



FINHAM PARK
MULTI ACADEMY TRUST



FINHAM
PARK 2 



MEADOW PARK
SCHOOL



**INFORMATION FOR
CANDIDATES 2025-2026**

Dear colleague

Thank you! I am delighted that you are interested in our vacancy. We sincerely hope that this booklet, together with any additional supporting documentation and opportunities to visit our Trust, will inspire and encourage you to want to work with us.

Finham Park Multi Academy Trust was formed in 2015, with the aim of creating a Multi Academy Trust, based in Coventry & Warwickshire that pioneers, innovates and delivers a "World Class" education for all children from the age of 2-19, where every single one of them enjoys the time of their lives in a safe, nurturing environment! Our vision for educating all children is based around six, shared values. These are: Teamwork, Honesty, Respect, Integrity, Enjoyment and Kindness. We try to reflect them in all we do here at the Trust, including in how we work together with our colleagues in schools.

Our Trust aims to exceed the highest benchmarks for academic achievement, whilst ensuring all our 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 strive to move beyond collaboration and into co-construction – ensuring our education is developed with and by all members of the Trust to reflect the needs of our children, their families and the wider community.

We are immensely proud of our schools, which include a vibrant mix of Primary and Secondary schools, representing a diverse range of communities that we are honoured to serve.

We want to appoint inspirational leaders, teachers and support staff - people with charisma, expertise, and the skills to motivate both children and adults to achieve the very best for themselves and their school communities.

We feel we can offer you many things. These would include the support of experienced Trustees; collegiate support of colleagues from both primary and secondary phases; a 'World Class' programme of Continuing Professional Development; opportunities to develop links and networks that everyone needs not just to be successful in your own right, but to support and learn from others.

In our view, this is an exceptional opportunity for the right person to develop in our Trust and enjoy 'the time of your life' at work!

Thank you for your interest. We hope to receive an application from you in due course if you feel Finham Park Multi Academy Trust may be an interesting place to work.

Mark Bailie

CEO/Executive Headteacher



Our Schools

Finham Park 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."

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. There are over 1750 young people on roll with the values of **Kindness, Humility, Integrity, Courageousness** and **Perseverance**. I urge you take a look at the school – you won't regret it.

Finham Park 2

We are an 11-18 co-educational school with 2 forms of entry (180 students in each year). Our first Year 7 cohort joined us in 2015 and our exciting, new 6th form opened in 2020. 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 2024, we had 542 applications for 180 places, and this trend has been ongoing for a number of years.

Meadow Park School

We are an 11-18 co-educational school, with a growing Sixth Form. We are a city comprehensive school with students from a range of socio-economic backgrounds, including those in the most socio-economically deprived areas of Coventry. We are proud to be an **inclusive school** and multi-cultural community where '**Cultural diversity is celebrated**'; our students come from a range of nationalities and cultures.

Our brand-new Business and Innovation Sixth Form Centre was opened in September 2023, providing a range of A Level, vocational and technical qualifications. We specialise in providing courses, which enable students to go on to a range of universities, apprenticeships and employment, particularly careers linked to business and the NHS.

Lillington Nursery & Primary 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.

We are a 2-11 co-educational school with currently 1 form of entry. 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.

Pearl Hyde Primary 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 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.

Finham Primary School

At Finham, children receive a holistic education, that nurtures their unique skills and talents. Although children will develop at different rates, they all deserve a bespoke, values led, inclusive education and an excellent start in life. We strive for the highest standards. This is achieved by challenging, whilst supporting and nurturing each and every child. We cultivate creativity and critical thinking to develop intrinsically motivated learners with high aspirations for their futures.

Our staff are part of a committed team where we celebrate distinctiveness and individuality. Every member of staff brings their own unique set of talents and experiences to motivate and support children along their educational journey. Through coaching, mentoring and high-quality action research, we are developing and modelling a research partnership that allows staff to continue their learning. This ensures that children reach the high expectations that we set for all.

Lyng Hall School

Lyng Hall is a very inclusive school; we are very ambitious for our students. The population is very diverse with over 40 languages spoken. At any one time there are between 20 and 30 students who are learning to speak English as they have joined us from overseas.

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."

We embrace this **diversity** and celebrate the fact that students work extremely well together and show a positive interest in difference as well as similarity. We are about average in size with approximately 1000 pupils on roll, which includes a sixth form of around 180 pupils. The school has grown in the last 3 years. Staff enjoy the **positive atmosphere** we have created, and staff turnover is low. There are several members of staff (including some teachers) who were students at the school.

