

# Lillington Nursery & Primary School



**INFORMATION FOR CANDIDATES 2025-2026**

**Kindness | Self | Others  
Environment**



FINHAM PARK  
MULTI ACADEMY TRUST

Dear Applicant,

We are delighted that you are considering applying for a role at Lillington Nursery & Primary School. I am privileged to lead my team in this truly exceptional community - where our mission is to pioneer, innovate and deliver a "World Class" education for all children, 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 children develop a passion for learning in all its contexts and are ready to take their place as active members of our global community.

We believe that all adults who work in the school should have the time of their lives 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, facilities, supportive culture, and many professional development opportunities offered. 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, honesty, respect, teamwork, forgiveness, and resilience, which are at the heart of all 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 Lillington Nursery & Primary School children.
- A world-class professional development programme through 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.
- 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 Lillington Nursery & Primary 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.



Miss A Norcliffe – Headteacher

# Our School

Lillington Nursery & Primary School's goal is to equip our children with the skills and mind-set to thrive and then take on the world. Our school strives to enable all pupils to embrace learning, achieve their personal best and build their emotional, social, and physical well-being. We empower our pupils to acquire, demonstrate, articulate, and value knowledge and skills that will support them, as life-long learners, to participate in and contribute to the global world and practise the core values of the school.

As Ofsted stated in October 2023, "There is a warm and inclusive welcome at Lillington Primary School. Pupils are happy, safe, and working hard". Over the last four years, Lillington has been on a very exciting journey, which has seen the school go from 'inadequate' to 'good'.

**I have taught in many schools (both in England and abroad) but none are as enjoyable and rewarding as working with the children and community at Lillington Nursery and Primary. This inclusive and exciting school has inspired me, both as an educator and a person, and I am extremely grateful to have both of my children attending it. Without any hesitation, I would wholeheartedly recommend Lillington Nursery and Primary to anyone who wants the best for their child, irrelevant of need. I am so proud to be part of the #LillingtonLegends movement!**  
(Teacher)

**The kids are very nice here, and we are taught nice values. The school is lots of fun and the teachers are very kind. Lillington is a fantastic school, and any child attending would be safe and happy here. (Pupil)**

We are a 2-11 co-educational school with currently 1 form of entry, but our PAN will increase as of 2025. The school is based at Cubbington Road in the Lillington suburb and comprises some recently refurbished buildings. You genuinely need to see the

school in action to appreciate the working environment.

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.

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 **Respect, Resilience, Honesty, Kindness Forgiveness, and Teamwork**. I urge you look at the school – you won't regret it.

**"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)





# Lillington Primary School Priorities 2025 -2026



## Connecting Learning:

- Increase **community engagement**
- Embed the **World Class Guarantee** and tracking

## Education Outcomes:

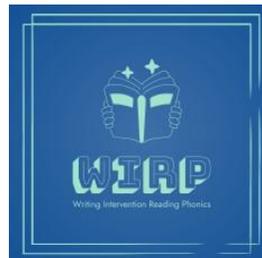
- Strong outcomes in **Reading and Writing**
- Embedding **Live Marking** and **Responsive Teaching**
- Develop a robust **assessment plan**

## Inclusion:

- **Inclusive Attendance**
- Secure **Quality First Teaching**
- All **interventions** successfully **tracked** and have **impact**
- Embed the **Relationship and Behaviour Policy**

## Early Reading/Reading:

- Increase **Reading Assessment** and use of data to improve outcomes
- Improve **Fluency Outcomes** and the fluency curriculum



## Developing Leaders:

- Develop **Foundation Curriculum Leaders**
- Increase Subject Leaders **communication** and **impact** on curriculum



