



**MEADOW
PARK
SCHOOL**
THRIVING TOGETHER

INFORMATION FOR CANDIDATES 2025-2026



FINHAM PARK
MULTI ACADEMY TRUST

**Nurturing Excellence
Growing Aspiration
Thriving Together**

Dear Applicant,

We are delighted that you are considering applying for a role at Meadow Park School.

The school has been on an improvement journey and we are delighted that our most recent Ofsted inspection (January 2024) moved the predecessor school (Whitley Academy) out of 'Special Measures'; giving a judgement of 'Good' in three areas, with an overall judgement of 'Requires Improvement'.

'Pupils, parents and staff all describe the significant improvements that have taken place at the school since the arrival of the new headteacher. There is now a clear and ambitious vision evident from all leaders to improve the quality of education for all pupils.' (Ofsted January 2024)

We are a 'caring and compassionate school' where 'Cultural diversity is celebrated'. (Ofsted January 2024)

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 Meadow Park 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. We have a passion for teaching and learning and professional development; recent speakers have included Tom Sherrington, Dylan Wiliam, and Harry Fletcher-Wood amongst other leading educationalists
- 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, water bottle, and fleece; 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, including a Staff Forum and well-being committee

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 Meadow 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.



Mrs Bernadette Pettman

Headteacher (BA (Hons), NPQH, MCCT, FRSA)



Our School

"The school is welcoming to all pupils and is frequently described as caring and compassionate."

"The school has high expectations of pupils' attendance and behaviour."

"The school has thoughtfully designed a curriculum that is ambitious and tailored to the interests of pupils. A broad range of subjects is offered at Key Stage 4, including several vocational subjects."

"Teachers know their pupils well."

Ofsted January 2024

We are an 11-18 co-educational school (180 PAN in Years 7-11), with a growing Sixth Form.

We are a fairly typical 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.



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 2023-28 clearly focus on our culture for improvement and can be viewed on the next page.

We are very proud of all students at Meadow Park School where we develop students through our unwavering focus on **Nurturing Excellence, Growing Aspiration, and Thriving Together.**