Limbrick Wood Primary School

At Limbrick Wood, our core purpose is to ensure that every child achieves their full potential, and then more. We provide a caring, supportive and challenge rich environment.

Core learning is the foundation of our curriculum, and we place a high emphasis on this. Being confident in reading, writing, and using numbers opens so many doors and gives a child access to the widest opportunities in learning. No matter what ability the child is working at, we ensure they have the right resources, the right level of challenge and the right support in order to develop an absolute love of learning.

Dear Colleague

Thank you for your interest in joining our Multi Academy Trust. Our central team provides the expertise and operational support that allow our schools to focus on delivering excellent education for their pupils. In these roles, you will play an important part in keeping the Trust running smoothly and helping school leaders make informed decisions.

Working in a central role gives you the chance to make a real difference across multiple schools. Whether through supporting processes, improving systems, or contributing to wider projects, your work will have a visible impact on both staff and pupils. Our central teams include Finance, HR, Estates, IT, Governance and Education Development — all working together to ensure our schools can thrive.

If you enjoy variety, problem-solving and working collaboratively, a central role offers plenty of opportunities to broaden your skills and experience. You will work with colleagues across the Trust, contribute to projects that affect multiple schools, and see the direct results of your work in action.

We aim to create a professional and supportive environment, where contributions are valued, teamwork is encouraged, and staff are trusted to make a difference. If you are motivated, solution-focused, and enjoy taking responsibility, this is a role where you can have impact and grow professionally while helping shape the success of the Trust.

Rachel Canning

CFOO



Human Resources

At Finham Park MAT, people are at the heart of everything we do. Our HR team exists to support and enable the schools within our Trust to thrive — ensuring that every colleague feels valued, supported, and empowered to give their best for our pupils.

Our values as a trust are **kindness, respect, teamwork, honesty, integrity** and **enjoyment**, and these underpin everything we do. Equality, diversity and inclusion are central to these values: we celebrate the unique contributions of every individual and are committed to creating a workplace where everyone feels they belong. Joining our Trust means becoming part of a community that looks after its people. Providing a supportive environment, nurturing growth and career development, we are committed to making this a great place to work.

We provide expert advice and guidance across the whole employee journey: from recruitment and induction to professional development, wellbeing, and career progression. Working closely with leaders in each school, we make sure our policies and practices are fair, inclusive, consistent, and aligned with our values.

We are delighted that you are considering applying to be part of our team. Our people are the key to our success, and if you share our passion for delivering world-class education for our pupils, we would love to hear from you

Joy Sellars

Head of HR

Estates Management

Our estates team ensures every school has safe, high-quality facilities that enable excellent teaching and learning.

We remove physical barriers to education by creating environments where staff can flourish and pupils can learn, grow and be inspired. Our schools are designed to be inclusive, future-focused and conducive to success.

We are customer service focused, working closely with school leaders, staff and pupils to ensure their needs are met quickly and professionally.

Our structure balances local expertise with central oversight:

- **Head of Estates:** Sets strategy and leads on compliance and major projects.
- **Estates Manager:** Provide practical support and coordinate maintenance.
- **School Site Teams:** Manage the day-to-day running of facilities.

This approach ensures high standards are maintained across the Trust while meeting the specific needs of each school.

David Carter

Head of Estates

Finance

The Finance department is a dynamic, collaborative team that thrives on innovation and a can-do attitude. Teamwork isn't just a buzzword here—it's central to everything we do.

Led by our Head of Finance and supported by a Finance Business Partner, Finance Team Leader and three skilled Finance Assistants, the team is dedicated to delivering results with precision and accuracy.

At the core of our ethos are four fundamental goals: efficiency, accuracy, ownership, and cost-effectiveness. We take responsibility for our work and continually strive for improvement. Beyond balancing the books, the Finance team plays a vital role in driving the success of our Multi Academy Trust.

Professional growth is also a key priority. Continuous professional development (CPD) is encouraged and supported, ensuring the team is equipped with the tools and knowledge needed to excel. We are forward-looking, embracing AI and other innovative technologies to streamline processes and enhance efficiency.

More than just colleagues, we are a close-knit group who enjoy working together. The team celebrates success, supports one another, and fosters a positive and inclusive environment—making Finance a place where people are proud to contribute.

