

# FINHAM PARK SCHOOL



FINHAM PARK  
SCHOOL

**INFORMATION FOR CANDIDATES 2023-2024**

Kindness | Humility | Integrity  
Courageousness | Perseverance



FINHAM PARK  
MULTI ACADEMY TRUST

Dear Colleague,

We are writing to thank you for your interest in the vacancy for a Headteacher at Finham Park School. We sincerely hope that this letter, together with any additional supporting documentation and opportunities to visit the school will inspire and encourage you to want to work with us. This unique and exciting opportunity has become available due to the promotion of the current Headteacher to a larger school.

Finham Park is a secondary school that is 'well above average' in terms of pupil numbers. The population is ethnically diverse and many students speak English as an Additional Language. The school also has an above-average population of students who have learning difficulties and/or disabilities. Fewer pupils come from areas of socio-economic deprivation and as a result, the number eligible for free school meals is well below the national average. In their recent inspection report, Ofsted highlighted the inclusive nature of the school, stating "Finham Park is a highly inclusive school where everyone is valued and expectations are high for pupils to achieve well. Pupils and staff embody the school's values, which include humility and kindness. Relationships between pupils and staff are warm and respectful. Pupils speak positively about the support they receive from staff and enjoy their learning. The majority of pupils work hard and achieve well. Pupils feel safe and say they are happy in school."

Finham Park School was the founding school of Finham Park Multi Academy Trust in 2015. The Trust is currently celebrating its first decade anniversary and enjoys a strong reputation across Coventry & Warwickshire. Our family of primary and secondary schools comprises Finham Park; Finham Park 2; Finham Primary, Lyng Hall, Pearl Hyde Primary, Lillington Primary, Meadow Park and Limbrick Wood Primary. As a whole, the Trust provides education for approximately 5,500 children and employs over 700 colleagues. Our vision is summarised below:

"Schools in the Finham Park MAT will set out to pioneer, innovate and deliver a "World Class" education for all children from the age of 0-19 where the artificial barriers of stage and age are removed. Our education will aim to exceed the highest national and international benchmarks for academic achievement, whilst ensuring young people develop a passion for learning in all its contexts and are ready to take their place as active members of our global community."

This is mirrored in the vision for Finham Park School: "Our school is a beacon of excellence for the community where everyone feels safe, valued, included and proud. We nurture every learner's natural curiosity, providing them with life enriching opportunities to develop socially, academically and morally. We ensure that students are given opportunities to

develop in the '5 Finham Values' that we hold most dear - courageousness, perseverance, integrity, humility and kindness. These are key features of life here."

We want to appoint an inspirational headteacher for Finham Park School – a leader with charisma, expertise, and the skills to motivate both adults and young people to achieve the very best for themselves and their school community. We are hopeful that the next headteacher will lead our school to achieve the highest outcomes and realise our stated ambition of being a "World Class" school – to this end we are not a community that rests on its laurels; rather we are constantly striving to improve the experience we offer our pupils and, whilst proud of our track record and history, recognise that there is much still to do.

We feel we can offer many things to a successful applicant. These would include the support of an experienced governing body; the collegiate support of other headteachers from both primary and secondary phases; the guidance of our CEO/Executive Headteacher, Mark Bailie (also a National Leader of Education and Ofsted Inspector) and a Central Support Service (Finance, Human Resources, Estates, IT and Education Development departments) that allows our Headteachers to focus on the most important things – opportunities for students! Finham Park School is fortunate in possessing an excellent team of specialist teachers and support staff together with opportunities to develop the links and networks that a school like this needs not just to be successful in its own right, but also to support and learn from other partner organisations – In our view, this is an exceptional opportunity for the right person to develop our school and develop themselves as a school leader.

Thank you for your interest. We hope to receive an application from you in due course if you feel Finham Park may be an exciting place to work and develop the next phase of your career.



