

**Casual Tutor of Science,  
Mathematics or English 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

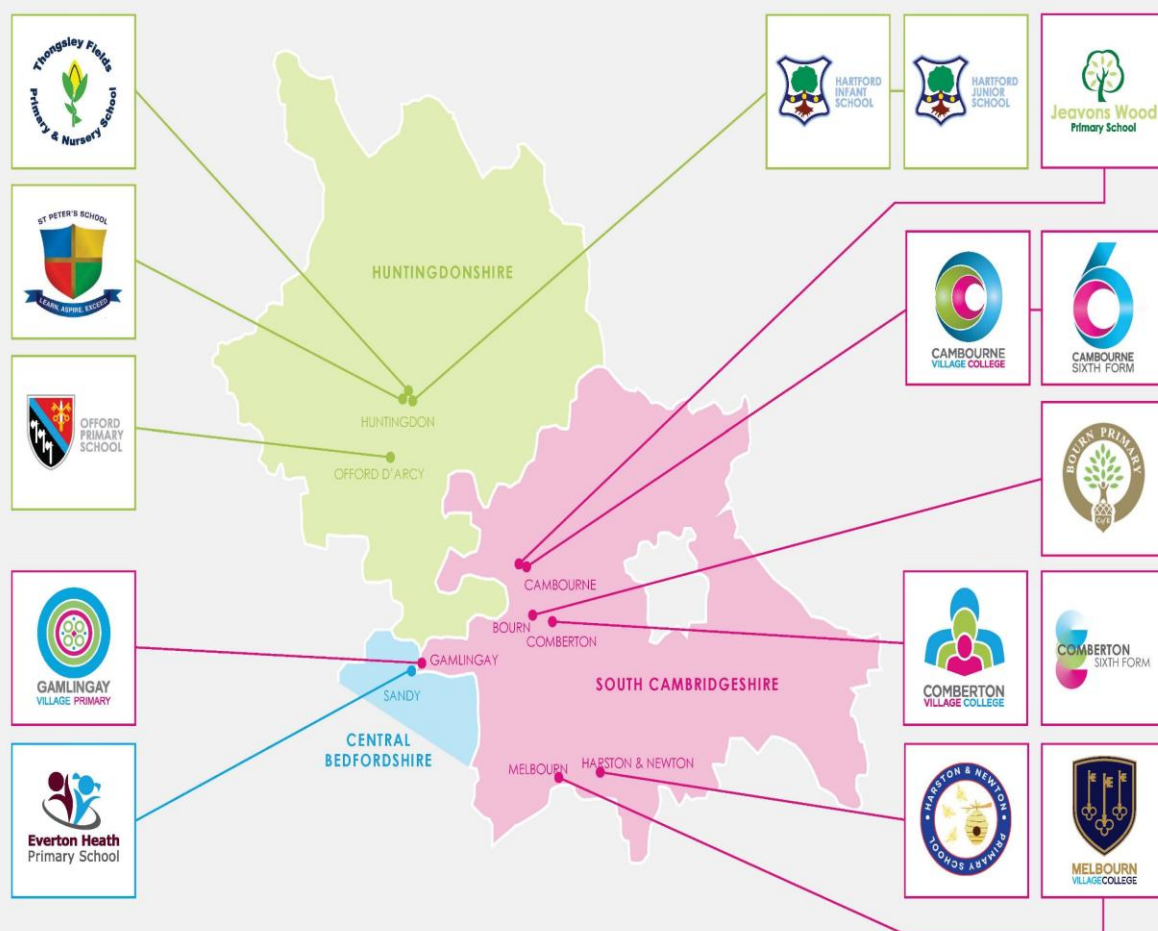
The CAM Academy Trust was formed in 2011. The Trust is currently made up of eight primary schools and four secondary schools, three of which have sixth forms.

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.

## LOCATIONS OF SCHOOLS WITHIN OUR TRUST



# 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 TUTOR OF SCIENCE, MATHEMATICS OR ENGLISH

### MPS

**Part-time – flexible between core school hours and after school**

**Required – January 2026**

We are seeking enthusiastic and knowledgeable tutors to provide academic support to secondary school students in **Science, English, or Mathematics**.

