

# FINHAM PARK SCHOOL



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**INFORMATION FOR CANDIDATES 2023-2024**

Kindness | Humility | Integrity  
Courageousness | Perseverance



FINHAM PARK  
MULTI ACADEMY TRUST

Dear Applicant,

We are delighted that you are considering applying for a role at Finham Park School. I consider it a privilege to lead staff in this truly exceptional community - where our mission is to provide a "World Class" education for all our students by having the highest expectations and where we nurture every child's unique talent. Our aim is to give the children the time of their lives.

We believe that all 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 due to the working environment, excellent facilities, supportive culture and many professional development opportunities offered. The school is well established and well regarded locally, nationally and internationally. Many staff have worked in the school for most of their careers with the family ethos being evident, reflecting the culture of the school community. We value kindness, humility, integrity, courageousness and perseverance which are at the heart of all of our relationships, valuing the individual and the role we all play in school improvement and community development.

We will offer you:

- A supportive, collaborative and friendly staff environment in a supportive school setting where you will have the chance to make a real and positive impact on the lives of Finham Park School students.
- A world-class professional development programme with the school being the strategic lead for 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.

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 School 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 C Bishop

Headteacher (NPQH, MCCT)

# 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 (270 students in each year). 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 **oversubscribed** and has an **excellent reputation** locally. In 2023, we had 650+ applications for 270 places in Year 7, 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 2023-24 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

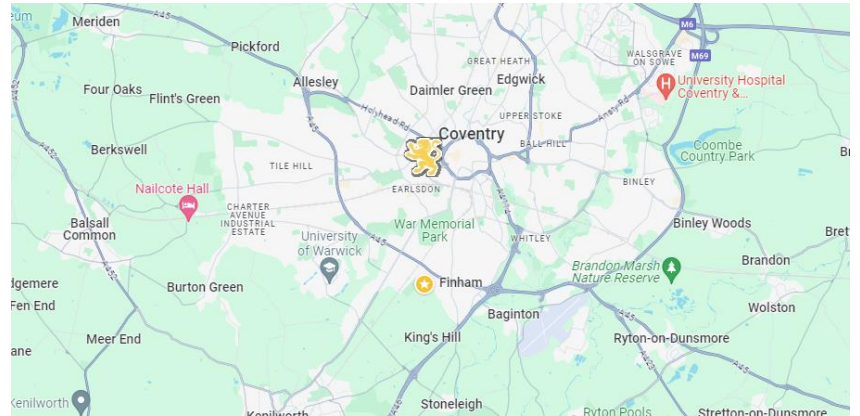
We work with the University of Warwick, Coventry University and Birmingham City University, where there are opportunities to help support and contribute to the wider higher education community.

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.

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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