



Pearl Hyde Primary School



INFORMATION FOR CANDIDATES 2023 - 2024

Perseverance | Excellence | Acceptance

Respect | Leadership



FINHAM PARK
MULTI ACADEMY TRUST

Dear Applicant,

We are delighted you are interested in joining our school team. There is something truly special about our school, we are very proud of what we offer and the difference we make to children's lives. Pearl Hyde Community Primary School sits in a family of schools within the Finham Park Multi-Academy Trust. Being part of this wider group of schools allows our children and staff team to gain even more opportunities and to expand their knowledge beyond our school walls.

Pearl Hyde Community Primary School centres itself around our community. Our ethos is a simple one - we bring people together, to be the best they can be. We believe that all children can achieve amazing things and everything we do is based on this core belief. Our curriculum is inspiring and exciting, it fosters a genuine love of learning for all children aged 4-11 years. We want our staff team to enjoy teaching our curriculum and we encourage staff views and individual talents to enhance the curriculum. Our curriculum was praised in our recent OFSTED inspection, who said; "Pearl Hyde is a school that serves it's community with pride. The school is inclusive and welcoming. It provides a good education for pupils. The curriculum is ambitious. All pupils access the full breadth of the recently revised curriculum."

Our staff team are friendly and approachable as well as being experts in teaching and learning. We have high expectations of ourselves and of the children, instilling confidence and ambition into every child and every staff member. I was thrilled this was also recognised by OFSTED with them commenting, "Leaders provide a strong, clear vision for the school. There is a positive team morale in school. All staff are working together to provide pupils with a creative and ambitious education."

Our school is values led with **P**erseverance **E**xcellence **A**cceptance **R**espect and **L**eadership at the centre of all that we do. We are seeking applicants who feel these values align with their views and who want to achieve the very best for themselves and the children at our school.

Our children are our best ambassadors, so if you would like to know more about our school then get in contact and our children, alongside myself, would be delighted to show you around and introduce you to everyone who makes Pearl Hyde Community Primary School such an incredible place to be.

We look forward to hearing from you.

C. Denton

Mrs C Denton - Headteacher



Our School

Pearl Hyde Community Primary School has over 300 children from Reception to Year 6. We are a one and half form entry with 45 children per year group. This gives us the unique opportunity to teach children in year groups for Maths and English, and teach in mixed classes for other curriculum subjects.



We have a unique school site with a beautiful school field, pond and Forest School area which is utilised across the school year to teach children skills outside of the traditional curriculum.

We have an active involvement in Sports events across the city, accessing many tournaments including football, rowing, tennis and Hado. We are always looking for ways to be more inclusive, ensuring that there are no barriers to our children regardless of gender, race, religion or SEND needs and we regularly have teams in inclusive tournaments.

As part of our mission that we share with Finham Park Multi Academy Trust, we want children have a World Class Education. For us this looks like ensuring our curriculum is enhanced and culturally diverse. For example, this year alone Pearl Hyde children have visited the local Gurdwara, the local theatre, the farm and had many other experiences linked to their learning or our World Class Education pathway that enables children have 'the time of their lives'.



Improving children's spoken language is a key part of Oracy strategy. We have identified that giving children the ability to articulate their thoughts, feelings and the knowledge they have acquired gives them the best possible chance to succeed in later life.





