Dear Candidate,

We are writing to thank you for your interest in the vacancy for a Headteacher at Lyng Hall 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 retirement of the current Headteacher.

Lyng Hall is a slightly smaller than average school where 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. Many come from areas of socio-economic deprivation and as a result, the number eligible for free school meals is well above the national average. In their recent inspection report, Ofsted highlighted the inclusive nature of the school, stating “Lyng Hall School welcomes everyone. Staff ‘go the extra mile’ to help pupils. They support

those who are new to the school well so that they settle quickly into the learning community. Pupils get along with each other. They know who to turn to if they have a concern, and they feel safe.”

Lyng Hall School joined Finham Park Multi Academy Trust in 2016. 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 Lyng Hall: *“We believe that every child can experience success as they develop into young adults through the supportive and caring environment that we provide. Our School is first and foremost a place of learning where students feel safe and enjoy their educational journey. Learning is at the centre of everything we do both in and out of the classroom and we try to provide as many additional opportunities as possible to enable the children to have a breadth of opportunity and experience enabling them to flourish.”*

We want to appoint an inspirational headteacher for Lyng Hall 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 in improving 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! Lyng Hall 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 Lyng Hall may be an exciting place to work and develop the next phase of your career.



Mr Peter Burns MBE Mr Ghulam Vohra MBE

Chair of Finham Park Multi Academy Trust Chair of Lyng Hall Local Governing Body

**Why this role?**

**This leadership opportunity has arisen due to the forthcoming retirement of Paul Green, the school’s current Headteacher, at the end of the summer term this year. We are at an exciting period for Lyng Hall School as they look forward to moving into the next phase of their development.**

Lyng Hall School has a long and successful history of providing education for some of the most challenging communities in the City of Coventry. Much of their excellent work was highlighted in the recent Ofsted report, published following a graded inspection in November 2024. This report also recognises that published outcomes are not yet where school leaders and the Trust would want them to be. Improving these outcomes is therefore a key challenge for any new Headteacher, supported by all the expertise and experience that our established Trust can provide.

The strength of partnership between the school 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 Lyng Hall will enjoy the full support of the Trust Central Team – from regular ‘keeping in touch’ meetings with the CEO/Executive Headteacher; 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. Lyng Hall 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 Lyng Hall 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 principal looking for a different context, or a fresh leadership challenge. You may be a deputy 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 be receiving a dedicated induction. Our comprehensive training, CPD, and quality assurances programmes, and our professional networks will support you throughout your leadership journey at Lyng Hall 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 Lyng Hall 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. 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 Lyng Hall School and Finham Park Multi Academy Trust may be your next place to work.



Mark Bailie

CEO/Executive Headteacher (2015-present)