Mr Peter Burns MBE

Chair of Finham Park Multi Academy  
Trust



Mrs Anne Brennan

Chair of Finham Park School Local  
Governing Body

**Dear Colleague,**

**Why this role?**

**This leadership opportunity has arisen due to the promotion of Chris Bishop, the school's current Headteacher, at the end of the summer term this year. We are at an exciting period for Finham Park School as they look forward to moving into the next phase of their development.**

Finham Park School has a long and successful history of providing education in the City of Coventry. Much of their excellent work was highlighted in the recent Ofsted report, published following a graded inspection in January 2025. This report also recognises that, in a few areas, there is more work to do in order to achieve our highly aspirational goals of providing a 'World Class' education for all students. Constantly striving to push the boundaries of development is therefore a key challenge for any new Headteacher, supported by all the expertise and experience that our established Trust can provide.

Finham Park Multi Academy Trust is currently celebrating its first decade of operations, having been founded in 2015. The Trust is a vibrant community of primary and secondary schools – all situated in Coventry & Warwickshire. Our family of schools serve a broad range of socio-economic contexts and therefore our colleagues have a huge capacity for supporting each other to face the myriad of complex issues surrounding education in today's fast-changing world. Finham Park Multi Academy Trust has a strong reputation and is preparing for its next phase of growth during the next academic year. Our ambition is to provide a 'World Class' education – experiences that provide children with the qualifications they need to make choices for a bright future, while looking back and feeling that they really did enjoy 'the time of their lives' while they were at school!

The strength of partnership between our schools and the Trust has, and continues to provide excellent professional support, as well as expert business operations, that frees up school leaders to do what they love – making sure children have the time of their lives at school! The new Headteacher at Finham Park will enjoy the full support of the Trust Central Team – from regular 'keeping in touch' meetings with the CEO/Executive Headteacher, Mark Bailie; weekly contact from your dedicated Human Resources Business Partner; a vibrant and collegiate community of primary and secondary Headteachers where there is no such thing as a 'silly question'; and access to Finance, Estates, IT and Education Development Team leaders when required.

The staff profile at the school is a strong and diverse one with teachers and support staff who have a wealth and range of different experiences between them. Finham Park is a school that inspires great loyalty and colleagues and pupils talk about the vibrant culture

and support they get from each other. The school's key aim is to equip children for a world of possibilities, ensuring that pupils leave with the key knowledge and skills that allow them to make choices about their future.

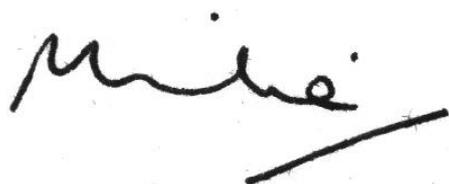
We want the next Headteacher of Finham Park School to feel a deep connection with our vision and ambitions for children and young people; someone who will be dedicated to ensuring that everyone is nurtured and challenged to achieve their very best – whether as a colleague or a pupil.

You may be a serving Headteacher looking for a different context, or a fresh leadership challenge. You may be a Deputy Headteacher who has experience of leading in the headteacher's absence and feel ready for your first headship. You may even be in a systems leadership role and are wanting to return to school-based leadership. We welcome applications from both serving and aspirant headteachers.

As part of the Finham Park Multi Academy Trust family, you will receive a dedicated induction. Our comprehensive training, CPD, and quality assurances programmes, and our professional networks will support you throughout your leadership journey at Finham Park School and offer you professional growth and challenge. You will be a member of the Trust's Strategic Operations Group, working alongside other headteachers and central team leaders to shape and contribute to the Trust's direction and work. Day to day, you will be ably supported by your deputy headteachers, a vibrant and knowledgeable senior leadership team, the SEND & Inclusion team, as well as the wider teaching and support staff team.

We sincerely hope you will feel that leading Finham Park School is an exciting opportunity. The role is full of potential for the right leader to develop 'their own school', striving to ensure success for all pupils - helping them to look back on their education with feelings of pride and happiness. There is also ample opportunity to engage with system leadership roles across the Trust and beyond... This may be the ideal 'next step' for you in your career!