This role is ideal for individuals passionate about education and helping students achieve their full potential. The successful candidate will be able to teach either Mathematics, Science or English to students across Key Stages 4 and 5. You will be committed to raising standards at all levels; delivering excellent lessons and enthusing pupils through your passion for the subject.

We are a highly successful, community mixed comprehensive school with Teaching School status including a dedicated sixth form centre onsite. The school is located in a pleasant rural setting only 5 miles from the centre of the university city of Cambridge and 4 miles from the M11 corridor. The school has approximately 2000 11- to 18-year-old pupils on roll and enjoys an enviable reputation in the local and wider communities for its exceptionally high standards in all areas of pupil achievement.

Our pupils are well motivated, staff morale is excellent and examination results at KS4 and KS5 were outstanding: Both attainment and progress measures regularly and consistently 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 and was rated Outstanding again in all 5 areas in November 2024. [50264498 \(ofsted.gov.uk\)](https://www.ofsted.gov.uk/schools/50264498)

We offer high quality education through innovative teaching that provides theoretical frameworks and real-life learning experiences, and we do this within a school built upon respect, integrity, and active engagement. We strive for excellence in all areas to realise the potential of our students and staff coupled with promotion of the value of learning and developing curious minds to expand knowledge, skills and understanding of the world around us. We actively promote equality and diversity in our teaching and encourage our students to buy into this ethos.

The post is suitable for ECTs or more experienced teachers.

If you would like to see an overview of the whole school, please go to: [www.combertonvc.org/about-us/open-evening.php](http://www.combertonvc.org/about-us/open-evening.php)

For further details please visit our website [www.combertonvc.org](http://www.combertonvc.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 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 Mrs W Jones, HR Manager on [personnel@combertonvc.org](mailto:personnel@combertonvc.org)

Thank you for your interest in The CAM Academy Trust.

**Closing date: 9am Monday, 8 December 2025**

**Interviews: To be held soon after**

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

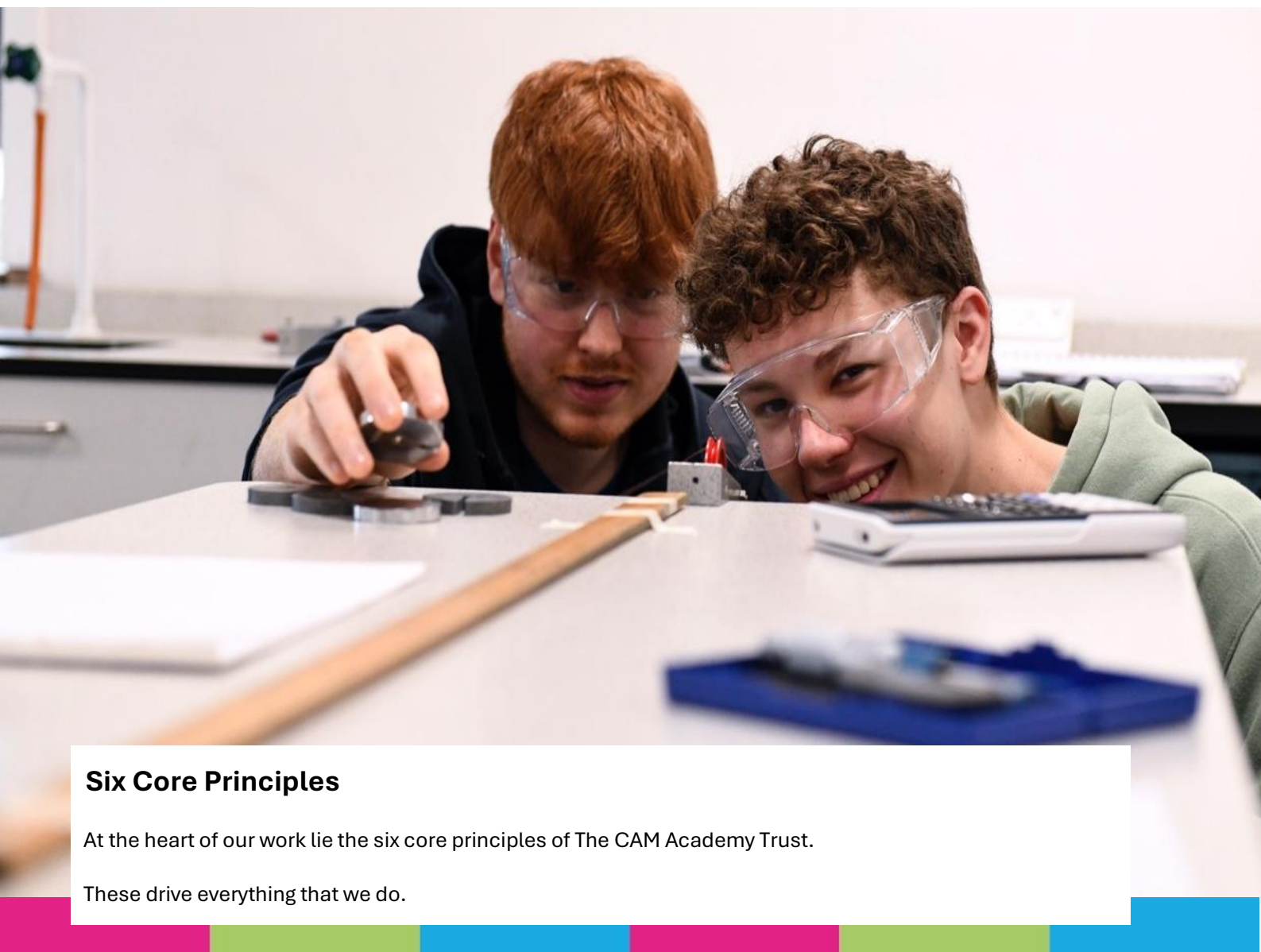
### Secondary School Tutor – Science, Mathematics, English

