



LIGHTHOUSE
MULTI ACADEMY TRUST

Job Advert

Teaching Assistant Level 3

Location:	Barcroft Academy
Contract Type:	Permanent
Grade/Salary:	Grade 5 SCP 9 – 17
Closing Date:	Friday 8 th May 2026 at 12pm
Start Date:	September 2026
Positions Available:	1
Interview Date(s):	TBC

About Lighthouse Multi Academy Trust

The Lighthouse Multi Academy Trust, located in the West Midlands, consists of 9 primary schools across the Walsall borough. We are proud to be Lighthouse and across our academies we have:

- 3,000 Amazing Children
- 500 Dedicated Staff Members
- 9 Fabulous Schools
- A uniquely developed Forrest School
- 1 Additionally Resourced Provision
- 2 Special Resourced Provision (SRP's_
- A school with the only Crown Bowling Green in England.



About this Role

The Lighthouse Multi Academy Trust are looking for an individual to work under the guidance of teaching and/or senior staff, and within an agreed system of supervision, to implement agreed work programmes with individuals or groups of pupils, both in and out of the classroom.

This may include supporting pupils requiring specialist knowledge in particular areas and assisting the teacher with planning, preparation of resources, and the overall learning cycle.

The role may also involve supervising whole classes during short-term teacher absence. The primary focus is to maintain good order and ensure pupils remain on task. Cover supervisors must respond to questions and support pupils in completing set activities.

Main Responsibilities (see attached job description for further details):

- Use specialist skills, training, or experience to support pupils' learning
- Assist in the development and implementation of Individual Learning Plans (ILPs)
- Build positive working relationships with pupils, acting as a role model and maintaining high expectations
- Promote inclusion and acceptance of all pupils in the classroom
- Support pupils consistently while recognising and responding to individual needs
- Encourage cooperation and interaction between pupils in learning activities
- Promote independence and recognise/reward self-reliance and achievement
- Provide feedback to pupils on progress and achievement
- Attend to pupils' personal needs, including social, health, physical, hygiene, first aid, and welfare matters as required
- Work with the teacher to create an effective learning environment
- Assist in lesson planning, evaluation, and adjustment of lesson/work plans
- Observe and monitor pupil responses to learning activities and record achievement against learning objectives
- Provide accurate and objective feedback to teachers on pupil progress and achievement
- Contribute to reviews of systems and records when required
- Mark pupils' work and record progress accurately
- Promote positive behaviour, addressing conflict and incidents in line with school policy
- Encourage pupils to take responsibility for their behaviour
- Communicate sensitively with parents/carers as directed by the teacher and participate in meetings where required
- Administer and assess routine tests and invigilate exams
- Provide general clerical and administrative support (e.g. preparing worksheets and resources)



At The Lighthouse Multi Academy Trust, we put children first, pioneering excellence and championing each and every child. All our academies, ranging from a small infant school to large primary schools, work collaboratively, sharing resources and expertise. Find out more about The Lighthouse Multi Academy Trust and the location of our academies at: www.lhmat.com

If you are interested in this vacancy and would like to arrange a discussion with the People team, or have a tour, please contact peopleteam@lhmat.com

At The Lighthouse Multi Academy Trust, we take the wellbeing and mental health of our staff seriously which is why we are committed to regular reviews of staff well-being and reducing staff workload. We create bespoke career pathways for every member of staff, identifying and growing talent, with outstanding professional development opportunities at every stage of your career. We also have an Employee Assistance Programme with a range of resources to support wellbeing which is available to all employees and their immediate family members 24 hours a day, 7 days a week, 365 days a year.

What we offer you:

- A friendly, dedicated staff team who believe in teamwork and building positive relationships across the school, the Trust and in the local community.
- High quality development programme with induction programmes for all new staff.
- Excellent CPD opportunities
- Annual conferences with keynote speakers.
- Access to professional coaching.
- A supportive and collaborative working ethos, including support from the Trust's Central Executive Team and a range of experts, such as specialists in pupil welfare, SEND and behaviour.
- Access to Employee Assistance Programme including free counselling.
- Access to discounts through our Reward partner Perkbox.

Only those shortlisted for interview will be contacted. References will be requested for those shortlisted only and prior to interview. In line with [Keeping children safe in education 2025](#) online searches will be completed as part of the due diligence on shortlisted candidates, searching online content that is publicly available for inappropriate online content that may suggest that a shortlisted candidate may not be suitable to work with children, or that may harm the reputation of the school. If any issues of concern come up in online searches, shortlisted candidates will have an opportunity to address these at interview. An Enhanced DBS certificate will be required on provisional offer, including a check of the Children's Barred List. Further vetting checks, in line



LIGHTHOUSE

MULTI ACADEMY TRUST

with the requirements of [Keeping children safe in education](#)

[2025](#) will be completed following a provisional offer of appointment. Where applicable, if an applicant with a provisional offer of employment has lived and/or worked outside the UK, they will be required to obtain a Certificate of Good Conduct.

The Lighthouse Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Offers of employment are subject to a satisfactory enhanced DBS disclosure and other employment checks. Our school Safeguarding Policy for one of our Trust schools is attached for reference.