We hope to receive an application from you in due course if you feel Finham Park School and Finham Park Multi Academy Trust may be your next place to work.

A handwritten signature in black ink, appearing to read 'Mark Bailie', with a horizontal line underneath it.

Mark Bailie

CEO/Executive Headteacher (2015-present)

# Our School

Finham Park School, and more recently Finham Park Multi-Academy Trust (MAT), has been a highly regarded part of the educational landscape in Coventry for over forty years. We have a long and proud history of providing the **highest quality teaching**; an **innovative curriculum** offer and a wealth of **exciting extra-curricular activities** for young people of all ages and abilities.

As the World Class Schools Quality Mark organisation stated in July 2023 when awarding the Finham Park MAT world class status, "it's difficult to marry **high standards** with **humanity** and **kindness**; Finham Park MAT does it."

**"Diversity is a key thing, there are different socio-economic backgrounds, sexualities, races and religions, so it is nice to have it all come into discussion. Different experiences shape student life and enrich the classroom"** (Year 11 student)

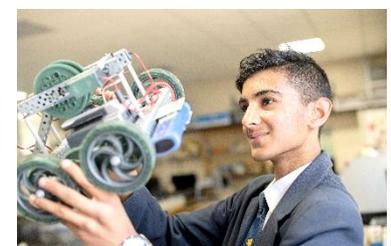
We are an 11-18 co-educational school with 9 forms of entry. Our sixth form is 400 pupils strong and the largest in Coventry. The school is based at Green Lane in the Finham suburb and comprises some state of the art **high-quality buildings** and some recently refurbished buildings. You genuinely need to see the school in action to appreciate the **high quality working environment**. The school is **over-subscribed** and has an **excellent reputation** locally. In 2024, we had 400+ applications for 270 places in Year 7, with 330+ being first choice, mirroring an ongoing trend for a number of years.

The school's last inspection highlighted many of the positive things that are taking place in the school and has given us a firm platform from which to achieve our aims. Our school priorities for 2024-25 clearly focus on our culture for improvement and can be viewed on the next page.

There are over 1750 young people on roll with the likelihood of growing close to 1850 in the coming years as we continue to grow. The intake profile in both socio-economic and academic terms is that of a fairly typical comprehensive school. We are very proud of our caring school community and place great emphasis on high standards of behaviour and respect for all through our key values of **Kindness, Humility, Integrity, Courageousness** and **Perseverance**. I urge you take a look at the school – you won't regret it.

**"I was fortunate enough to join Finham in 2020 having spent the first 28 years of my career at a school in Warwickshire. What struck me most was how the school used its own unique identity and made many of the important decisions needed in support of students, but that the wider support the MAT provides only strengthens the day to day running of our amazing school". (Teacher)**

**"Finham Park MAT has provided me with a huge range of opportunities throughout my career as a teacher. Staff are incredibly supportive and the opportunities for CPD are fantastic, including a new 'Leadership Pathways' programme. I would thoroughly recommend working in the MAT to anyone and hope to continue to develop my career over the coming years." (FPMAT employee)**