Brian Naweji

Head of Finance

IT Services

At the heart of our educational trust, our small yet agile IT Services team plays a pivotal role in supporting the technological needs of eight schools. From maintaining a robust network infrastructure to ensuring stringent security measures, managing building operations, and enhancing teaching and learning experiences, we're committed to excellence in every aspect. Guided by a strategic plan, we're continuously evolving, embracing ongoing developments and transitioning to cloud-based systems for greater flexibility and efficiency. While the task of managing IT in such a diverse environment is undeniably challenging, the satisfaction of enabling seamless operations, empowering and driving educational innovation makes it an incredibly rewarding job.

Jason Hart

Head of IT Services



Education Development

Education Development Team and CPD

The Education Development Team at Finham Park Multi-Academy Trust plays a vital role in supporting the eight schools within the trust to achieve excellence in all areas of education. The team are experienced teachers from both Primary and Secondary who also have a wide range of school leadership experience. The team offer expert guidance and support across all aspects of school life, including curriculum design, quality of education, responsive teaching, safeguarding, inclusion, professional development, and raising standards.

By working closely with school leaders and staff, the team ensures high-quality support through in-school deployment, 'health check' visits, and comprehensive reviews. This quality assurance process helps schools identify strengths and areas for development, fostering continuous improvement and enhanced outcomes for all students.

The team also leads the Trust's working parties on key priorities, including teaching and learning, CPD, assessment, attendance, SEND, safeguarding, the 'World Class Guarantee', and reading. They foster a culture of co-construction, enabling colleagues from across schools and phases to work together collaboratively within and across subject areas. This approach ensures that best practices are implemented consistently across the trust.

Additionally, the team offer specialist training throughout the year on topics such as SEND, Instructional Coaching and Pupil Premium, ensuring all staff are equipped to meet the needs of every student. They organise an annual Trust Conference Day for all staff in January of each year with the aim to bring staff together for 'belonging' and well-being as well as offering high quality professional development for all teaching and support staff.

They work closely with The Lion Alliance, including leading the Lion Leadership courses available for aspirational and new Middle Leaders, Senior Leaders and Associate/support staff. They co-ordinate the Trust CPD offer to compliment The Lion Alliance's 'Collaborative C' suite of training. The ED team are facilitators for the ECT Teaching School Hub working with Primary and Secondary ECTs in Trust schools and beyond in Coventry and Warwickshire. Their dedication to professional development, coupled with their commitment to inclusion and excellence, underpins the trust's mission to provide 'World Class' education and opportunities for every child.

Liz Allton

Director of Education Development

Safeguarding and Inclusion

Finham Park Multi Academy Trust is deeply committed to creating a safe, inclusive, and supportive environment for all students. Our approach to safeguarding and inclusion is built on the foundation of ensuring every child is valued, respected, and empowered to thrive. The Trust prioritises a proactive, holistic strategy where safeguarding is embedded in everyday practice and underpinned by robust policies and procedures. We work to create an atmosphere where students feel safe to express themselves, free from discrimination, and are supported in overcoming any barriers to learning. By promoting equality, diversity, and inclusion, the Trust strives to ensure that all students, regardless of background, ability, or circumstance, have equal access to opportunities for success and personal development. This approach ensures that safeguarding and inclusion are not just a priority, but a core part of the Trust's ethos and values.

