

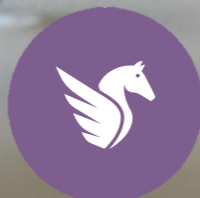
Lyng Hall School



INFORMATION FOR CANDIDATES 2025-2026



FINHAM PARK
MULTI ACADEMY TRUST



Dear Applicant,

We are delighted that you are considering applying for a role at Lyng Hall School. The school is a unique setting which embraces difference and celebrates our multi-cultural community. The school is based in one of the most deprived areas in Coventry and the UK, but this does not limit our aspirations for our young people and staff. I joined the school in September 2025 as Headteacher and it is a school that embraces you in all senses of the word, getting under your skin in a way that has led to the majority of our staff having been at Lyng Hall and remained here for many years, developing in a school they love and in which they thrive alongside our young people.

In November 2024, ofsted judged the school to be good in all areas with the exception of 'quality of education', recognising that published outcomes need to improve further. We recognise this need through a firm commitment to CPD for all staff in all areas, including improving the consistency of practice in teaching and learning. We are committed to school being the 'time of your life' for not just our learners, but our staff as well. We offer a 'world-class education' and our commitment to this permeates our curriculum and enrichment choices at all stages.

We will offer you:


- A supportive, collaborative and friendly staff environment in a school where you will have the chance to make a real and positive impact on the lives of Lyng Hall School students
- A comprehensive professional development programme with the school being part of the Finham Park MAT and 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.
- A range of health and wellbeing services at the school and through the MAT and external services
- Free, on-site car parking
- Free tea, coffee, water, travel mug; with free food provided weekly
- The option to volunteer for paid lunch duties (additional pay, free lunch and coat)
- 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 Lyng Hall School at a pivotal moment in its development.

We welcome visits from prospective candidates and would be proud to show you around our wonderful school.

We look forward to hearing from you and meeting you soon.



Leah Martindale

Headteacher, Lyng Hall School

Our 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."

In November the LA Improvement Partner noted,

"Behaviour in lessons is good with pupils taking an active contribution towards their learning. Exclusions are low. Pupils take pride in their school and work. Staff are highly supportive of pupils who respond accordingly. Incidents of bullying are rare and dealt with well when they occur".

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. The school has been recognised for the support that it provides for vulnerable pupils and families. In particular, a "Cost of the School Day" report (commissioned by Poverty Action UK) was extremely positive about the work we do with our vulnerable families. Resources such as the 'Grub Hub' have ensured that parents are more actively engaged with the school. In 2023 the school was designated by the national Schools of Sanctuary Network as a "School of Sanctuary" because of the work we do with refugee and migrant children. We are currently engaged in a number of international projects and in February 2024 became a UNESCO affiliated school.

Our Ofsted inspection in November 2024 recognised the strengths of the school "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." The school was judged good in all areas except quality of education which requires improvement as published outcomes have not improved rapidly enough.

"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)

The school serves one of the most deprived catchment areas in the city and the country and students come from a wide range of ethnic backgrounds. The largest population remains white British at 41%. There is a significant population of students from eastern European countries, particularly Romania (approx. 20%). The percentage of students with SEND is average at 15%. There are many more students however who are receiving support in order to make good progress. The percentage with an EHCP is well below average at 0.9%. We have provision which meets the needs of our pupils, including, specialist classes

for students who do not speak English, nurturing environments for students who find the challenge of a mainstream comprehensive overwhelming. We teach Mandarin to a group of around 25 students in each year group as part of the Mandarin Excellence Programme. Staff have been involved locally and nationally in training connected with Trauma Informed schooling and Supporting Neurodiverse students in the classroom. Lyng Hall school provides a wide range of exciting experiences and opportunities that extend beyond the academic curriculum and enable all young people to develop in many diverse aspects of life

Recent 2024 Ofsted report:

"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 whom to turn to if they have a concern, and they feel safe. The rate of attendance is rising and closing in on the national average."

irrespective of their socio-economic, or cultural background. We are aware that our students are also being influenced by other factors in their home environment, their community and elsewhere, and we aim to teach our students how to build their **confidence** and **resilience** and prepare them for their adult lives so that they can understand how to engage fully with society. British Values are core to our ethos and values, and flow throughout our rich, broad, and balanced curriculum, and the wider opportunities that we deliver.