"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



Strategic Framework 2023 - 2028

EDUCATIONAL OUTCOMES	SUPPORT FOR ALL	THE EMPLOYER OF CHOICE	ENABLING SUCCESS	POST-16
<p><i>Our School will...</i></p> <p>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</p>	<p><i>Our School will...</i></p> <p>Develop "World Class" support & guidance for our whole community where academic performance is underpinned by outstanding care, guidance and support for every student.</p>	<p><i>Our School will...</i></p> <p>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.</p>	<p><i>Our School will...</i></p> <p>Ensure contributions from our communities lead to high levels of engagement so that all can achieve</p>	<p><i>Our School will...</i></p> <p>Deliver a "World Class" Early Years / Sixth Form experience for all children / students, fostering high expectations and offering a challenging and diverse curriculum</p>
<p>1a Curriculum Design (including AP)</p> <p>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 with consideration to cognitive complexity and broadens the opportunities available to them.</p>	<p>2a Behaviour & Attendance Strategies</p> <p>Ensure our attendance strategy impacts on pupils and their families, supporting parents to work in partnership with our schools</p> <p>Improve pupil behaviour and attitudes</p>	<p>3a Continuing Professional Development</p> <p>Ensure that development needs are identified and met via the delivery of high-quality training within our school, with access to professional development provided through The Lion Alliance and recognised external providers.</p>	<p>4a Character development</p> <p>Ensure a comprehensive Personal Development programme and a range of opportunities, including Student Leadership, sport, and representing the school, to develop students' resilience, confidence, aspirations and character to prepare them for their futures.</p>	<p>5a Curriculum Design</p> <p>Develop a high-quality curriculum that provides students with a structured and challenging learning programme which supports their development and progression in line with their career plans</p>
<p>1b 'Responsive Teaching'</p> <p>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, through an Instructional Coaching Model.</p>	<p>2b Multi-Agency Service support</p> <p>Ensure effective wider partnerships that deliver better support and education experiences for more children in our community.</p>	<p>3b Initial Teacher Training & The Lion Alliance</p> <p>Ensure the recruitment, training and retention of high quality, motivated individuals who will quickly become the outstanding teachers of the future</p>	<p>4b Parental Engagement</p> <p>Ensure there are a range of opportunities for parents and carers to share their views, receive information and news, and be valuable stakeholders in the school community</p>	<p>5b Extra-curricular provision</p> <p>Ensure there is a comprehensive and wide-ranging programme to develop students' enrichment experience, with a particular focus on equipping them with skills and experiences to support them in the next stage of their education or employment.</p>
<p>1c Assessment and co-construction</p> <p>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.</p>	<p>2c Special Educational Needs Strategy</p> <p>Deliver the highest standards of education and support for those pupils with SEND and those who are vulnerable.</p> <p>Ensure our Inclusion Policies are applied consistently and have high impact.</p>	<p>3c Succession Planning</p> <p>Identify excellent practice in all areas of the School, ensuring a wide range of career development pathways provide exciting opportunities for professional development to support recruitment and retention</p>	<p>4c Pupil Voice</p> <p>Ensure there are a range of opportunities for students to share their views both formally and informally and thereby contribute to the development of the school</p>	<p>5c CEIAG</p> <p>Provide high quality Career, Education, Information, Advice and Guidance that meets the needs of students and reflects the evolving world of further education and labour markets, enabling students to progress to be employable in the future</p>
<p>1d CEIAG</p> <p>Provide a comprehensive programme of careers education and guidance, resulting in successful destinations for all</p>	<p>2d Disadvantaged Students Strategy</p> <p>Further develop a systematic approach to closing gaps between groups of students, evidenced through successful use of Pupil Premium and other funding streams.</p>	<p>3d Developing a healthy workplace</p> <p>Integrate employee wellbeing at the heart of our work, providing opportunities that lead to increased enjoyment and wellbeing.</p>	<p>4d Digital Transformation</p> <p>Introduce and develop processes to facilitate high quality data analysis at all levels to evaluate our performance to identify areas of strength and further development</p>	<p>5d Character Development</p> <p>Ensure a comprehensive Personal Development programme and a range of opportunities, including Student Leadership and representing the school, to develop students' resilience, confidence, aspirations and character to prepare them for their futures.</p>
<p>1e (LA/AN) Quality Assurance, Self-evaluation & School Improvement</p> <p>Ensure schools' internal systems and quality assurance activities, both internal and external, impact on student experiences and outcomes and contribute to the overall school improvement journey</p>	<p>2e Safeguarding Culture</p> <p>Ensure a healthy culture of safeguarding exists in our school where children, parents and staff feel empowered to report concerns and know how to do so</p>	<p>3e Staff Voice</p> <p>Ensure a positive culture where staff are able to share their views and contribute to the development of the school.</p>	<p>4e Extra-curricular provision</p> <p>Ensure there is a comprehensive and wide ranging extra-curricular programme, and enrichment opportunities which all students are able to access.</p>	<p>5e Growth of the Sixth Form</p> <p>Develop the Meadow Park Business and Innovation Sixth Form Centre to be affordable and sustainable</p>

Staff Wellbeing

Meadow Park is delighted to have achieved accreditation for the Human Kind Staff Wellbeing Award, a nationally recognised framework that supports schools and organisations to prioritise and embed staff wellbeing at every level.

This award reflects our commitment to creating a culture where all staff feel supported, valued and able to thrive. Over the past year, we have worked through the Human Kind Staff Wellbeing Framework, using it to develop and embed sustainable changes that make a real difference to daily life at Meadow Park. Our accreditation recognises our commitment to outstanding staff wellbeing practices and the positive and productive environment we work in.

Our **Wellbeing Charter** outlines our commitment to all staff.



Meadow Park School

Wellbeing Charter

We commit to providing...