# Lillington Nursery & Primary School Strategic Framework 2023-2026

<b>WS1 EDUCATIONAL OUTCOMES</b> <i>Our Trust 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>WS2 SUPPORT FOR ALL</b> <i>Our Trust 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>WS3 THE EMPLOYER OF CHOICE</b> <i>Our Trust 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>WS4 ENABLING SUCCESSFUL SCHOOLS</b> <i>Our Trust will...</i>  Benefit from high quality central services that will allow Governors and School Leaders to focus on education and provide excellent value for money.	<b>5 GROWING THE TRUST</b> <i>Our Trust will...</i>  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.
<b>1a</b> <b>Curriculum Design (including 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. Reading is a priority in all of our schools.	<b>2a</b> <b>Behaviour &amp; Attendance Strategies</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 through school culture.	<b>3a</b> <b>Continuing Professional Development (CPD)</b> Ensure that development needs are identified and met via the delivery of high-quality training within our schools and at a Trust level. Schools and the Trust will focus on developing leadership skills with leaders at all levels.	<b>4a</b> <b>Governance &amp; Leadership</b> Develop effective, responsive and inspirational leadership at all levels, securing the highest outcomes for all pupils.	<b>5a</b> <b>Growth Strategy</b> Review and refine the Trust's Growth Strategy, ensuring it reflects local, regional and national priorities whilst supporting the realisation of our vision for educating pupils from Coventry & Warwickshire.
<b>1b</b> <b>'Responsive Teaching : Connecting Learning'</b> Continue to develop high-quality responsive teaching which reflects the need for students to retain, recall and understand knowledge alongside developing essential skills; and to ensure parents and wider community networks are used to support learning for all. A focus on Instructional Coaching with Steplab and Oracy with Voice 21 is a priority for all.	<b>2b</b> <b>Multi-Agency Service support</b> Ensure effective wider partnerships that deliver better support and education experiences for more children in our community.	<b>3b</b> <b>Initial Teacher Training &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</b> <b>Strong financial management &amp; value for money</b> Ensure sound financial planning, monitoring of spend and review of impact against outcomes and experiences for pupils.	<b>5b</b> <b>Marketing &amp; Communications</b> Ensure the Trust and its schools maintain a high profile Strive for clarity and positivity in communicating with all our stakeholders
<b>1c</b> <b>Assessment and co-construction</b> Continue to develop consistent assessment strategies and processes across the MAT which demonstrate how pupils' knowledge builds over time and supports evaluation of curriculum progression.	<b>2c</b> <b>Special Educational Needs Strategy</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</b> <b>Succession Planning</b> Identify excellent practice in all areas of the Trust, ensuring a wide range of career development pathways provide exciting opportunities to develop and futureproof our workforce.	<b>4c</b> <b>Human Resources</b> <b>Recruitment &amp; Retention strategies</b> Use creative and innovative strategies to ensure we recruit, develop and retain highly effective staff, especially during periods of challenge at a national level.	<b>5c</b> <b>Working with others for public benefit</b> Develop and maintain effective partnerships with partners that make a tangible difference to the educational experience for our pupils
<b>1d</b> <b>CEIAG</b> Provide a comprehensive programme of careers education and guidance, resulting in successful destinations for all	<b>2d</b> <b>Disadvantaged Students Strategy</b> Further develop a systematic approach to closing gaps between groups of students, evidenced through successful use of Pupil Premium and other funding streams. Development of Boys Impact projects in all schools.	<b>3d</b> <b>Developing a healthy workplace</b> Integrate employee wellbeing at the heart of our work, providing opportunities that lead to increased enjoyment	<b>4d</b> <b>Digital Transformation Strategy</b> Deliver a Digital Transformation Strategy that impacts on the whole Trust.	<b>5d</b> <b>International partnerships</b> Develop exciting and meaningful international partnerships to enhance experiences for all pupils
<b>1e</b> <b>Quality Assurance, Self-evaluation &amp; School Improvement</b> Ensure schools' internal systems, those of the Trust, and external bodies impact on school improvement	<b>2e</b> <b>Safeguarding Culture</b> Ensure a healthy culture of safeguarding exists in all our schools and children, parents and staff feel empowered to report concerns and know how to do so	<b>3e</b> <b>Harmonising pay and conditions</b> Ensure that working practices, appraisal, pay and conditions make a significant contribution to the recruitment and retention of staff.	<b>4e</b> <b>Estates Learning Environment development</b> Secure and maintain the safest, best possible environments in schools across the Trust to best support the delivery of our vision for education. Develop with schools a Trust wide approach to make buildings/estates more sustainable.	<b>5e</b> <b>'A Strong Trust'</b> Evaluate the performance of our Trust, in preparation for future growth, against DfE criteria and language that describes 'Strong Trusts'.

# 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

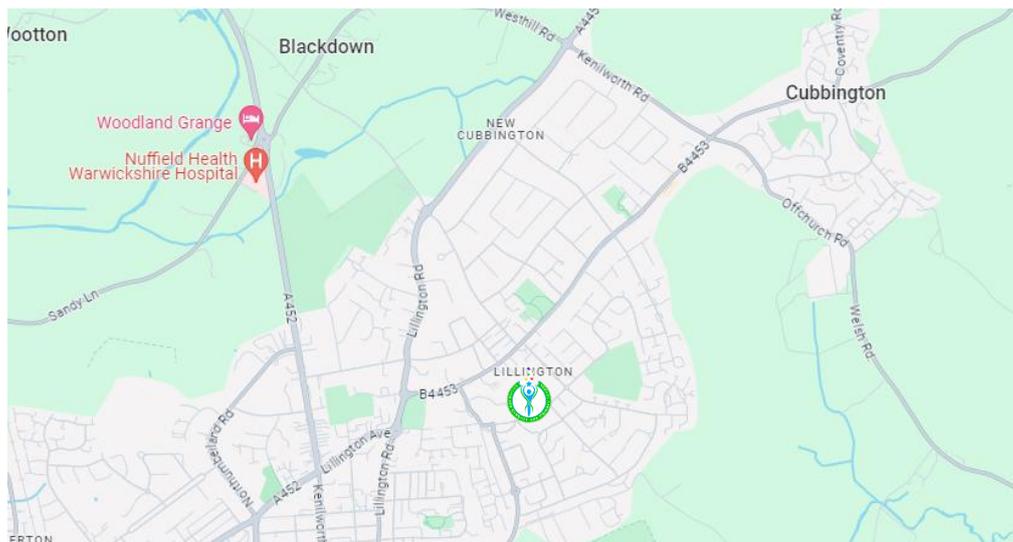
We work with the University of Warwick, Coventry University and Birmingham City University, where there are opportunities to help support and contribute to the wider higher education community.

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

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

# The area

Lillington is a suburb of Leamington Spa, in the civil parish of Royal Leamington Spa, in the Warwick District in the county of Warwickshire. Historically a village which existed before the time of the Domesday Book (1086), it was incorporated into the borough of Leamington in 1890. Lillington is a ward of Warwick District



Council and Royal Leamington Spa Town Council. The Midland Oak by the junction of Lillington Avenue and Lillington Road marks the supposed very centre of England

If you are relocating to Lillington 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.



**Lillington Nursery &  
Primary School**  
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