# FINHAM PARK SCHOOL

## STRATEGIC FRAMEWORK 2023-2028



<b>EDUCATIONAL OUTCOMES</b> <i>Our school will...</i> Provide a "World Class" curriculum and learning experience for all through the development of outstanding & inspirational teaching, ensuring every learner achieves academic success and strives toward personal excellence.	<b>SUPPORT FOR ALL</b> <i>Our school will...</i> Develop "World Class" support & guidance for our whole community where academic performance is underpinned by outstanding care, guidance and support for every student.	<b>EMPLOYER OF CHOICE</b> <i>Our school will...</i> Offer "World Class" Continuing Professional Development (CPD) and career development opportunities so that our staff are happy; secure; feel valued by everyone and achieve work-life balance.	<b>ENABLING SUCCESS</b> <i>Our school will...</i> Ensure contributions from our communities lead to high levels of engagement so that all can achieve.	<b>POST-16 EXPERIENCE</b> <i>Our school will...</i> Deliver a "World Class" Sixth Form experience for all students, fostering high expectations and offering a challenging and diverse curriculum.
<b>1a Curriculum Design (inc. AP)</b> Review and design our curriculum models to ensure they remain ambitious for all pupils; reflect research-based evidence; and support them in knowing and remembering more over time.	<b>2a Behaviour &amp; Attendance</b> Ensure our attendance strategy impacts on pupils and their families, supporting parents to work in partnership with our schools. Improve pupil behaviour and attitudes.	<b>3a CPD</b> Ensure that development needs are identified and met via the delivery of high-quality training within our school.	<b>4a Character development</b> Develop and articulate a set of 'Core Values' that students aim to demonstrate based on 'World Class' principles.	<b>5a Quality First teaching</b> Ensure consistency of quality in teaching, learning and assessment on Post-16 courses.
<b>1b 'Responsive Teaching'</b> Continue to develop high quality responsive teaching which reflects the need for students to be able to retain, recall and understand knowledge alongside developing essential skills.	<b>2b Multi-Agency Services</b> Ensure effective wider partnerships that deliver better support and education experiences for more children in our community.	<b>3b ITT &amp; The Lion Alliance</b> Ensure the recruitment, training and retention of high quality, motivated individuals who will quickly become the outstanding teachers of the future.	<b>4b Parental engagement</b> Ensure all our parents feel engaged and are able to support their child's learning at home.	<b>5b Intervention support</b> Provide intervention targeted to all students who underperform.
<b>1c Assessment</b> Continue to develop assessment strategies and processes across the MAT which demonstrate how pupils' knowledge builds over time and supports evaluation of curriculum progression.	<b>2c Special Educational Needs</b> Deliver the highest standards of education and support for those pupils with SEND and those who are vulnerable. Ensure our Inclusion Policies are applied consistently and have high impact.	<b>3c Succession Planning</b> Identify excellent practice in all areas of the school, ensuring a wide range of career development pathways provide exciting opportunities to develop and futureproof our workforce.	<b>4c Pupil voice</b> Embed sustainable Student Voice & Leadership programmes that have high impact.	<b>5c Curriculum designs</b> Ensure the curriculum meets the needs of all learners and equips them for life Post-18.
<b>1d CEIAG</b> Provide a comprehensive programme of careers education and guidance, resulting in successful destinations for all.	<b>2d Disadvantaged Students</b> Further develop a systematic approach to closing gaps between groups of students. Evidenced through successful use of Pupil Premium and other funding streams.	<b>3d Work-Life Balance</b> Integrate employee wellbeing at the heart of our work, providing opportunities that lead to increased enjoyment.	<b>4d Digital Transformation</b> Home and classroom learning equip students with digital literacy skills that enhance lifelong opportunities.	<b>5d FPMAT Sixth Form</b> Develop collaborative approaches to enhancing P16 learning experiences across the MAT.
<b>1e Quality Assurance &amp; Review</b> Ensure school's internal systems, those of the Trust, and external bodies impact on school improvement.	<b>2e Safeguarding Culture</b> Ensure a healthy culture of safeguarding exists in all our school where children, parents and staff feel empowered to report concerns and know how to do so.	<b>3e Staff voice</b> Ensure a culture exists where staff are listened to and contribute to the development of the school.	<b>4e Extra-curricular provision</b> Provide a programme of enrichment & extension activities that ensure all students are able to enjoy "the time of their lives".	<b>5e Induction</b> Robust induction procedures that ensure both internal and external students are well catered for.

The Local Governing Body, Headteacher and SLT take the well-being of all staff very seriously. The school is a signatory to the **Department for Education Staff Wellbeing Charter**. The **Finham Park School Staff Wellbeing Charter** below takes into account all of the measures we have in place.