In recognition of the opportunities, experiences, skills, competences, and characteristics that our young people develop, Lyng Hall school has been awarded the prestigious 'World Class Schools Quality Mark'. The award demonstrates to parents that their children are participating in opportunities and experiences that will enable their child to flourish and reach their full potential; universities will know that our students are well-rounded and are ready for higher education; businesses will be aware of the capabilities of the brightest potential employees. The performing arts have developed into a very strong presence within the school. Students engage in dance, drama, music and music technology and there are courses running from Y7 to Y13. Performing Arts subjects are very popular in the sixth form and there are opportunities for students to showcase their talents both in school and a professional theatre environment.

The school has a very **strong, positive ethos** and atmosphere which provides a **warm and safe environment** for students to grow and flourish. Visitors to the school commend us on how calm and orderly the school is and how respectful and polite the students are. Difference is valued, celebrated, and nurtured and every student has a real sense of belonging and pride at being part of our school community. **Kindness** is valued and celebrated in our school community and pupils' actively support and encourage the well-being of others.



FPMAT Strategic Framework 2023-28 (version updated September 2025)

WS1 EDUCATIONAL OUTCOMES <i>Our Trust will...</i>	WS2 SUPPORT FOR ALL <i>Our Trust will...</i>	WS3 THE EMPLOYER OF CHOICE <i>Our Trust will...</i>	WS4 ENABLING SUCCESSFUL SCHOOLS <i>Our Trust will...</i>	5 GROWING THE TRUST <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.	Develop "World Class" support & guidance for our whole community where academic performance is underpinned by outstanding care, guidance and support for every student.	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.	Benefit from high quality central services that will allow Governors and School Leaders to focus on education and provide excellent value for money.	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.
1a Curriculum Design (including AP) (MB/LA) 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.	2a Behaviour & Attendance Strategies (RD) 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.	3a Continuing Professional Development (CPD) (LA) 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.	4a Governance & Leadership (MB/JW) Develop effective, responsive and inspirational leadership at all levels, securing the highest outcomes for all pupils.	5a Growth Strategy (MB) 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.
1b 'Responsive Teaching : Connecting Learning' (LA) 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.	2b Multi-Agency Service support (RD) Ensure effective wider partnerships that deliver better support and education experiences for more children in our community.	3b Initial Teacher Training & The Lion Alliance (AF) Ensure the recruitment, training and retention of high quality, motivated individuals who will quickly become the outstanding teachers of the future.	4b Strong financial management & value for money (RC/BN) Ensure sound financial planning, monitoring of spend and review of impact against outcomes and experiences for pupils.	5b Marketing & Communications (MB) Ensure the Trust and its schools maintain a high profile Strive for clarity and positivity in communicating with all our stakeholders
