



**Casual Supply Teacher
at Comberton Village College
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

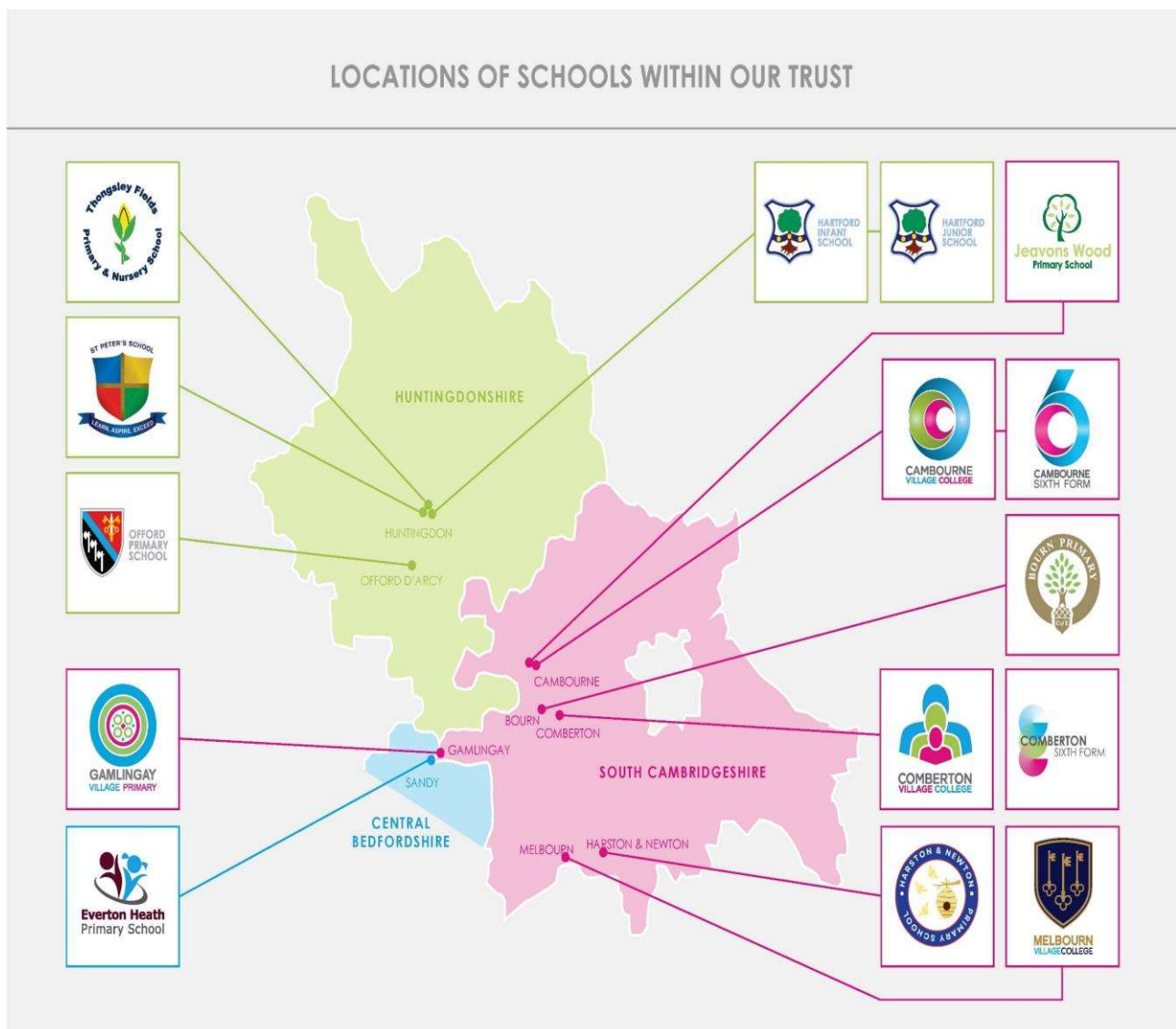
ABOUT US

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 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.



VACANCY

Casual Supply Teacher

MPS

Casual contract paid on a daily or hourly rate

Required: January 2026

We are a highly successful, community mixed comprehensive school with Teaching School status in a pleasant rural setting only 5 miles from the centre of Cambridge. We currently have around 2000 11-18 pupils on roll including our sixth form centre that opened in September 2011.

Our pupils are well motivated, staff morale is excellent and examination results at KS4 and KS5 were outstanding: both attainment and progress measures regularly put the school in the top 5% of all state comprehensive schools. The school has consistently been rated by Ofsted as outstanding over very many years – our most recent Ofsted (November 2024) achieved 'outstanding' in all categories.

We are seeking to appoint an outstanding casual supply Teacher to join our successful and supportive team of teachers. The successful candidate will need to be an enthusiastic, inspiring and motivating teacher who can demonstrate excellent knowledge and will ensure students have high aspirations and achieve their best. The post is suitable for ECTs or more experienced teachers.

