



CRESTWOOD COMMUNITY SCHOOL

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11 – 16 Mixed Comprehensive NOR 1,470 (across 2 campuses)
Head Teacher: Krista Dawkins

Resource Provision Manager

Grade E: Full-time actual salary £29,107-£31,906

Monday-Thursday: 8am-4pm, Friday: 8am-3.30pm. 37 hours per week. 40 weeks per year.

We are looking to appoint an enthusiastic, creative and dedicated Specific Learning Difficulties Resource Provision Manager to be part of the senior team in the Inclusion Support Faculty. Crestwood Community School is one school with two separate campuses serving central Eastleigh with a large Inclusion Support Faculty which is overseen by an Assistant Headteacher responsible for vulnerable groups. This role fits in the senior team of Inclusion Support and the successful applicant would need to be somebody who is passionate about creating change and improving outcomes for students with special educational needs. We are currently oversubscribed, this is due to our reputation in the local community for our culture of care, pastoral systems and SEN support. We are looking for somebody who can continue to contribute to this culture and support the provision of pupils in order to meet their needs.

The SEMH Resource Provision Manager was asked about their role and shared:

"No day is ever the same, all of my days are varied which makes the role exciting. The students make the job, seeing them thrive and flourish is the best part of my role. The Inclusion Support team and wider school staff has a real welcoming ethos providing an enriching environment for students to learn. I have worked at the school for 15 years. I started here as a support assistant and worked my way up to a member of the senior team. This shows the schools commitment to developing staff and their knowledge."

The SpLD Resource Provision is a specialist environment situated on the Shakespeare Campus which is fully integrated into the mainstream school. Crestwood Community School is highly successful in supporting students with complex needs, this has been highlighted by the most recent Ofsted report. Currently there are 113 students on roll who have an Education, Health and Care Plan and 8 students are placed in the SpLD Resource Provision. Pupils access the SpLD Resource Provision through placement by the local authority, however, a number of students with EHCPs and identified SEN access the umbrella support offered by the Resource Provision. The SpLD Resource Provision is a safe and supportive environment where students with special educational needs are able to access interventions and care to support them to access the mainstream school for the vast majority of their time. The role of the Resource Provision Manager is crucial in creating bespoke plans for students in the Resource Provision and those under the umbrella. The ideal candidate will have experience in working with students with special educational needs and specific learning difficulties such as dyslexia. The candidate will likely have worked directly with students and be able to show experience of planning provisions and delivering interventions which meet their needs. This role has a significant administration element and so the ideal candidate will also have experience in working with Education, Health and Care Plans such as drafting applications and completing annual reviews. A candidate should also be able to show experience of working with parents and professionals involved in a child's life.



The Resource Provision Manager is overseen by members of the senior team in the Inclusion Support Faculty which comprises an Assistant Headteacher, SENCO, part-time SENCO and a SEN teacher. This role sits in the leadership level of the faculty of which there are also four provision leads who work together to oversee operational running of the faculty. The ideal candidate should be able to work collaboratively with teams across campuses and be able to show leadership skills and the ability to manage people. As we aim to offer high quality provision across both campuses, cross campus working is essential. The senior team meets regularly to review cases and share best practice. The role of the Resource Provision Manager is varied and adapted daily depending on the needs of the pupils who access the provision. This role is ideal for a candidate who is looking for a challenge and career progression in the future. Training and coaching would be available to the ideal candidate should they need further support in any areas of the role.

The SpLD Resource Provision Manager position requires someone who can empathise with students whilst holding them to high expectations. Good communication skills and an ability to clarify and explain instructions clearly are essential. You must be professionally discreet, have well developed interpersonal skills and a good sense of humour. The ability to build appropriate and effective relationships with staff, students and parents is essential. All applicants must have good literacy and numeracy skills and the physical stamina to effectively support a range of students.

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.

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

Our Head Teacher has 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.



We do reserve the right to close this advertisement early if we receive a high volume of suitable applications.

Apply here: <https://recruit.sampeople.co.uk/Jobboard/Vacancy/Details?campaignref=SCH-CCS-0004>

You will need to sign up to SAMPeople Recruit in order to apply.

Closing Date: 13th February 2026 12pm

Interviews: w/c 23rd February 2026

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.

Person Specification -Resource Provision manager

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualifications at Level 3 or above. 	<ul style="list-style-type: none"> Qualifications with a specific focus on SpLD including Level 5 DIST qualification. Further study at further and/or higher education in courses relevant to the range of posts available.
Professional Development	<ul style="list-style-type: none"> Knowledge of different types of special educational needs. Evidence of knowledge and skills applicable to the role applied for. Experience of working with children and young people. 	<ul style="list-style-type: none"> Aspirations to undertake additional qualifications linked to post if not already held. Experience of working within a school and SEN team.
Experience	<ul style="list-style-type: none"> Knowledge of secondary education. Knowledge of young people's attitudes and how to engage them Ability to use academic or behavioural assessment tools to inform planning 	<ul style="list-style-type: none"> Management of people/teams. Experience in working with EHCPs. Delivery of intervention programmes, including functional skills. Planning and delivery of intervention programmes. Working with external agencies.
Knowledge and skills	<ul style="list-style-type: none"> Professionally discreet and able to respect confidentiality Well developed interpersonal skills Team worker Trustworthy Empathy with pupils and sympathetic to their needs Ability to build positive relationships with staff and students Ability to stay calm under pressure Good listening skills and good judgement Firm but fair 	<ul style="list-style-type: none"> Understanding of principles of learning processes and in particular barriers to learning. An understanding of complex needs with a specific focus on SpLD. Understanding of EHCPs and annual reviews.



	<ul style="list-style-type: none">● Flexible and a good sense of humour	
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