



# FINHAM PARK 2



**INFORMATION FOR CANDIDATES 2023-2024**

**Pride | Respect | Responsibility**

Dear Applicant,

We are delighted that you are considering applying for a role at Finham Park 2. I consider it a privilege to lead staff and students in this truly exceptional community where we are passionate about education being a vehicle for promoting equality for all and where our mission is to provide a 'world class' education for all of our students by having the highest expectations, where we nurture every child's unique talent and children have the time of their lives.

We believe that adults who work in the school should have the time of their lives too and we hope this candidate pack will assure you that this is the case. Staff retention is very high and that is related to the working environment, stunning facilities, supportive culture and many professional development opportunities offered. The school was established in 2015 and moved to the stunning Torrington Avenue building in 2016. Many staff who were here at the start of the Finham Park 2 story remain today and the 'FP2 family' ethos very much reflects the culture of the school community; we believe in pride, respect and responsibility being at the heart of all of our relationships and valuing the individual and the role we all play in school improvement and community development.

As well as making a positive contribution to the lives of our students, we can offer you:

- A supportive, collaborative and friendly staff environment in a stunning school setting where you will have the chance to make a real and positive impact on the lives of Finham Park 2 students.
- A world-class professional development programme with the school being a strategic partner in The Lion Alliance which offers a range of ITT, early careers, middle and senior leader development programmes through the National College, SSAT and the Chartered College of Teaching. There is a passion for teaching and learning evident and recent speakers have included Tom Sherrington, Dylan Wiliam, and Harry Fletcher-Wood.
- A range of health and wellbeing services through the MAT and external services.
- Free, on-site car parking.
- Staff fitness suite.
- School social events.
- A commitment to staff well-being. Read more on our staff well-being charter later.

We are committed to Safer Recruitment practices and procedures and shortlisted applicants will be questioned about their commitment to the safeguarding of young people. The successful candidate will be subject to an enhanced DBS clearance. Having read the candidate information, I hope that you feel excited by both the role itself and the chance to be part of Finham Park 2 at a pivotal moment in its development. We welcome visits from prospective candidates and would be proud to show you round our wonderful school.

We look forward to hearing from you.



Mr. W. Keddie

Headteacher NPQH



# Our School

Finham Park School, and more recently Finham Park Multi-Academy Trust (MAT), the parent organisation of Finham Park 2, 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.

**“What a smashing group of young people you have. It was so nice to meet with a group of teenagers who were willing and able to engage in intelligent conversations with me and absorbed every piece of information I gave them. I look forward to meeting more of your students again in the future.”** From a Trip Tour Guide

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.”

**“You are the first school party I have seen in a long time and I am impressed with the students behaviour and staff who explained what things are and geographical and historical context.”** From a curator at the British Museum

We are an 11-18 co-educational school with 4 forms of entry (120 students in each year). Our first Year 7 cohort joined us in 2015 and our exciting, new 6th form opened in 2020. Students have joined our new 6th form in Year 12 from this

September. The school is based at **newly refurbished, high-quality buildings** on Torrington Avenue. You genuinely need to see the school in action to appreciate the **high quality of the working environment**. The school is **over-subscribed** and has an **excellent reputation** locally. In 2023, we had 563 applications for 150 places and this trend has been ongoing for a number of years.

The school was inspected in June 2018 and was judged as **Good** in all categories. The report 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 2023-24 clearly focus on our culture for improvement and can be viewed on the next page.

**“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.”**

There are over 600 young people on roll with the likelihood of growing close to 900 in the coming years as we look to grow. The intake profile in both socio-economic and academic terms is that of a fairly typical comprehensive school. At Finham Park 2 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 **Pride, Respect** and **Responsibility**. I urge you take a look at the school – you won’t regret it.