Day-to-day duties for a Cover Teacher include:

- Supervising pupils, ensuring they are engaged in the classwork.
- Encouraging pupils to interact.
- Helping pupils to become more independent in their learning.
- Establishing trust with pupils, interacting with them according to individual needs.
- Assisting pupils with tasks as needed.
- Creating a safe, positive, supportive classroom environment.
- Promoting good behaviour, dealing promptly with conflict and incidents in line with established policies, encouraging pupils to take responsibility for their behaviour.
- Collecting completed work and returning it to the teacher.
- Assisting with the supervision of pupils before and after school and at break times.
- Providing feedback to teachers on pupil's achievement, progress, and if any problems.
- Upholding policies and procedures related to child protection, health and confidentiality, reporting all concerns to the appropriate person.

HOW TO APPLY

To apply for this position, please submit your completed application form with supporting statement to Danyah Aboujieb, Cover Manager on [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 Wendy Jones, HR Manager

Thank you for your interest in The CAM Academy Trust.

Closing date: 9am Thursday 11th December 2025

Interview date: Tuesday 16th December 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

Secondary School – Casual Supply Teacher

Salary

The post holder will be paid on the appropriate point of the main scale on daily or hourly rate depending on the hours of work

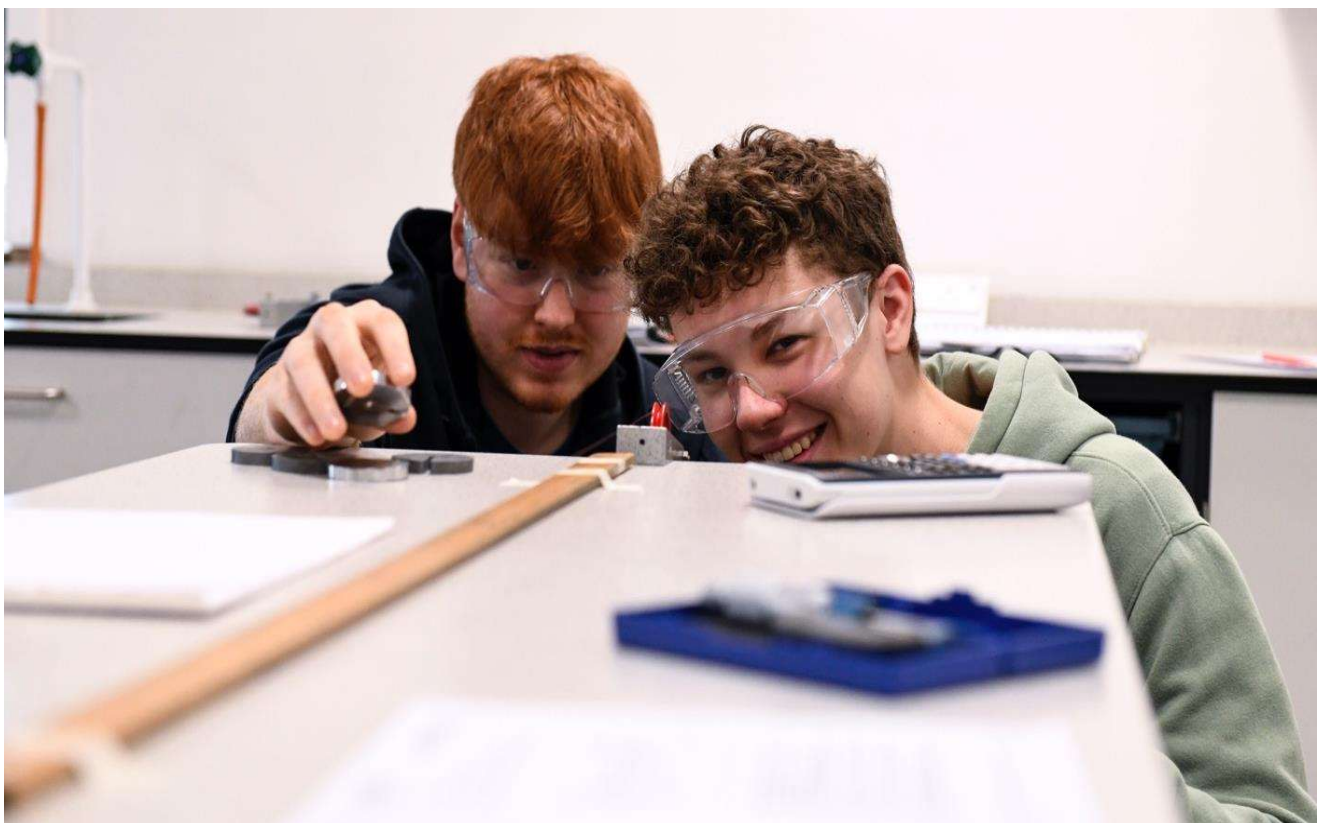
Line of responsibility

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

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.

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



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.