# Staff Wellbeing Charter - 2023

‘We are committed to ensuring all staff are...’



Equipped	Valued	Loved	Encouraged
<p><b>Culture of training</b></p> <ul style="list-style-type: none"> <li>• CPD/meeting requests all considered fairly</li> <li>• Lion Alliance, leadership pathways</li> <li>• Chartered Teaching Status possible</li> <li>• Regular, supportive 121 meetings with leaders</li> <li>• Clear, centralised behaviour policy</li> </ul>	<p><b>Culture of trust</b></p> <ul style="list-style-type: none"> <li>• Feedback and home learning policies written by departments</li> <li>• Supportive governing body who have direct, key links with staff in the school</li> <li>• Fair department budget allocations regularly reviewed</li> </ul>	<p><b>Culture of wellbeing for all</b></p> <ul style="list-style-type: none"> <li>• Wellbeing is modelled and promoted by senior staff</li> <li>• Careful compilation and consultation process of the school calendar</li> <li>• Wellbeing buddies enable staff to support each other</li> <li>• On site, professional staffroom</li> </ul>	<p><b>Culture of support</b></p> <ul style="list-style-type: none"> <li>• Supportive line management structure at all levels</li> <li>• No lesson judgements as part of a supportive and celebratory instructional coaching process</li> <li>• Mental Health Lead professional member of staff trained for the school</li> </ul>
<p><b>Culture of workload reduction</b></p> <ul style="list-style-type: none"> <li>• Directed time below 1265 hours</li> <li>• Teaching contact time below national average</li> <li>• Deadlines are consulted with staff</li> <li>• Maximum of 3 data collection points per year</li> <li>• Centralised MAT support services</li> <li>• Meeting time carefully allocated and kept to a maximum 45 minutes</li> <li>• Annual workload audit completed</li> <li>• Feedback policy – no marking ‘for the sake of it’. Book marking is discouraged and replaced with ‘live’ marking, key tasks and whole class feedback encouraged.</li> <li>• Timetable written with wellbeing in mind (fewer split groups, whole days)</li> </ul>	<p><b>Culture of listening</b></p> <ul style="list-style-type: none"> <li>• Well-being email address</li> <li>• Annual, anonymous staff surveys</li> <li>• SLT meet with Union reps regularly</li> <li>• No ‘work’ related displays in The Venue / Staffroom – a genuine break space</li> <li>• Free tea and coffee available</li> <li>• New initiatives are evidence informed and discussed before starting</li> <li>• Breakout rooms available to staff</li> <li>• Wellbeing events during the year</li> <li>• Expansion of free parking for staff</li> <li>• Free access to an on-site gym</li> <li>• End of term staff celebrations</li> <li>• Births/Weddings celebrated</li> <li>• Feel good Friday celebrates practice</li> </ul>	<p><b>Culture of caring</b></p> <ul style="list-style-type: none"> <li>• Rarely cover policy enacted</li> <li>• Part time roles and flexible working always considered generously</li> <li>• Clear policy for dealing with difficult parents</li> <li>• Sympathetic on Leave of Absence.</li> <li>• Meetings with agendas published in advance and cancelled if not deemed productive</li> <li>• Appropriate workload culture set (eg: no expectation emails replied to in evenings and weekends)</li> <li>• Mental health working party meet</li> <li>• Disaggregated training days</li> <li>• Access to free, external professional counselling service</li> <li>• Free Vivup staff assistance wellbeing service</li> </ul>	<p><b>Culture of coaching</b></p> <ul style="list-style-type: none"> <li>• Time created for departments to support each other to create high quality curriculum/assessments (training days/SPUDS)</li> <li>• A culture of coaching through TaLK</li> <li>• Regular internal progression opportunities (TALK, LoL, NPQ, CCT, LM, ECT mentoring, secondments to SLT)</li> <li>• Support available through Directory of Expertise, FPMAT and The Lion Alliance</li> <li>• Leadership coaching opportunities</li> <li>• Full time counsellor on the staff</li> <li>• ‘Open door’ policy to LT, discussion encouraged</li> </ul>

