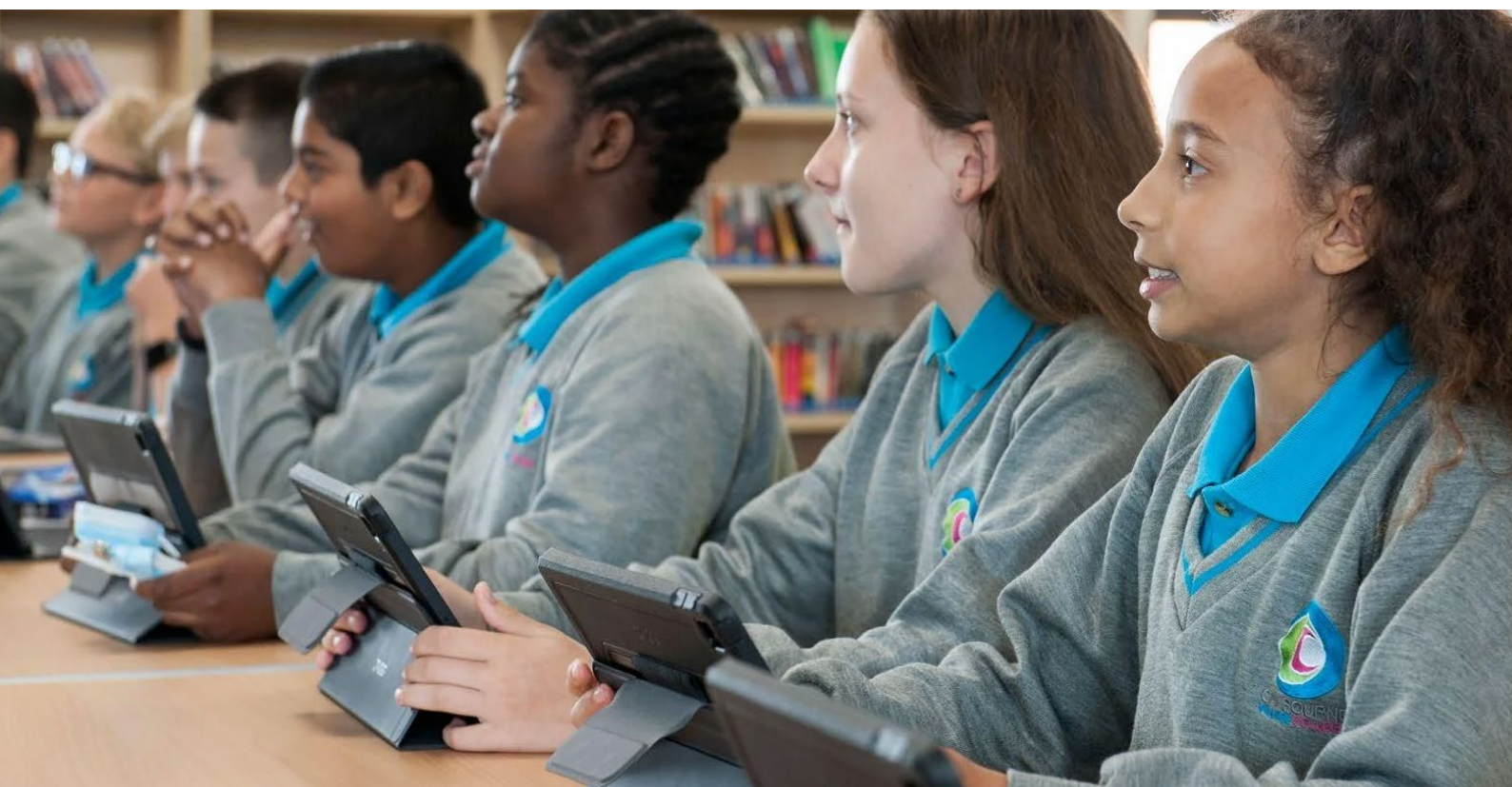
We value our people and are working to set out our people 'entitlement' with a priority placed on CPD. Subject specialist training will be a key feature.

We believe in a 'mastery' approach and also have a strong emphasis on problem solving. Enhancing the formal curriculum with extra-curricular opportunities builds a love and excitement for maths; we regularly enter pupils for the UKMT challenges and attend events to inspire our students.

We are proud of the fact that our maths departments have a variety of specialisms where staff have backgrounds not just in maths but in engineering, computer science and sports science as well as other areas. Where we have non-specialists joining the teams, we are supportive in their development of subject knowledge and transition to becoming a maths specialist.

Our schools share curriculum resources and work collaboratively. The Trust Lead for maths will be responsible for taking our curriculum development work forward. We subscribe to Sparx maths as a trust. This supports pupil learning and reduces staff workload.