**Salary**

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

**Line of responsibility**

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



#### 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.

## Our Trust Principles

### **The excellence principle:**

Educational provision must be excellent. Reasonable or even 'Good' is not good enough. We seek the very best education for all pupils in our schools.

### **The comprehensive principle:**

We are clear that all pupils of all abilities and backgrounds can thrive and make excellent progress in the same school. We believe that pupils benefit from sharing their education with diverse groups of pupils.

### **The broad education principle:**

We offer a broad educational experience. This includes strong provision of the arts, sport and digital education as well as academic subjects. We see personal development, well-being, leadership, creativity and citizenship for every pupil as core to educational provision.

### **The community principle:**

Our schools are at the heart of their communities. This is characterised by the 'Henry Morris' vision for schools. Our schools provide value to their communities providing facilities and services available to all. We prioritise the wellbeing of members of our community, including our staff.

### **The international principle:**

All our schools have a clear international emphasis in their educational provision both within and beyond the formal curriculum. This is crucial as part of any meaningful education and because it is crucial for the positive functioning of all societies.

### **The partnership principle:**

Our schools work in partnership with others for mutual benefit. The partnership principle goes beyond the Trust and our schools will work with other schools as there is benefit to all in doing this.





## JOB DESCRIPTION Cont'd

### Secondary School Tutor – Science, Mathematics, English

#### JOB CONTENT

##### Strategic purpose

The tutor is responsible for delivering tuition to students identified by the Science, Maths and English departments: to support the students to build confidence and make desired progress. Planning the tuition in discussion with the relevant department.

