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11 – 16 Mixed Comprehensive NOR 1,500 (across two campuses)
Head Teacher: Krista Dawkins

Teacher of Science
Part-time or Full-time
To start July/September 2025
MPR/ UPR - depending on experience.

Crestwood Community School is one school, with two campuses serving central Eastleigh. We are looking to appoint an enthusiastic and ambitious person as a Teacher of Science from September 2025. The department is exceptionally upbeat, forward-thinking, and innovative and one which is cohesive, team spirited and very well led. We are looking for someone who can play an active role in contributing to the already high standards within the department.

This role would suit an experienced teacher or an ECT looking for their first post after qualifying. A July start is available for a new teacher due to qualify in summer 2025.

We continue to be a **'good'** school. The report stated that at Crestwood *"there is a welcoming, friendly atmosphere"*. They also said that *"teachers and support staff, including those in the early stages of their career, are proud to work at the school. They particularly value school leader's careful consideration of their workload and well-being so that they can focus their efforts fully on pupils' education."* In addition, Ofsted report that *"many pupils, staff and parents describe the school as a 'big family'.* This is a happy school, where staff and students want to be. The #Crestwoodfamily pervades through everything we do.

We will ensure that the successful candidate has:

- comprehensive induction including a dedicated mentor
- continuous professional learning, development and improvement
- the opportunity to contribute to raising standards for all our students

Please download further details and a Hampshire Teaching Application form from the school website www.crestwood.hants.sch.uk located under the School Information / Vacancies tab.

Please note we cannot accept a CV as a means of application. We do reserve the right to close this advertisement early if we receive a high volume of suitable applications.

Closing date: **Friday 28th March at 12pm**

Interview date: **Tuesday 1st April 2025**

Crestwood Community School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

Information for applicants for the post of:	Teacher of Science
Salary:	MPR/ UPR
Closing date for applications:	Friday 28th March 2025 at 12pm
Interview date:	Tuesday 1st April 2025

We are looking to appoint a Teacher of Science for September 2025. We are seeking someone who will be ambitious for our students and has a vision for the development of Science in our curriculum. The challenge for the successful applicants will be to contribute to further developing an already strong subject and continue to raise standards at both KS3 and GCSE.

Our Ofsted report from February 2024 stated that at Crestwood *“there is a welcoming, friendly atmosphere”*. They also said that *“teachers and support staff, including those in the early stages of their career, are proud to work at the school. They particularly value school leader’s careful consideration of their workload and well-being so that they can focus their efforts fully on pupils’ education.”* In addition, Ofsted report that *“many pupils, staff and parents describe the school as a ‘big family’*.

We are one school over two campuses, serving the children of central Eastleigh, which is a vibrant town, with large amounts of development in both business and residential areas. There has been an expansion in the primary sector with several local schools undergoing expansion to their buildings to accommodate the growth in student numbers. Crestwood merged with the former Quilley School in 2016 to provide one secondary school for Eastleigh, something new and exciting, offering high quality education for the children of Eastleigh. In 2022 we became oversubscribed in every year group and are operating a waiting list across both campuses. The two campuses are situated at Shakespeare Road and Cherbourg Road and both offer the same high quality education to all year groups with little movement of students. Staff are predominantly one campus based but may be expected to teach across both sites, whilst playing an active part in their innovative and high-performing teams. Across both campuses we have been successful in establishing a strong culture and ethos, typified by the #Crestwoodfamily.

As Head Teacher, I have a clear vision and an absolute determination, alongside my team, to continue to improve even further the provision of education across Eastleigh.

The Ofsted report states that *“Leaders and governors are driven by a strong sense of moral purpose. They are ambitious for pupils’ futures and drive to provide the best opportunities for them. Staff share these aspirations and are loyal and committed”*.

We care deeply about our school, the staff, the students and the community we serve, we are a school with a heart. We as a school are clear about our improvement agenda and we work cohesively as a school wide team. As this was our fifth consecutive “good” grading it demonstrates that at Crestwood we are continually providing a consistent quality in all we do, against a backdrop of tougher standards and criteria to be judged against.