Most of our secondary schools offer opportunities to teach A Level, and we welcome the way that post-16 students develop our mathematical thinking and pedagogy. Maths is regularly the most popular A-Level in our schools.



# JOB DESCRIPTION TRUST LEAD FOR MATHS



**Reports to:** Director of Education

**Strategic Purpose:** To lead on the maths subject strategy for The CAM Academy Trust, ensuring excellent standards of provision and strong outcomes for pupils.  
To develop a strong maths subject community that contributes to the development of leaders and strong subject standards.  
The role will primarily focus on secondary standards but there is the potential for cross-phase work and impact.

## Core Responsibilities

- Work collaboratively with all maths leaders, visiting schools regularly and leading an effective maths subject community
- Ensure a strong maths curriculum is in place in all secondary schools, supported by a high impact assessment model
- Lead on maths focused school improvement
- Support effective maths pedagogy
- Undertake curriculum quality assurance and review and prepare reports as needed
- Consider how current research in mathematics should inform our practice, and disseminate this to trust staff through effective CPD
- Support with recruitment for maths across the trust and maintain an oversight for the strengths and development areas in each department
- Promote and develop enrichment opportunities for maths across the trust, taking a lead on this work
- Collaborate with and promote the Maths Hub and the CPD they offer across the trust, taking a lead role in this partnership work
- Work directly with maths teams which require more dedicated support, being based in a priority school and taking on direct leadership if required

## In terms of any teaching commitment

- Plan work in accordance with the maths curriculum
- Take account of students' prior learning when planning work
- Set work when required for absent students.
- Maintain good behaviour and conduct by following the school's student behaviour policies and procedures.
- Establish a purposeful working atmosphere during all learning activities.
- Set appropriate and challenging work for all students, adapting teaching to meet pupils' needs including those with SEND.
- Ensure effective setting of homework and feedback to students.
- Keep appropriate records of students' work.
- Undertake assessment and school reports in line with school procedures
- Attend parents' evenings as required and keep parents informed about their child's performance and future targets.

# 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.





# PERSON SPECIFICATION TRUST LEAD FOR MATHS



Criteria	Essential	Desirable	Measured
<b>Qualifications</b>			
Good degree or equivalent qualification	X		Certificate
QTS with a minimum of five years teaching experience	X		Certificate
Current/Former Teaching for Mastery Specialist		X	Application
<b>Experience and Skills</b>			
Experience of teaching across the ability and age range for KS3/KS4 in a state funded school	X		Application/selection process/lesson observations
Experience in teaching at KS5		X	Application
A strong track record of high-quality maths teaching	X		Lesson observation
A continued commitment to own professional development	X		Application
A commitment to collaboration and partnership within and across schools	X		Application/ Selection process
Good knowledge of current legislation, guidance, and policy in maths education along with how these impact on teaching	X		Selection process
Engagement with educational research	X		Application/ Selection process
Experience of leading a maths department or other leadership responsibility	X		Application
A strong track record of leading and embedding change with diplomacy, patience, and empathy	X		Application/ Selection process
Experience of leading mathematics professional development	X		Application/ Selection process
Ability to establish a safe and stimulating environment for students, rooted in mutual respect	X		Lesson observation
An ability to motivate young people and relate positively towards them	X		Lesson observation/ Selection process
To be committed to promoting excellent progress and outcomes for students in maths	X		Selection process/ References
Demonstrating an understanding of and taking responsibility for promoting high standards of literacy through oracy and the correct use of standard English	X		Application/Lesson observation/Selection process
Have a clear understanding of the needs of all students and be able to use and evaluate teaching approaches to engage and support them	X		Lesson observation/ Application
Ability to travel between the trust schools	X		Application

# PERSON SPECIFICATION TRUST LEAD FOR MATHS

Continued



Criteria	Essential	Desirable	Measured
<b>Interpersonal Skills</b>			
Experience of child-safeguarding issues and successful use of measures that promote and ensure the safe-guarding of children	X		Selection process/ References
Excellent communication skills	X		Selection process
Evidence of working effectively in a team	X		Selection process/ References
An ability to work effectively, along with using initiative, when working alone.	X		Application/Selection process
Supportive approach to Trust ethos, policies and activities	X		Selection process
Effective communication skills with staff, pupils, and parents	X		Application/Selection process
Willingness to be involved in the wider life of the Trust. Enthusiasm for participating in extra-curricular activities and establish links with other curriculum areas for example wider STEM		X	Application/Selection process
Willingness to work in trust schools, according to need	X		Application/Selection process

# 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

- 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



## HOW TO APPLY

To apply for this position, please submit your completed application form with supporting statement via MyNewTerm.

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 Neil Massie on 07818 875514 or email [nmassie@academicis.co.uk](mailto:nmassie@academicis.co.uk)

Thank you for your interest in The CAM Academy Trust.

**Closing date: 7th March 2025**  
**Interview date: 12th March 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.



Head Office  
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