##### Core responsibilities:

- Deliver one-on-one or small group tutoring sessions in your subject area (Science, English, or Maths).
- Liaise with the relevant Head of Department and department representatives about content of sessions.
- Carry out regular evaluation of students' progress and reporting progress to department lead
- Understand and implement the school's behaviour policy and code of conduct including the issuing of rewards and sanctions within the school's policies and procedures.
- Ensure that students are aware of the school's behaviour policy and code of conduct, and support students to comply with them and to understand the consequences of their behaviour.
- Report as required any incidents of unacceptable behaviour or issues of concern to the appropriate member of staff.
- Contribute to the learning, personal, physical and social needs of students, while encouraging independence.
- Use ICT effectively to support learning activities.
- Supervise and assist students to concentrate on and finish the work set.
- Motivate and encourage students and help them to develop their self-esteem and interaction with others.
- Be aware of and respond appropriately to individual student's needs

##### Conditions of employment:

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the contract of employment).
  - The post holder is required to support and encourage the College's ethos and its objectives, policies and procedures as agreed by the governing body.
  - The post holder should uphold the College's policy in respect of Child Protection and safeguarding matters.
  - The Local Advisory Board is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Service (DBS) check will be carried out for the successful candidate.
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- The post holder may be required to perform any other reasonable tasks after consultation.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification at any time after consultation with the post holder.



# PERSON SPECIFICATION

## Secondary School Tutor

Essential	Desirable	Evidence
<b>Qualifications and experience:</b>		
<ul style="list-style-type: none"><li>• Qualified teacher status and/or appropriate experience within schools.</li><li>• A-Level or equivalent in either Science, Maths or English</li><li>• Educated to degree level</li><li>• A continued commitment to own professional development.</li><li>• Knowledge of child safeguarding procedures.</li></ul>	<ul style="list-style-type: none"><li>• Experience of more than one key stage.</li><li>• Experience of working positively with challenging pupils.</li><li>• Experience of building positive relationships with parents.</li></ul>	Certificates References
<b>Set high expectations and inspire, motivate and challenge pupils by:</b>		
<ul style="list-style-type: none"><li>• Helping establish a safe and stimulating environment for pupils, rooted in mutual respect.</li><li>• Demonstrating consistently, the positive attitudes, values and behaviour which are expected of pupils.</li></ul>		Letter of application References Interviews
<b>Promote good progress and outcomes by pupils by:</b>		
<ul style="list-style-type: none"><li>• Being accountable for pupils' attainment, progress and outcomes.</li><li>• Being aware of pupils' capabilities and their prior knowledge and work proactively to build on these.</li><li>• Guiding pupils to reflect on the progress they have made and their emerging needs.</li><li>• Encouraging pupils to take a responsible and conscientious attitude to their own work and study.</li></ul>	<ul style="list-style-type: none"><li>• Demonstrating knowledge and understanding of how pupils learn and how this impacts on teaching.</li></ul>	Letter of application References Interviews



Essential	Desirable	Evidence
<ul style="list-style-type: none"> <li>Supporting pupils with their organisation.</li> <li>Supporting pupils with their understanding of online learning platforms.</li> </ul>		
<b>Demonstrates good subject and curriculum knowledge by:</b>		
<ul style="list-style-type: none"> <li>Having a secure knowledge of the relevant subject(s) and curriculum areas.</li> <li>Fostering and maintaining pupils' interest in subjects, liaising with teachers and across departments and addressing misunderstandings.</li> <li>Being aware of the range of opportunities available to pupils inside and outside of the classroom and by supporting pupils in accessing those opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrating an understanding of and taking responsibility for promoting high standards of behaviour and approach to schoolwork.</li> </ul>	Letter of application References Interviews
<b>Make accurate and productive use of assessment in subjects taught across the year group by:</b>		
<ul style="list-style-type: none"> <li>Using relevant data to monitor progress, set targets, and plan subsequent targets.</li> </ul>		Letter of application References Interviews
<b>Manage behaviour effectively to ensure a good and safe learning environment by:</b>		
<ul style="list-style-type: none"> <li>Having a clear understanding of rules and routines for behaviour in classrooms and online and taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.</li> <li>Maintaining good relationships with pupils, exercising appropriate authority, and acting decisively when necessary.</li> </ul>	<ul style="list-style-type: none"> <li>Having high expectations of behaviour and establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.</li> </ul>	Letter of application References Interviews

Essential	Desirable	Evidence
Fulfil wider professional responsibilities:		
<ul style="list-style-type: none"> <li>Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.</li> <li>Communicating effectively with parents about pupils' achievements and well-being.</li> </ul>		Letter of application References Interviews

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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