

NEST Careers Prospectus



Welcome from the CEO

Dear Candidate,

Thank you for expressing your interest in joining **Nexus Education Schools Trust**. We are delighted that you are considering becoming a part of our community.

This is an incredibly exciting time for our schools, as the Trust continues to grow and thrive. Currently, all our schools are rated as good or outstanding, with strong leadership teams dedicated to delivering a rich variety of opportunities and outstanding outcomes for every pupil.

At **Nexus Education Schools Trust**, we are guided by a vision to empower individual academies to flourish with true autonomy while fostering a strong culture of support and collaboration across all our schools. Central to everything we do is a commitment to making child-centred decisions and choices.

Our mission is to:

- Nurture every individual,
- Provide exceptional educational opportunities and outcomes,
- Empower all to succeed, and
- Transform the life chances and aspirations of our pupils, equipping them to thrive as fulfilled individuals in an ever-changing world.

We also celebrate the uniqueness of each school's community and the vital contributions they make to ensuring the best education and experiences for our pupils. Every school is fundamental to our collective success. We firmly believe that, together, we can achieve more—delivering higher educational outcomes, broader opportunities for our pupils, and enhanced prospects for our staff and communities.

As a member of NEST, you will join a Trust that champions collaboration, mutual support, and a shared commitment to excellence. We are looking for individuals who:

- Share our values and vision,
- Are enthusiastic about working collaboratively with colleagues both within and beyond their school,
- Are dedicated to continuous development and professional excellence, and
- Are passionate about providing the highest standards and opportunities for all children.

We hope this information inspires you to take the next step in your career with us. We look forward to receiving your application and wish you the very best as you consider this exciting opportunity.

Regards

Paula Farrow OBE
CEO
Nexus Education Schools Trust





About Our Trust

To provide excellence and opportunity for all, transforming lives through education and inspiring the leaders of tomorrow

NEST is a family of 19 Primary Schools and 1 Special schools educating 5957 pupils across Bromley Southwark, Lewisham and Kent. We employ 1200 staff who are all committed to our moral purpose to transform children's lives through education.

Why choose a career with NEST

Excellent Training and Development

Staff Benefits Package

Career Pathways

Community & Collaboration

Flexible Working

PEOPLE STRATEGY

Our People Strategy is rooted in our values – Collaboration, Honesty, Opportunity, Innovation, Confidence, and Equality (CHOICE). These guide everything we do to attract, support, and retain a diverse, skilled, and fulfilled workforce.

Attracting diverse talent and nurturing potential

RECRUITMENT & GROWTH

CULTURE & EXCELLENCE

Creating a values-led, inclusive environment

INNOVATION & CREATIVITY

nest
An Employer of CHOICE now and in the future

RETENTION & STABILITY

Embracing new ways of working

Keeping great people for the long term



What can you expect working in a NEST School

At NEST, every school takes an individual approach to serving its children and community. We value the rich diversity of the communities we work with and understand the importance of adapting our methods to meet their unique needs. While each school is distinctive, all share the NEST core principle of CHOICE, underpinned by our values: to Nurture, Educate, Succeed, and Transform the lives of our children.

Working in a primary school can be challenging, but it is also deeply rewarding. Our schools embrace a child-centered approach to learning, encouraging curiosity and a culture of questioning for both children and staff. You will be supported by an experienced team of Headteachers, Senior Leaders, and Education Advisors who are committed to delivering educational excellence. Their breadth of knowledge and expertise will guide you as you begin your career with us.

Workload & Wellbeing

At NEST schools, we prioritise the wellbeing and workload management of our staff. While approaches may vary across schools, you can expect a genuine commitment to maintaining a healthy work-life balance. Examples of this include limiting email communication to working hours, discouraging a long-hours culture, and providing shared PPA time to support collaboration and efficiency.