Pearl Hyde Community Primary School Strategic Framework 2023-2026



WS1 EDUCATIONAL OUTCOMES Our School will... Provide a “World Class” learning experience for all through the development of outstanding & inspirational teaching: Ensure that all students enjoy a “World Class” curriculum that is personalised and encourages outstanding contributions toward a cohesive community: Ensure every learner achieves academic success and strives toward personal excellence	WS2 SUPPORT FOR ALL Our School will... Develop “World Class” support & guidance for our whole community where academic performance is underpinned by outstanding care, guidance and support for every student. Collaborate at all levels to co-construct a “World Class” education for all our learners and support each other to overcome any challenges we may face.	WS3 THE EMPLOYER OF CHOICE Our School will... Offer “World Class” CPD and career development opportunities so that our students benefit from the best teaching, support and guidance and that staff are happy; secure; feel valued by everyone and achieve work-life balance.	WS4 ENABLING SUCCESSFUL SCHOOLS Our School will... Recruit, develop and maintain effective leadership & governance at all levels while succession planning for the future. Benefit from high quality central services that will allow Governors and School Leaders to focus on education and provide excellent value for money.	WS5 GROWING THE TRUST Our School will... Demonstrate capacity for future growth by securing excellent outcomes in all our schools that are recognised by parents and community; wider partners; and the DfE Develop the accommodation and resource to deliver our “World Class” education for the next 50 years.	WS6 EARLY YEARS Our School will... Ensure every learner across early years achieves academic as well as wider success and strives towards personal excellence.
WS1a Continue to improve and develop the quality of teaching including the use of responsive teaching through Instructional Coaching and educational research.	WS2a Ensure the behaviour policy is delivered consistently with clear expectations for all children.	WS3a To design a program of CPD that has a strong focus on improving teaching and learning, looking outwards to utilise expertise from the MAT, local schools and based in research.	WS4a To continue to develop effective governance challenge and support in partnership with the MAT Board, governance professional and the MAT School Improvement Delivery	WS5a To continue to raise the profile and reputation of the school through community events and open days to ensure the school is at full capacity in the future.	WS6a To continue to develop a ‘bottom up’ approach to the curriculum. Our curriculum starts in Reception and leads on through school.
WS1b Ensure all interventions and wider learning support across the school is focused, targeted and maximises progress. The culture in school should be based in ‘keep up not catch up.’	WS2b To improve whole school attendance , particularly to reduce the number of children who are persistently average to be at least in line with the national for Primary school of 18%, if not better.	WS3b To further develop pupil voice & Student Leadership as a core school value that enables all children to feel empowered and to see themselves as leaders of the future.	WS4b Ensure finance procedures and planning allow us to demonstrate excellent ‘value for money’ by following MAT procedures.	WS5b To work within the Trust as part of the ‘ Primary Partnership ’ to share best practice.	WS6b To build a rising trend of attainment in EYFS by developing a tracking system that works on next steps for each child.

<p>WS1</p> <p>Ensure that reading is prioritised within the curriculum and appropriate for each child according to their reading ability. The RWI phonics scheme is taught and resourced with fidelity to create fluent readers. When children are fluent they access high quality texts, being supported to comprehend what they have read in accordance with the content domains.</p>	<p>WS2c</p> <p>To ensure key groups such as SEN, PP and EAL are equally represented in all aspects of school life for example student leadership opportunities and Extra Curricular clubs</p>	<p>WS3c</p> <p>To continue to develop 'leadership at all levels' for school staff. Staff to have opportunity to improve themselves as professionals through co-constructions and training events.</p>	<p>WS4c</p> <p>To embed new HR systems and policies to ensure consistency across school in line with Trust.</p>	<p>WS5c</p> <p>Develop external funding streams including opportunities for community use of buildings and facilities.</p>	<p>WS6c</p> <p>To identify pupils with SEND needs early in order to gain maximum support through external professionals. To support staff through CPD to feel equipped with the rising trend of children with complex additional needs.</p>
<p>WS1d</p> <p>To implement the agreed assessment system rigorously with moderation opportunities both inside and outside of the trust so that teacher assessment is accurate and can be used to set ambitious targets for children.</p>	<p>WS2d</p> <p>To further develop the Adaptive Teaching strategy for children with SEND to ensure an ambitious curriculum is being delivered for all.</p>	<p>WS3d</p> <p>To consider mental health, well-being and workload when decision making. To ensure tasks set for teachers have maximum impact on outcomes for children so that teacher time is used well.</p>	<p>WS4d</p> <p>To work with central IT services to upgrade technology in school to ensure it enhances the curriculum.</p>	<p>WS5d</p> <p>To develop connections with international schools to build on pupil's experience and understanding of the world around them.</p>	<p>WS6d</p> <p>To ensure all staff in EYFS have a good subject knowledge and EYFS pedagogy so all areas of learning are developed.</p>
<p>WS1e</p> <p>To raise attainment in writing across the school by consistently delivering 'Talk for Writing' and ensuring teachers have an in-depth subject knowledge of both transcription and creative writing skills.</p>	<p>WS2e</p> <p>Develop the individual identity of every child built on the school's core values of Perseverance, Excellence, Acceptance, Respect and Leadership</p>	<p>WS3e</p> <p>To work with the Trust HR Department to ensure all appraisal processes and pay policies are in line with STPCD.</p>	<p>WS4e</p> <p>To work with the Head of Estates to develop the Pearl Hyde site to be inspirational for all.</p>	<p>WS5e</p> <p>Develop an integrated, co-constructed & personalised curriculum that reflects national changes, innovation, creativity and the best international practice.</p>	<p>WS6e</p> <p>To develop the EYFS learning environment so that it enables independent or child led learning.</p>