JOB DESCRIPTION Cont'd

Casual Supply Teacher

Core responsibilities

- Supervising pupils, ensuring they are engaged in the classwork.
 - Encouraging pupils to interact.
 - Helping pupils to become more independent in their learning.
 - Establishing trust with pupils, interacting with them according to individual needs.
 - Assisting pupils with tasks as needed.
 - Creating a safe, positive, supportive classroom environment.
 - Promoting good behaviour, dealing promptly with conflict and incidents in line with established policies, encouraging pupils to take responsibility for their behaviour.
 - Collecting completed work and returning it to the teacher.
 - Assisting with the supervision of pupils before and after school and at break times.
 - Providing feedback to teachers on pupil's achievement, progress, and if any problems.
 - Upholding policies and procedures related to child protection, health and confidentiality, reporting all concerns to the appropriate person.
-



PERSON SPECIFICATION

Casual Supply General Teacher

Essential	Desirable	Evidence
<p>Qualifications and experience:</p> <ul style="list-style-type: none"> • Qualified teacher status. • A continued commitment to own professional development. • Teaching experience within the designated age range. • Of child-safeguarding issues and successful use of measures that promote and ensure the safe-guarding of children. • Excellent standard of teaching within subject area. 	<p>Qualifications and experience:</p> <ul style="list-style-type: none"> • Further relevant professional studies. • Experience of more than one school/academy. • Experience of more than one key stage. • Management experience and/or leading extra-curricular projects. • Good knowledge of current legislation, guidance and policy in the subject area. 	<p>Application form</p> <p>Certificates</p> <p>References</p>
<p>Set high expectations and inspire, motivate and challenge all students, in specified department, by:</p> <ul style="list-style-type: none"> • Establishing a safe and stimulating environment for students, rooted in mutual respect. • Setting goals that stretch and challenge students of all backgrounds, abilities and dispositions. • Demonstrating consistently, the positive attitudes, values and behaviour which are expected of students. 		<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>

<p>Promote good progress and outcomes by students in specified department by:</p> <ul style="list-style-type: none"> • Being accountable for students' attainment, progress and outcomes. • Being aware of students' capabilities and their prior knowledge, and plan teaching to build on these. • Guiding students to reflect on the progress they have made and their emerging needs. • Encouraging students to take a responsible and conscientious attitude to their own work and study. 	<p>Promotes good progress and outcomes by students in specified department by:</p> <ul style="list-style-type: none"> • Demonstrating knowledge and understanding of how students learn and how this impacts on teaching. 	<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>
<p>Demonstrate good subject and curriculum knowledge, especially in relation to specified department, by:</p> <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. • Demonstrating a critical understanding of developments in the subject and curriculum areas and promoting the value of scholarship. 	<p>Demonstrates good subject and curriculum knowledge, especially in relation to specified department, by:</p> <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. 	<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>

<p>Plan and teach well-structured lessons by:</p> <ul style="list-style-type: none"> • Imparting knowledge and developing understanding through effective use of lesson time. • Promoting a love of learning and student's intellectual curiosity. • Setting homework and planning other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired. • Reflecting systematically on the effectiveness of lessons and approaches to teaching. 	<p>Plan and teach well-structured lessons by:</p> <ul style="list-style-type: none"> • Contributing to the design and provision of an engaging curriculum within the relevant subject area(s). 	<p>Application form Letter of application References Interviews</p>
<p>Adapt teaching to respond to the strengths and needs of all students by:</p> <ul style="list-style-type: none"> • Knowing when and how to differentiate appropriately, using approaches which enable students to be taught effectively. • 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. • Having a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these. 	<p>Adapt teaching to respond to the strengths and needs of all students by:</p> <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. 	<p>Application form Letter of application References Interviews</p>

<p>Make accurate and productive use of assessment in specified department by:</p> <ul style="list-style-type: none"> • Knowing and understanding how to assess the subject and curriculum areas, including statutory assessment requirements. • Making use of formative and summative assessment to secure students' progress. • Using relevant data to monitor progress, set targets, and plan subsequent lessons. • Giving students regular feedback, both orally and through accurate marking, and encouraging students to act on the feedback. 		<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>
--	--	--

<p>Manage behaviour effectively to ensure a good and safe learning environment by:</p> <ul style="list-style-type: none"> • Having clear rules and routines for behaviour in classrooms and taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy. • Managing classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them. • Maintaining good relationships with students, exercising appropriate authority, and acting decisively when necessary. 	<p>Manage behaviour effectively to ensure a good and safe learning environment by:</p> <ul style="list-style-type: none"> • Having high expectations of behaviour and establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly. 	<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>
<p>Fulfil wider professional responsibilities by:</p> <ul style="list-style-type: none"> • Making a positive contribution to the wider life and ethos of the school. • Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support. • Communicating effectively with parents regarding students' achievements and well-being. 	<p>Fulfil wider professional responsibilities by:</p> <ul style="list-style-type: none"> • Deploying support staff effectively. • Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues. 	<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>

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

Head Office | Cambourne Village College

Sheepfold Lane| Cambourne | CB23 6FR

info@catrust.co.uk

www.catrust.co.uk