Managable Workload

ALL Schools Good or Outstanding

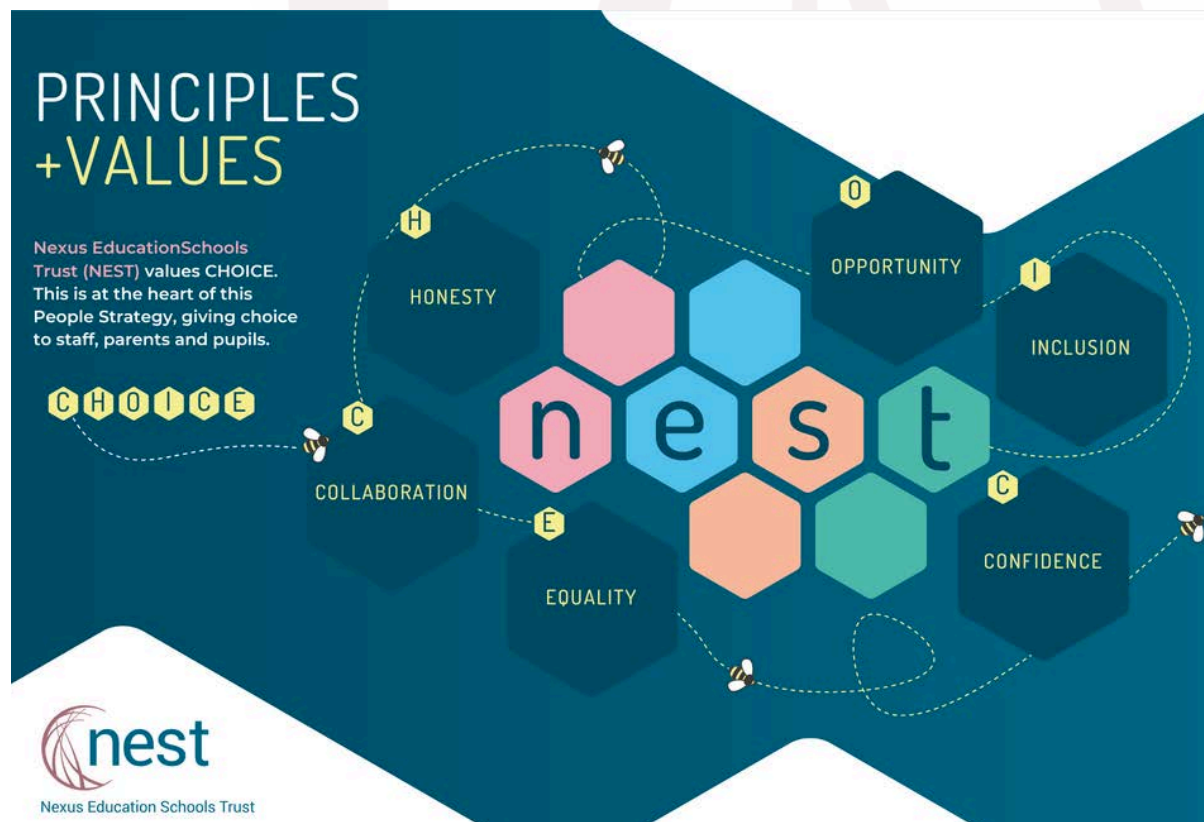
Leadership Support



Child Centered

Professional Curiosity

Individuality



Teaching with Purpose

We believe that teaching is about more than teaching lessons - it's about educating hearts and minds, nurturing potential, and transforming lives. Guided by our CHOICE values—**Collaboration, Honesty, Opportunity, Innovation, Confidence, and Equality**—we provide professional support and opportunities for growth at every stage of your teaching career, while prioritising your wellbeing.

How We Support Teachers:

- **Early Career Support**

Structured induction and mentoring through the Early Career Framework, ensuring a strong start, building confidence and building resilience.

- **Collaborative Networks**

Opportunities to share best practice, innovate and learn from colleagues across our family of schools - creating a supportive community that values connection.

- **Professional Development Opportunities**

Access to high-quality training and development in areas such as subject leadership, curriculum design, and emerging technologies like AI. Benefit from secondments, peer mentoring, and action-research projects that not only accelerate growth, but also keep your practice fresh and rewarding.