Rebecca Diaz

Trust Lead for Safeguarding and Inclusion

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 LION ALLIANCE

A Primary/Secondary Partnership



FINHAM PARK MULTI ACADEMY TRUST



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MAT STAFF

Mark Bailie
CEO/Executive Headteacher

Leah Adams
Deputy CEO

Rachel Canning
CFOO

HR Department

Joy Sellars
Head of HR

Danielle Soonius
Business Partner

Aran Shergill
Business Partner

Emma Warren
HR Admin

Rebecca Beatt
HR Admin

Beki Chessire-Ramon
PA to the CEO & Clerk to
the Trust Board

Jacqui Waldron
Governance Professional

Education Development

Liz Allton
Director of Education
Development

Rebecca Diaz
Safeguarding & Inclusion
Lead

Conor Fitzhugh
Seconded Director of
Primary Education
Development

Ian Braim
Seconded Data Manager

Andrea Sexton
Education Development
Admin

IT Department

Jason Hart
Head of IT

IT Technicians

Estates Management

David Carter
Head of Estates

Onker Ladhar
Estates Manager

Finance Department

Brian Naweji
Head of Finance

Louise Charley
Business Partner

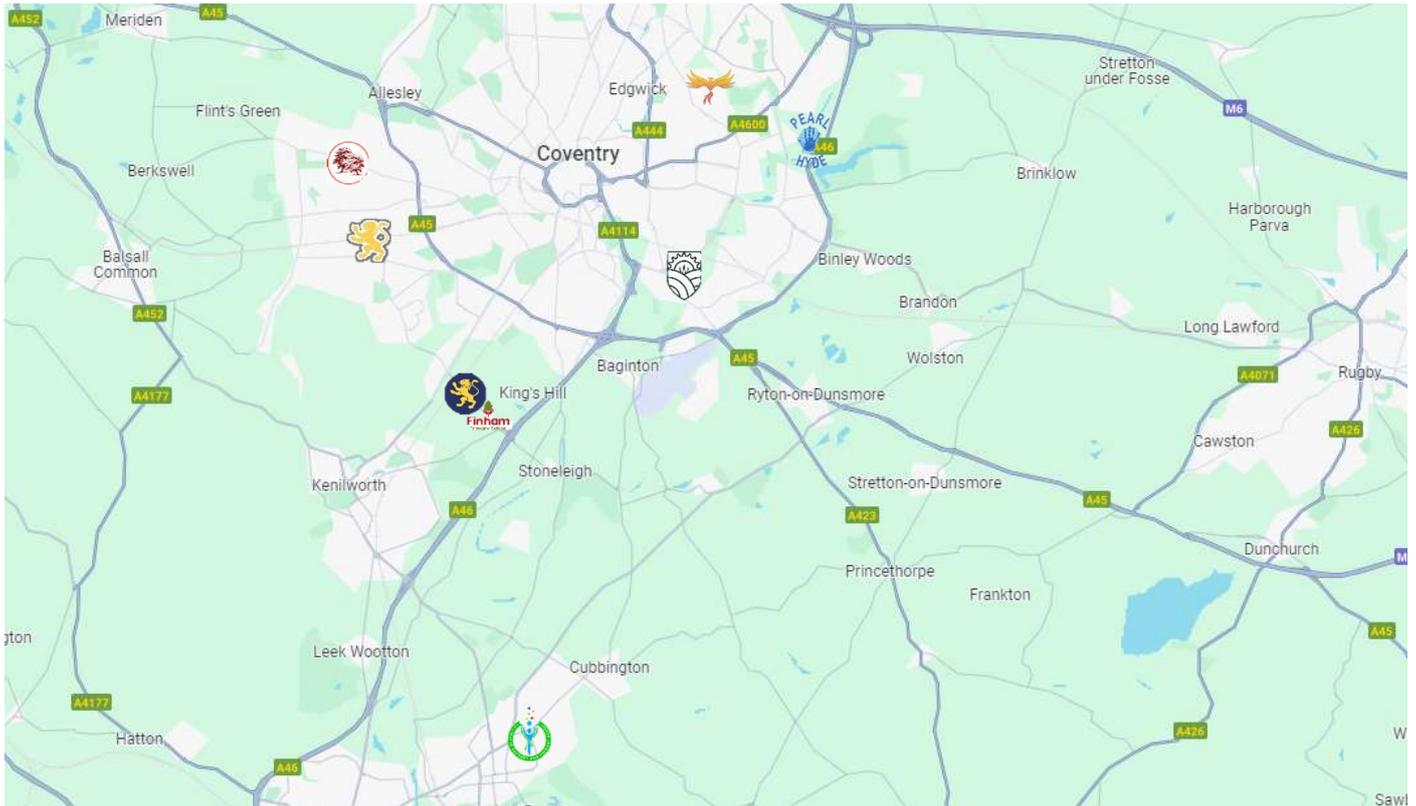
Sam McLaughlan
Team Leader

Carolyn Marchenko
Finance Assistant

Lorna Bagworth
Finance Assistant

Tammy Jenkins
Finance Assistant

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 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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**Finham Park Multi-
Academy Trust**
Torrington Avenue
Coventry
CV4 9WT



024 77180000



<https://finhamparkmultiacademytrust.co.uk/>



apply@finhampark.co.uk



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