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

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

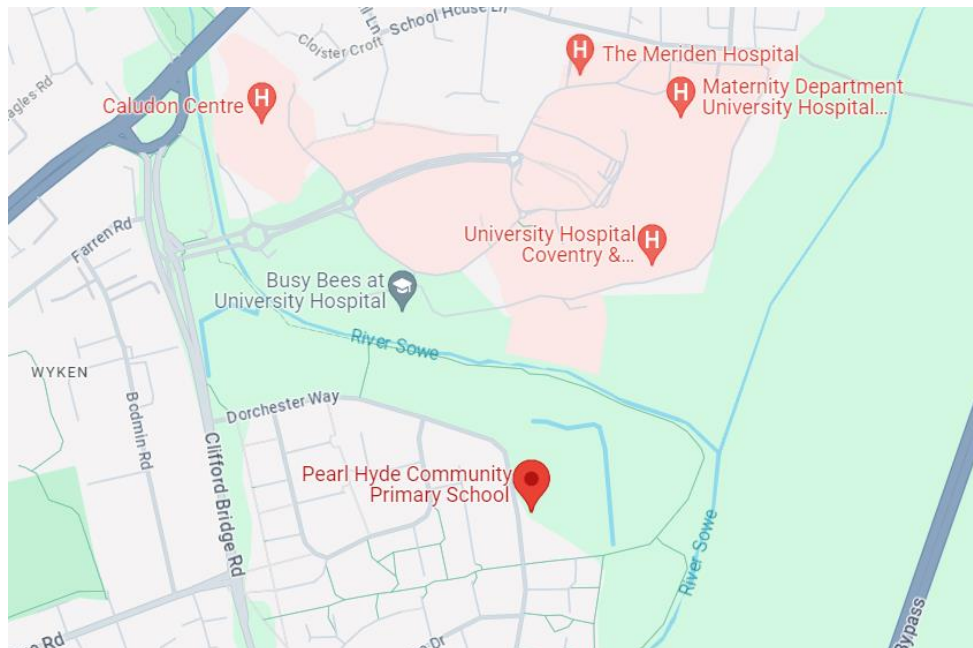
The area

Pearl Hyde Primary School is situated in the North of Coventry, in the Wyken District.

We are in close proximity to University Hospital Coventry & Warwickshire, which brings a lot of new families into the local area and new admissions to the school.

Our school is named after the first female Mayor Lord of Coventry, Pearl Hyde, who was elected to City Council in 1957. The children and local community enjoy hearing about where the school got their name

from, and we are lucky enough to have some of Pearl Hyde's memorabilia and photos from her time in office, displayed in the entrance to our school.



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