- **Teaching School Hub Advantage**

As the lead organisation for Thames South Teaching School Hub, we offer direct access to nationally recognised programmes such as NPQs, plus opportunities for teachers to develop expertise in coaching, mentoring and facilitation - empowering you to make choices that support growth and wellbeing.

At NEST, support and development for teachers is embedded into our culture. Whether you're passionate about deepening your classroom practice or aspiring to lead, we'll help you grow, innovate, and succeed - because teaching with purpose transforms futures and enhances wellbeing.

Leading with Confidence

Leadership at NEST is rooted in our commitment to nurture, educate, succeed and transform. Underpinned by our values, we believe leadership is about creating a culture where people thrive and schools excel.

Our Leadership Principles:

- **Nurture, Educate, Succeed, Transform**

Every decision and action is rooted in these principles, ensuring leadership that drives positive change.

- **Collaboration and Honesty**

Working together across our community with openness and trust, to share ideas and strengthen practice.

- **Opportunity and Equality**

Providing clear pathways for growth, ensuring fairness and equal access for all.

How We Support Leaders:

- **Coaching for Wellbeing and Development**

One-to-one or group coaching to move yourself and your organisation forwards.

- **Reflective and Restorative Supervision**

Dedicated time and space for leaders to reflect, maintain wellbeing and develop practice.

- **Leadership Development Pathways**

Access to accredited NPQs, apprenticeships, bespoke programmes, and opportunities to engage with, or lead, Trust-wide projects.

- **Collaborative Leadership Networks**

Forums for sharing best practice, innovating, and shaping the future of education.

At NEST, leadership is about inspiring transformation, building confidence in others, and ensuring fairness for all. We invest in our leaders because strong leadership enables exceptional outcomes for pupils, staff, and communities.

A Trust where People Grow

At NEST, we believe careers should evolve with confidence, ambition and purpose. Fuelled by our principles and values, we create clear, supported pathways for growth across our schools.

Your Journey, Your Choice

We value choice at every stage of your career. Whether you want to progress into new roles or deepen your expertise where you are, we'll support you. Many of our colleagues have advanced within the Trust through structured development opportunities.

Launching into Education

Whether you begin your career in education as a volunteer, midday supervisor, or teaching assistant, we'll nurture your strengths and help you identify opportunities for growth.

Gain qualifications

We offer a range of apprenticeships and training programmes to help you develop in your current role or prepare for the next step.

Train to teach

Progress through teacher training apprenticeships, whether you need an undergraduate pathway or already hold a degree.

Develop as a Leader

Through nationally recognised leadership qualifications, collaborative networks, secondments, special projects, and coaching, we'll help you transform yourself and others, whatever your current role.

Beyond Career Progression

At NEST, we go beyond career progression—we build a culture where colleagues feel valued and inspired. Guided by our principles of CHOICE - Collaboration, Honesty, Opportunity, Inclusion, Confidence, and Equality - we provide the tools and environment to help you innovate, lead, and thrive.

Our goal is clear: to create a workforce that is **diverse, skilled, and fulfilled**—because when our people flourish, our schools transform, and together, we shape exceptional futures.

The Power of our Hub



We are proud lead one of the Department for Education's 'designated Teaching School Hubs, driving training and development across three London boroughs. This strengthens our capacity to develop outstanding educators and leaders within our own schools and beyond.

Being part of a DfE-designated Teaching School Hub means our staff enjoy exceptional opportunities for growth, including:

- Direct access to nationally recognised professional development, delivered in collaboration with outstanding partners such as University College London.
- Bespoke, evidence-based training tailored to real classroom needs.
- Opportunities to develop mentoring, coaching, and facilitation skills by working with the hub.
- Access to local networks and collaboration with schools beyond the Trust.
- Outward-facing development opportunities that broaden experience and perspective.

At NEST, being a Teaching School Hub isn't just a title—it's a promise to invest in growth and development.