1: EDUCATIONAL OUTCOMES	2: SUPPORT FOR ALL	3: THE EMPLOYER OF CHOICE	4: ENABLING SUCCESSFUL SCHOOLS	5: POST 16
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	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	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.	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.	Provide a "World Class" post-16 experience that provides outstanding teaching, support & opportunities leading to excellent progress and successful destinations.
<b>1a Curriculum Design DTH</b>	<b>2a Behaviour Strategies JAY</b>	<b>3a CPD WRN</b>	<b>4a Policy Review and Implementation KDD</b>	<b>5a Growth DTH</b>
Review and refine KS3 curriculum to ensure a world-class diet and maximise use of learning time and ensure curriculum offer meets the needs of all FP2 students, particularly KS4.	Review the Pastoral Structure ensuring it meets school needs and develop an efficient and effective Rewards and Sanction system that improves the positive behaviour of all.	All staff are committed to developing their own practice and supported through the CPD programme.	Review school policies and ensure their consistent and effective implementation developing an equitable learning environment for all students.	Ensure 6th form student numbers grow year-on-year to a capacity of 200 by offering a "World Class" & distinct curriculum offer and supportive, academic ethos
<b>1b Responsive Teaching and Instructional Coaching WRN</b>	<b>2b Attendance Strategies DIAZ</b>	<b>3b Initial Teacher Training &amp; The Lion Alliance WRN</b>	<b>4b Strong financial management &amp; value for money RBS</b>	<b>5b Curriculum DTH</b>
Ensure the 10 teaching and learning principles are consistently embedded leading to effective, responsive teaching Ensure feedback policies allow for progress in learning and are consistently followed by all staff	Implement strategic approach to challenging and improving attendance and punctuality so that national attendance statistics are exceeded.	Ensure the Lion Alliance impacts positively on staff development at all levels.	Ensure that best value is secured through diligent financial planning and school improvement prioritisation	Expand the academic and technical offerings to align with the evolving needs of our student population, fostering personalised and diverse pathways and a successful learning environment.
<b>1c Careers Education, Information, Advice &amp; Guidance LDG</b>	<b>2c SEND DIAZ</b>	<b>3c Sustainability RBS</b>	<b>4c Managing Talent KDD</b>	<b>5c Outcomes DTH</b>
Ensuring CIAG is embedded for all years so that students can make informed choices about next steps	Ensure SEND provision is reviewed and refined so that it meets need so that in-school gaps are closed and wellbeing is improved.	Work towards a more sustainable school model through efficient energy management, responsible procurement and environmentally conscious resource use and disposal	Ensure that leadership programmes are offered to ensure succession planning. Monitor and evaluate staff satisfaction and retention	Enhance student outcomes through quality first teaching and comprehensive support ensuring each student reaches their full academic and personal potential.
<b>1d Improve student outcomes at KS4 WRN and KS5 DTH</b>	<b>2d Disadvantaged students DTH</b>	<b>3d Developing Reward, Health, Work-Life Balance &amp; Mindfulness KDD</b>	<b>4d Digital Transformation Strategy KDD</b>	<b>5d Character DTH</b>
To enhance overall student attainment and progress in Key Stage 4 through tailored educational strategies and support.	Enhance aspirations, engagement and achievement amongst disadvantaged pupils so that in-school gaps are closed and wellbeing is improved.	Embed a culture where staff and student well-being and understanding of mental health are used as a foundation for school improvement & decision making	Integrate our digital technology seamlessly into teaching, learning and administrative processes more effectively	Ensure outstanding attendance and punctuality, personal development and pride in appearance of all 6th form students
<b>1e Quality Assurance, Self-evaluation &amp; School Improvement model KDD</b>	<b>2e Safeguarding DIAZ</b>	<b>3e Pay and Conditions KDD</b>	<b>4e Learning Environment KDD</b>	<b>5e Enrichment DTH</b>
Quality Assurance systems are developed to ensure that workload is supported and school policies are effectively followed	There is a strong culture of safeguarding across the FP2 community	To attract and retain highly qualified teachers and support staff by providing competitive salaries and favourable working conditions.	Develop classrooms that support effective teaching and learning, promote student well-being and foster a positive educational environment.	Further develop a wide range of exciting and useful enrichment opportunities for 6th form students

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 2 Charter** below takes into account all of the measures we have in place to assist staff.



Staff Wellbeing Group that meets termly



Complimentary refreshments in the staffroom



24-7 Counselling services for all staff



Greater PPA than national



Treats and tokens as small expressions of gratitude



No mainstream cover



Measured approach to lesson observation, drop-ins, etc



SLT Open Door Policy at all times including urgent email for non-school days



Deadlines well publicised and annual calendar consultation



Staff social evening each term - let your hair down and relax



A communications strategy to ensure that emails are limited and no requirement to read outside of work hours



A flexible and generous approach to family appointments, children's events, nativities, sports days etc.



Cake, laughter & friendship in the staffroom



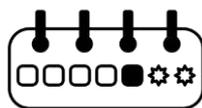
Regular well-being surveys and check-ins



Cycle to Work Scheme for all employees



Dedicated classroom wherever possible for all teaching staff



'Feel Good Friday' scheme for staff to share appreciation of colleagues



Bi-weekly meetings for TU reps with headteacher to voice the opinions of staff



Minimal and strategically planned parents' evenings [all online]



Lifestyle savings scheme for major retailers to save money when purchasing high street products



Minimal data collection points and no need for meaningless data collection



No written reports.



No Ofsted judgements for lesson observations



Access to regular and personalised career professional development opportunities



Directed time allocation below 1265 hours



Openness to flexible working requests at all levels



Staff fitness suite available before and after school for free



World-class teaching environment



On site, professional staffroom



Supportive line management structure at all levels



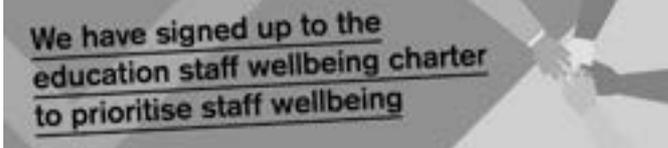
Disaggregated training days



Expansion of free parking for staff



Excellent student behaviour



**A firm commitment to the Department for Education Staff Wellbeing Charter**

# 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

TeachMeets

Lion Leadership Courses

National College Leadership Courses

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, Oliver Caviglioli, Isabella Wallace, Marks Roberts and many more...

## 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 2 is located in an area with excellent links and is close to the border between Coventry and Solihull.

If you are relocating to Coventry or the surrounding area, you can be assured that we will do all we can to help you and your family successfully settle into the area. The Trust offers a **relocation scheme** (terms and conditions apply), which provides financial assistance towards the expenses associated with relocation. In addition, we can offer advice, guidance and support to make the move as pain-free as possible.



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**Avenue**  
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