# Opportunities

We fully believe in creating a **'culture of learning'** which encourages all to enquire, develop and share collaboratively across the education sector. We have dedicated co-planning and co-construction time built into our directed time budget so that teaching staff can work collaboratively within the school and across the MAT on teaching, learning and assessment. We also offer a range of in-house and nationally accredited courses through the Lion Alliance and some of these include:

## Chartered Teaching Programme

We are a registered learning partner for the Chartered College of Teaching and offer the CTP to colleagues within the alliance.

## TeachMeets

We host regular TeachMeet events that draw on our expert colleagues' knowledge. This means we can be flexible and adapt to the changing needs of staff in schools.

## Lion Leadership Courses

We have 4 strands of leadership development courses. This includes Associate, Aspiring Middle, Middle and Senior Leaders courses.

## ECT (Early Career Teacher) Programme

The Head of the Lion Alliance is one of the regions ECT training facilitators; able to support newly qualified teachers as they begin their career.

We also have key speakers work with a huge range of world-renowned authors and teaching professionals; inviting them to speak at our school about the latest developments in their specialist area. Guests have included:

Tom Sherrington  
Adam Boxer

Tom Bennett  
Matt Pinkett

Oliver Caviglioli  
Nina Jackson

Mark Roberts  
And many more...

We also recruit and mentor PGCE students through a school-led PGCE programme (in partnership with the University of Warwick), meaning we can offer further opportunities in:

## PGCE Mentoring

There are opportunities to mentor PGCE students in your subject. This involves mentor training being provided by our University partners, and is a great way to nurture the next generation of teachers.

## Working with us as an alliance

We have regular opportunities to get involved and share your expertise with colleagues in our alliance schools.

## Working with our partner universities

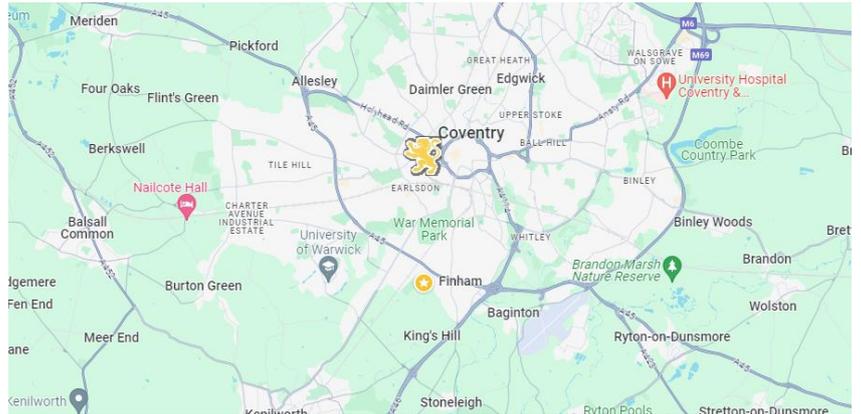
We work with the University of Warwick, Coventry University and Birmingham City University, where there are opportunities to help support and contribute to the wider higher education community.

Find out more by visiting [www.thelionalliance.co.uk](http://www.thelionalliance.co.uk)

<https://thelionalliance.co.uk/continuing-professional-development-cpd/>

# The area

Coventry, a **historically significant** city with ancient Saxon and Roman origins and a **vibrant heritage** in industries like weaving, watchmaking and the automotive engineering, emerged from the ashes of World War II as a symbol of **hope and resilience**. The city's international partnerships, including twinning with 27 other towns, fostered its transformation



into a centre for peace and reconciliation, while offering **diverse activities, cultural attractions** and **excellent transportation** links in a scenic Warwickshire setting. Finham Park is located in an area and is close to the border between Coventry and Warwick.



FINHAM PARK  
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