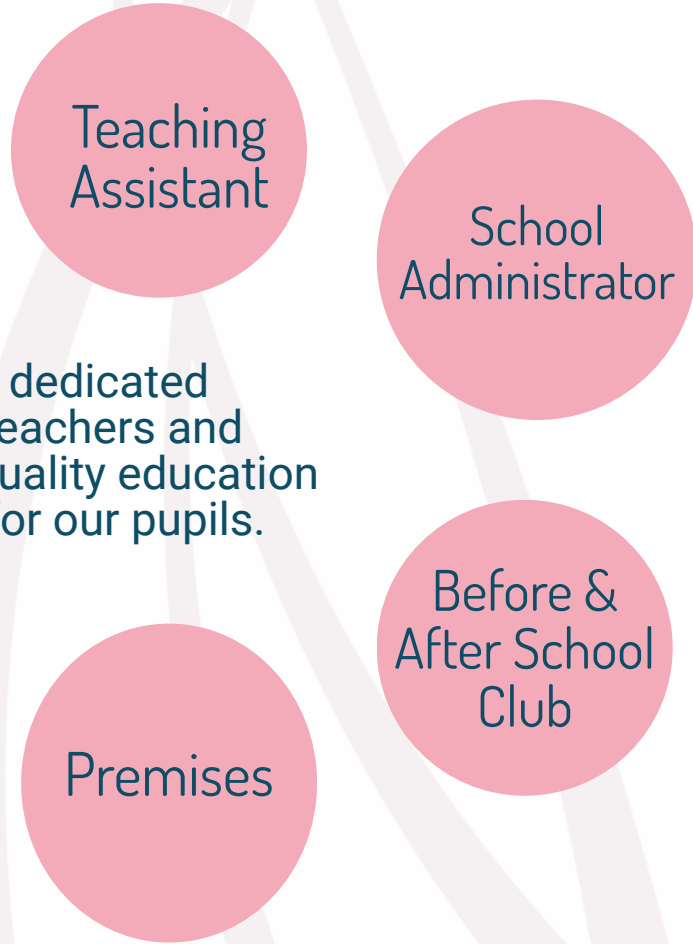


Support Staff Careers


We can offer a wide range of roles, not just teaching. Whether you are based in our Central Services Team or one of our schools you will be playing an important role in supporting our schools to transform the lives of our children through education.

School Support Roles

Every NEST School has a Team of dedicated support staff who work with the Teachers and School Leaders to deliver a high quality education and positive school environment for our pupils.



Central Services Team

Our Central Services team is based at Worsley Bridge School in Beckenham. 

The Central Services Team provides operational and strategic support to our schools. When you join the Central team you will part of a team of experts in their specialist areas who are all committed to helping our schools and NEST succeed.



NEST genuinely allows schools to keep their own ethos, values and curriculum. Each school's context and uniqueness is understood and respected. Staff have strong access to CPD, including apprenticeships, MAs, NPQs and national conferences. Most importantly, when you need support, especially in a challenging or critical moment, one call is all it takes for the Trust to be there for you.