- A Leadership open door policy
- A shared and well-used staffroom with complimentary tea/coffee/milk
- A flexible and generous approach to appointments and family events
- A team ethos- collaborative processes including staff forum for sharing of ideas
- Greater than average PPA time
- Access to supervision for staff when needed
- Supportive approach to lesson observations (instructional coaching)
- Marking policies developed by subject areas
- Staff consultation on aspects of school such as the annual calendar
- A culture of peer-to-peer praise through the Super staff nominations
- A culture of bringing staff together through the Fraternize Friday initiative
- Shared MAT wide policies to ensure consistency amongst all schools
- Opportunities internally for progression and career development
- All meetings pre-planned and displayed on the whole school calendar at the beginning of the year
- Co-construction meetings to share best practice/resources across all schools
- Access to funded CPD opportunities through the Lion Alliance
- Timetabled line management meetings to give support to colleagues with all aspects of school life, including wellbeing
- Published deadlines, including report writing, as part of the whole school calendar
- An annual anonymous staff wellbeing questionnaire with feedback acted on where possible
- A reasonable expectation of working hours.

97%
of staff enjoy
working at
Meadow Park.

97%
of staff feel
supported at
Meadow Park.

100%
of staff are
proud to be a
member of
staff at
Meadow Park.

**Staff survey
December 2025**

Opportunities

We are committed to developing our staff professionally and 'growing our own'. Our most recent Ofsted report (January 2024) recognised 'There is a coherent training plan in place to help teachers improve their teaching.'

All staff have access to a professional to provide personalised feedback and professional development through Instructional Coaching.

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 Finham Park MAT on teaching, learning and assessment. We also offer a range of in-house and nationally accredited courses through the Lion Alliance, these include:

Chartered Teaching Programme	TeachMeets	Lion Leadership Courses	ECT (Early Career Teacher) Programme
As part of the FPMAT you have access to a registered learning partner from the Chartered College of Teaching and we 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 access to a range of key speakers who include world-renowned authors and teaching professionals; inviting them to speak about the latest developments in their specialist area at a range of Finham Park Multi Academy Trust and Lion Alliance events. Guests have included:

Tom Sherrington, Tom Bennett, Oliver Caviglioli, Mark Roberts, Adam Boxer, Matt Pinkett, Nina Jackson 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	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.

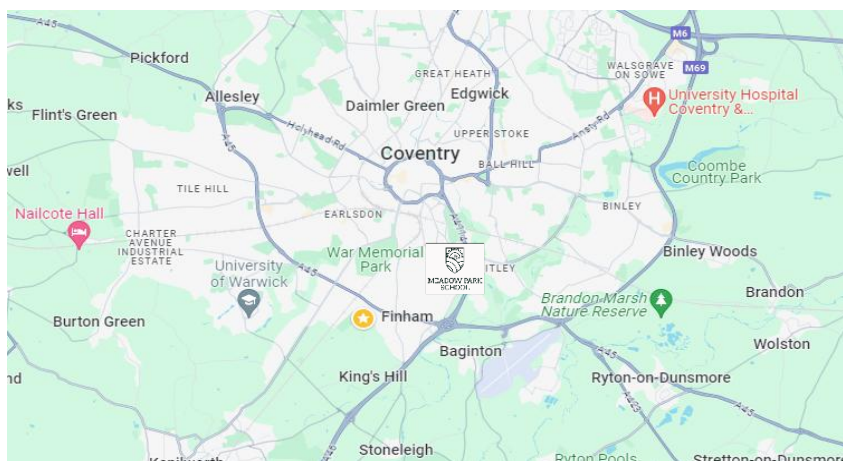
Find out more by visiting www.thelionalliance.co.uk

<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 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.



Meadow Park School has incorporated these links into our school logo which features the city's three spires, rolling hills and a cog. The School is located in an area that is close to the border between Coventry and Warwick. A vibrant, modern building and facilities in a beautiful location within easy reach of the M40/M6 corridor.

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.

Contact us



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THRIVING TOGETHER



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