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11 – 16 Mixed Comprehensive      NOR 1,500 (across 2 campuses)

Head Teacher: Mrs Krista Dawkins

**Teacher of Performing Arts  
(Dance or Drama)  
Start: 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 Performing Arts, Dance or Drama specialist, from September 2025. Dance and Drama sit within the Performing and Creative Arts Faculty. It is an exceptionally upbeat, forward-thinking, and innovative faculty, 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 Faculty. Option choices at GCSE across the faculty are high with Dance and Drama popularity at Key Stage 4 showing a significant increase.

You will be supported by a passionate and hands-on faculty leadership team; as well as experienced and dedicated teachers within that team.

This role would suit an experienced teacher or an ECT looking for their first post after qualifying. If the post is filled by an ECT the role will be payable from 1st July 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](http://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: **11<sup>th</sup> December 2024 12pm**



**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 Performing Arts**

**Salary:**      **MPR/ UPR**

**Closing date for applications:**      **11<sup>th</sup> December 2024**

We are looking to appoint a Teacher of Performing Arts, Dance or Drama specialist, to start September 2025. We are seeking someone who will be ambitious for our students, and has a vision for the development of Dance/Drama 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.

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’.*”

The Performing and Creative Arts (PCA) Faculty encompasses Art, Drama, Music, PE and Dance and is a leading faculty across both campuses. The Achievement Leader of PCA is talented, enthusiastic, approachable and highly supportive. She works with the faculty to promote collaborative planning, enhance teaching and learning and to drive up standards of achievement and attainment.

The faculty has a clear focus on developing students’ extended writing to enhance the performance of Key Stage 4 students this year as well as focusing on the development of skills and knowledge for the transition of students from Key Stage 3 into Key Stage 4 to ensure all students are well prepared and successful in their subjects.



The faculty comprises an Achievement Leader working with three Assistant Achievement Leaders, and 12 main scale teachers. They are a cohesive team and have a strong command of their subject. Foundation subjects are really enjoyed by students and their extracurricular opportunities.

Dance and Drama are popular subjects that are taught across both Shakespeare and Cherbourg road campuses. All students are taught both Dance and Drama at KS3 where they learn the foundational skills they would need to be successful at GCSE, and also to enhance their confidence and performance skills. Students can opt to study GCSE Drama and/or GCSE Dance, as part of the 2 year KS4.

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.

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'. We hold the Investors in People Gold standard, and see professional learning as a major strategic priority.

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 teaching Drama, 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](mailto:hr@crestwood.hants.sch.uk).

We look forward to hearing from you.

Krista Dawkins

### Person Specification for the post of Teacher of Performing Arts

Area	Essential	Desirable
<b>Qualifications</b>	Graduate with QTS or awaiting qualification for Summer 2025	Subject specialist qualifications within Dance or Drama or similar subjects
<b>Professional Development</b>	Teaching practice in secondary schools	Up-to-date INSET. Knowledge of recent curriculum changes in these subjects. Experience at developing and delivering online resources.
<b>Experience</b>	Proven classroom management skills  Ability to teach at least both KS3 and KS4.	Experience of working with children in another role  Experience of teaching in more than one subject within Key Stage 4.
<b>Knowledge and skills</b>	Proven ability to build positive relationships with students and staff  Ability to be an effective team member  A working knowledge of the Dance and Drama curriculum at both KS3 and KS4.	Clear understanding of strategies to develop the learning process for all students  Good understanding of how to use data to promote progress
<b>Personal attributes</b>	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, exudes positivity  Good organisational skills  High expectations of high standards of academic attainment, achievement and ethos  Good health, stamina, resilience, tenacity	