



## Nursery Teacher

**Location: St James Academy**

**Contract Type: Permanent**

**Contract Term: Full-time**

**Grade/Salary: Main scale 1 to 6**

**Closing Date: Friday 15<sup>th</sup> May 2026**

**Start Date: 1<sup>st</sup> September 2026**

**Interview Date(s): Tuesday 19<sup>th</sup> May 2026**

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### 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 forest school
- 1 additionally resourced provision
- 2 specialist resource provisions (SRPs)
- A school with the only crown bowling green in England!



### About this role

The Lighthouse Multi Academy Trust are looking for a teacher in the early stages of their career (ECTs are warmly encouraged to apply) to join our Early Years team at St James Academy as a nursery teacher. We are looking for someone with a real passion for teaching the youngest children in our school along with a drive and commitment to give them the very best start.

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

- teach a class of nursery children, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs;
- maintain the positive ethos and core values of the academy both inside and outside the nursery setting;
- contribute positively to the early year's staff team;
- implement agreed academy policies and guidelines;
- support initiatives decided by the senior leadership team;
- plan appropriately to meet the needs of all children, through adaptive teaching and learning;
- be able to set clear targets, based on prior achievement, for children's learning;
- create and provide an attractive and stimulating early years learning environment, both indoors and outdoors;
- keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning;
- report to parents on the development and achievement of children;
- demonstrate positive behaviour management approaches, in accordance with the academy's behaviour policy;
- follow the academy's safeguarding policies and approaches to 'Keeping Children Safe';
- communicate and co-operate with specialists from external agencies;
- lead, organise and direct support staff within the setting;
- participate in the performance management system of the academy including appraisal of their own performance.



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](http://www.lhmat.com)

**If you are interested in this vacancy and would like to find out more about the role and arrange a visit to the academy, please contact [recruitment@stjames.lhmat.com](mailto:recruitment@stjames.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.

### **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.

*Our Ethos: Together, we shine brightly- lighting the way with ambition, blazing a path towards a brighter future for all.*



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 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 Safeguarding Policy can be found on our website <https://www.stjames.lhmat.com/Contact-Us/>