1c Assessment and co-construction (LA) 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.	2c Special Educational Needs Strategy (RD) 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.	3c Succession Planning (MB) 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.	4c Human Resources (RC/JS) Recruitment & Retention strategies Use creative and innovative strategies to ensure we recruit, develop and retain highly effective staff, especially during periods of challenge at a national level.	5c Working with others for public benefit (MB) Develop and maintain effective partnerships with partners that make a tangible difference to the educational experience for our pupils
1d CEIAG (LA) Provide a comprehensive programme of careers education and guidance, resulting in successful destinations for all	2d Disadvantaged Students Strategy (LA) 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.	3d Developing a healthy workplace (JS/RD) Integrate employee wellbeing at the heart of our work, providing opportunities that lead to increased enjoyment	4d Digital Transformation Strategy (JH/WK) Deliver a Digital Transformation Strategy that impacts on the whole Trust.	5d International partnerships (LA) Develop exciting and meaningful international partnerships to enhance experiences for all pupils
1e Quality Assurance, Self-evaluation & School Improvement (LA) Ensure schools' internal systems, those of the Trust, and external bodies impact on school improvement	2e Safeguarding Culture (RD) 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	3e Harmonising pay and conditions (MB/JS) Ensure that working practices, appraisal, pay and conditions make a significant contribution to the recruitment and retention of staff.	4e Estates Learning Environment development (DC/RC) 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.	5e 'A Strong Trust' (MB) 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	TeachMeets	Lion Leadership Courses	ECT (Early Career Teacher) Programme
We are a registered learning partner for the Chartered College of Teaching and offer the CTP to colleagues within the alliance.	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.	We have 4 strands of leadership development courses. This includes Associate, Aspiring Middle, Middle and Senior Leaders courses.	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...
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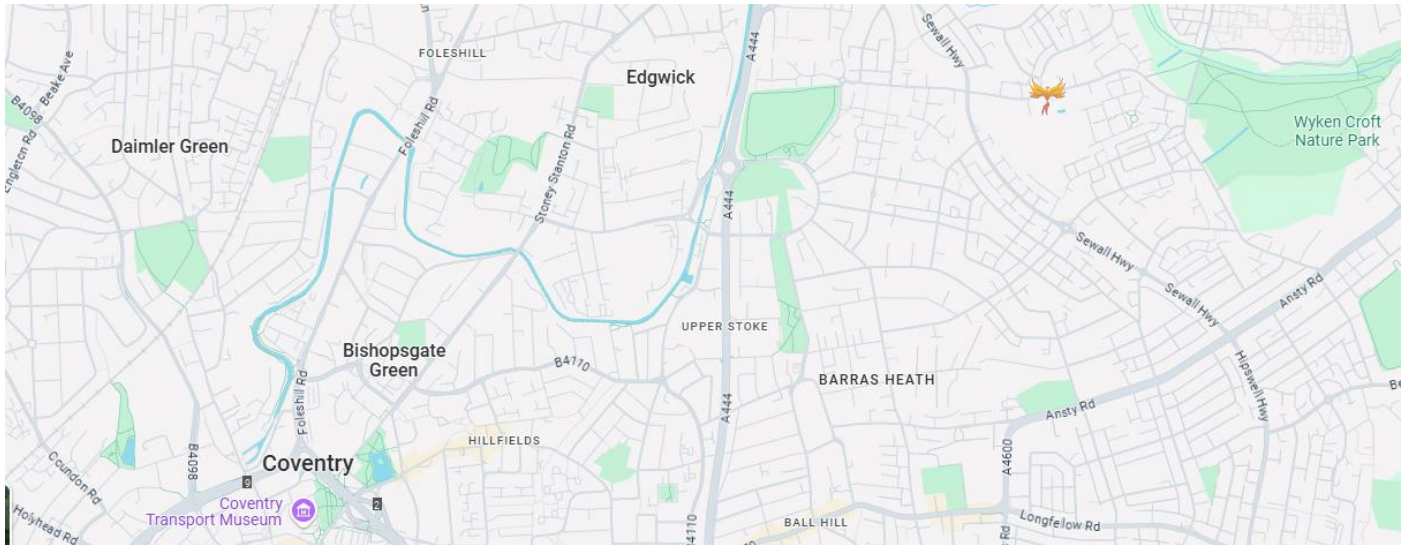
We also recruit and mentor PGCE students through a school-led PGCE programme (in partnership with the University of Warwick), meaning we can offer further opportunities in:

PGCE Mentoring	Working with us as an alliance	Working with our partner universities
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.	We have regular opportunities to get involved and share your expertise with colleagues in our alliance schools.	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 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.

Having read the candidate information, I hope that you feel excited by both the role itself and the chance to be part of Lyng Hall School and Finham Park MAT at a pivotal moment in its development. We welcome visits from prospective candidates and would be proud to show you round our wonderful school.



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