Maria Veysey Headteacher Balgowan Primary School

Embracing Apprenticeships

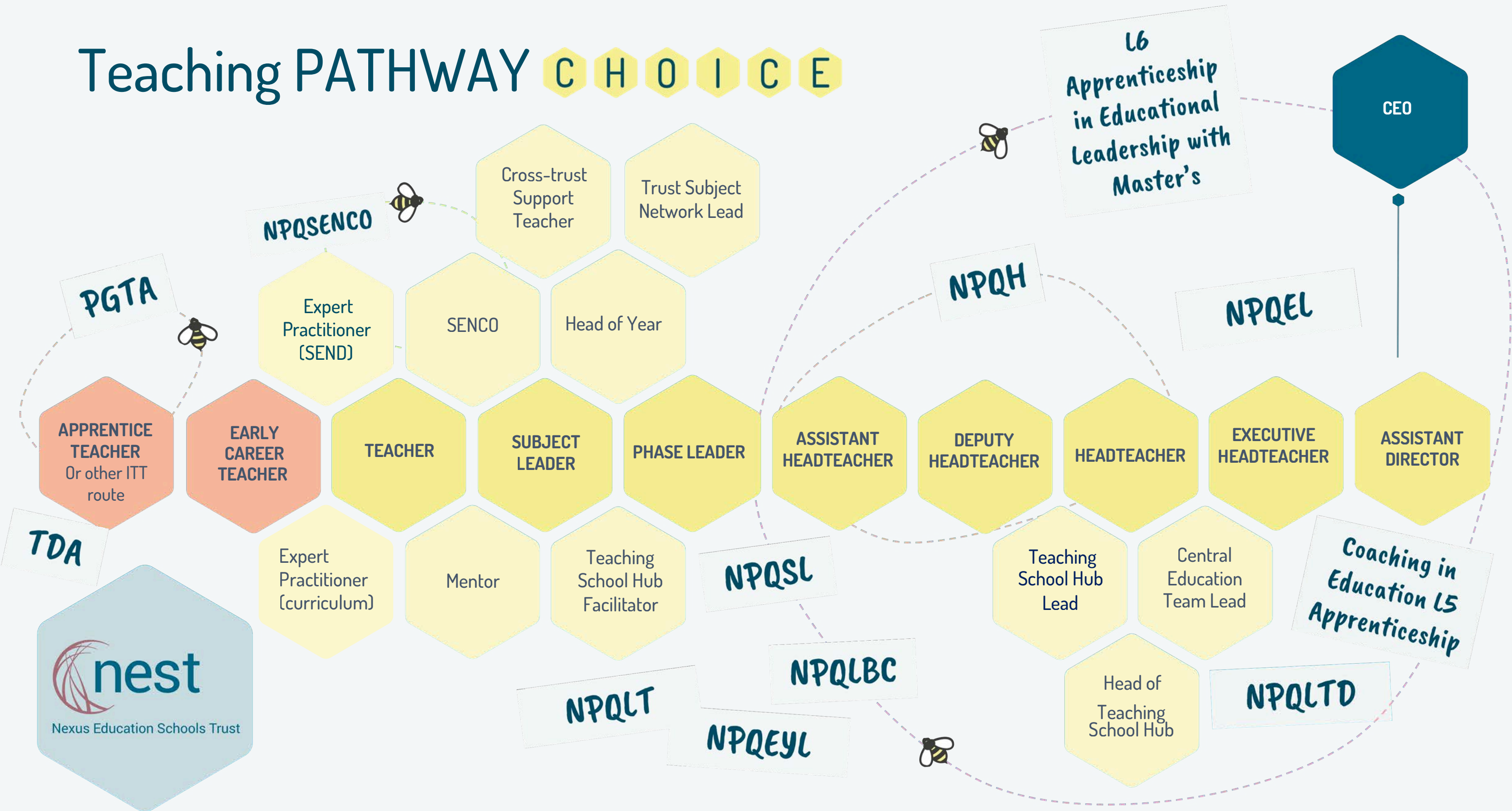
Our commitment to provide excellence and opportunity through education extends beyond our pupils to include our staff. We offer a range of apprenticeships to help you to develop your skills and knowledge in areas such as HR, Finance & School Administration.

We have tailored programs for our Early Years Practitioners and Teaching Assistants enabling you to specialise in areas such as SEND or progress towards becoming a qualified teacher and gaining your PGTA.

