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

Assistant Faculty Lead - English

To start September 2025

MPR/UPR - dependent on experience plus TLR 2a £3,391

Recruitment Incentive available of up to £3,000 per annum for the right candidate.

Crestwood Community School is one school, with two campuses serving central Eastleigh. We are looking to appoint an enthusiastic and ambitious person as an Assistant Faculty Lead for our English department to start in September 2025. The English Faculty is an exceptionally upbeat, forward-thinking, and innovative department, which is cohesive, team-spirited and collaborative. We are looking for someone who can play an active role in contributing to the already high standards within the faculty, fostering an inquisitive approach to English and reviewing and shaping the curriculum.

Crestwood Community School had an Ofsted inspection in February 2024, which confirmed that 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. We welcome tours of the school and department. If you wish to arrange a visit, then please email hr@crestwood.hants.sch.uk

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: **Monday 28th April 2025**

Interview date:

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:	Assistant Faculty Lead - English
Salary:	MPR/ UPR plus TLR 2a £3,391
Closing date for applications:	Monday 28th April
Interview date:	TBC

We are seeking someone who will be ambitious for our students and committed to achieving excellence in English. The challenge for the successful applicant will be to contribute to further developing an already strong subject and continue to raise standards at both KS3 and GCSE.

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 wellbeing 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

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 to improve the provision of education across Eastleigh.

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

The English faculty is a key faculty across both campuses. We have an inspirational new Head of Faculty with a wealth of experience. She is enthusiastic, approachable, highly supportive and works with the faculty to promote collaborative planning; enhance teaching and learning and to drive up standards of achievement and attainment. The faculty teaches both Language and Literature and follows the AQA syllabus at KS4.

The faculty comprises an Achievement Leader, working with two Assistant Achievement Leaders, a Lead practitioner, seven main scale teachers, two Assistant Headteachers, two Raising Standards Leaders and a fully qualified English specialist delivering intervention. They are a cohesive team and have a strong commitment towards the highest standards of teaching and learning through a thematic, coherent and engaging curriculum.

In English, students will have eight 60 minute lessons per fortnight. At Key Stage 3, they explore a wide range of topics focusing on a variety of themes. Within each theme, students study a breadth of texts ranging from *Lightning Strike*, *The Island at the End of Everything* and *The Giver*. All Key Stage 3 students also regularly visit the library and undertake reading lessons to unpick the morphology and etymology of key vocabulary. At Key Stage 4, students study Language and Literature through an interweaving curriculum, focusing on *An Inspector Calls*, *Macbeth*, *Power & Conflict poetry* and *A Christmas Carol* as their GCSE set texts. Students are able to experience these texts through a range of extracurricular trips and visits as well as their study in the classroom.

We have enhanced our campuses significantly over the past few years. We have refurbished nearly all areas across the school. We have had a new crescent area and roof at Shakespeare which has enhanced the building significantly. The Cherbourg Campus is situated between the town’s two post-16 providers. The site is well maintained with specialist facilities in excellent condition throughout, including 5 new Science rooms and refurbished Sports Hall. In totality we are a school continually on the up and have a can-do-more attitude.

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 English teaching and what specialisms you could bring to Crestwood Community School.**



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

Crestwood Community School
Person Specification for Assistant Faculty Lead- English

Area	Essential	Desirable
Qualifications	Graduate with QTS	NPQ
Professional Development	Teaching practice in secondary schools	Up-to-date INSET in English. Knowledge of recent curriculum changes in these subjects. Knowledge of the recent RSE changes to statutory guidance
Experience	Proven classroom management skills Ability to teach English Experience of teaching GCSE English	Experience of working with children in another role Leadership of an aspect of English
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 English 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 Good understanding of vocabulary instruction
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	