As a school we take staff well being seriously. We offer staff the following:

- wellbeing weeks, with no commitments scheduled after school
- free lunch every day
- free tea and coffee
- half termly cooked breakfasts
- accrued inset days, taken as twilights, giving staff an additional 4 days off a year
- One well-being day per year (during term-time), to be taken at their chosen time (after a qualifying period)
- weekly thank you bulletin
- birthday cards
- heads discretionary leaves of absence for family events
- acts of random kindness
- access to mental health first aiders

This is an exciting time in our school's history. Eastleigh is a changing town, with much development in both business and residential areas. There has been an expansion in the primary sector with several local schools undergoing expansion to their buildings to accommodate the growth in student numbers. Crestwood merged with the former Quilley School in 2016 to provide one secondary school for Eastleigh, something new and exciting, offering high quality education for the children of Eastleigh. In 2022 we became oversubscribed in every year group and are operating a waiting list across both campuses. The two campuses are situated at Shakespeare Road and Cherbourg Road and both offer the same high quality education to all year groups with little movement of students. Staff are expected to teach across both sites and play an active part in their innovative and high-performing teams. Our first six years of operation has been successful in establishing a strong culture and ethos, typified by the #Crestwoodfamily.

The Science department is a leading department across both campuses. The Achievement Leader of Science is an experienced teacher, school leader, and education advisor. He is working tirelessly to help further improve the teaching and learning that takes place in the department. His vision for the department is that pupils are challenged to gain valuable scientific knowledge, delivered explicitly and expertly by teachers so that pupils can apply and communicate their knowledge and ideas effectively and engage in Science beyond the classroom.

The department comprises of; an Achievement Leader, three Assistant Achievement Leaders, eight main-scale teachers, and four technicians (one a qualified teacher). They are a welcoming and friendly team and have a strong command of their subject. They are highly professional and dedicated to continually improving their subject knowledge, and sharing best practice. Students enjoy science. You will be joining a team that is committed to continuous improvement in science pedagogy based on cognitive science research. You will also hold regular collaborative training sessions to help develop your areas of expertise.

The department is housed in five laboratories on each of the Shakespeare and Cherbourg campuses. All students are taught Science at KS3. KS4 pupils follow the AQA Combined Science course or single sciences. The profile of Science continues to rise and as such plans are in place to offer a GCSE geology to KS4 pupils in September.

As a new member of staff you will be well supported: we have a comprehensive induction process, and you will be given an Induction Mentor and a 'professional buddy'.

For the successful candidate, a commitment to raising standards and a passion for developing young adults is essential: this entails a commitment to all learners, to excellence for all, and a belief that a good school makes a significant difference to learners' life chances, levels of attainment and the wellbeing of the community as a whole.

Your application should comprise a completed Hampshire teaching application form, and a letter in which you should outline your experience to date, the reasons for your interest in the post and your suitability for it. **Please include a paragraph on your philosophy of Science teaching and what specialisms you could bring to our #crestwoodfamily**

Applications, with the names and addresses of two referees, should be returned to me, Krista Dawkins, Head Teacher at hr@crestwood.hants.sch.uk.

We look forward to hearing from you.

Krista Dawkins

Person Specification for Teacher of Science

Area	Essential	Desirable
Qualifications	Graduate with QTS in Science, or due to qualify in 2025	Subject specialist qualifications in additional Science related subjects
Professional Development	Teaching practice in secondary schools	Up to date INSET in Science Ability to teach across all Sciences including astronomy
Experience	Proven classroom management skills	Experience of working with children in another role Experience of teaching GCSE Triple Science
Knowledge and skills	Proven ability to build positive relationships with students and staff Ability to be an effective team member A working knowledge of the new Science curriculum at both KS3 and GCSE	Clear understanding of strategies to develop the learning process for all students Good understanding of how to use data to promote progress
Personal attributes	Reflective and analytical practitioner Capacity for hard work with enthusiasm, humour and energy for achieving the best for all students Ability to inspire children Tenacity and ability to stay calm under pressure Ability to provide rigorous and energetic learning experiences Good organisational skills High expectations of high standards of academic attainment, achievement and ethos Good health, stamina, resilience	