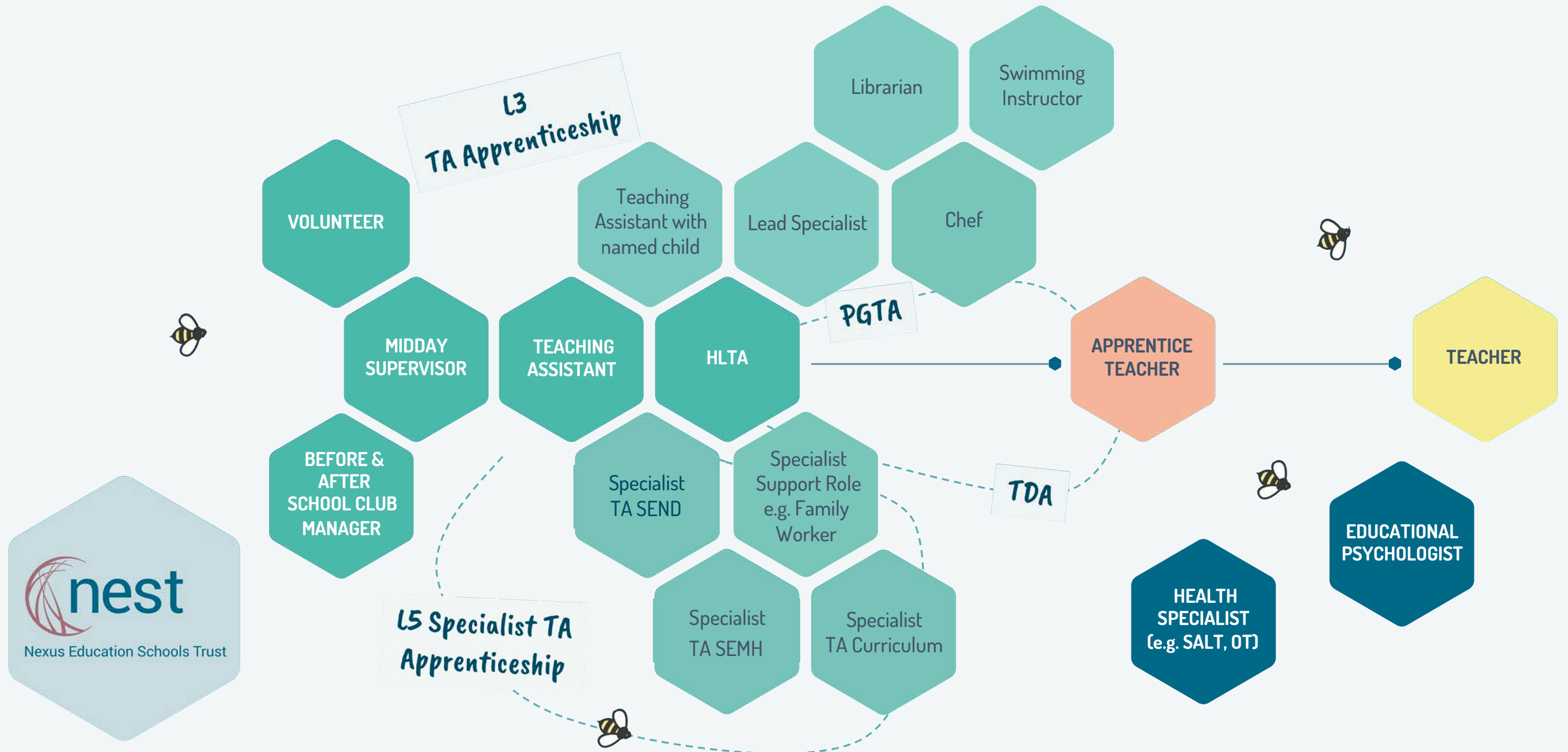
Working at NEST has been an excellent experience, I am a supported every step of the way in my apprenticeship by the Trust and my managers, I feel valued by colleagues who show a genuine interest in my progression. From day one, NEST has provided outstanding guidance and the best possible resources for me to succeed. I am so grateful to be surrounded by such supportive colleagues.

Daniel Mullins HR Apprentice

Teaching PATHWAY CHOICE



Specialist Support Staff PATHWAY CHOICE



Our Schools

Bromley Schools

- Alexandra Infants
- Alexandra Juniors
- Balgowan
- Bickley
- Farnborough
- Highfield Infants & juniors
- Manor Oak
- Marjorie McClure
- Perry Hall
- Pickhurst Infants
- Worsley Bridge

Lewisham & Southwark Schools

- Childeric
- Grove
- Goose Green
- John Donne
- John Keats
- Rotherhithe

Kent Schools

- Joydens infants & juniors



With the exception of Joydens Infants & Juniors Schools all of the NEST schools are located within a XX mile radius. Travelling to our schools is easy by car or public transport, increasing the opportunities for networking, collaboration and career progression