

Shakespeare Road, Eastleigh, Hampshire, SO50 4FZ  
Cherbourg Road, Eastleigh, SO50 5EL  
Telephone: 023 8064 1232 Fax: 023 8062 9373  
Email: krista.dawkins@crestwood.hants.sch.uk

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

Head Teacher: Krista Dawkins

**Foreign Languages Teaching Assistant (Spanish)**

**37 hours per week (Mon-Thurs 8am-4pm, Fri 8am-3.30pm), 39 weeks per year.**

**Grade C. Actual salary: £20,875-£21,752 (based on 37 hours per week)**

Crestwood Community School is one school, with two campuses serving Eastleigh. We are looking to further enhance our Languages department by recruiting a subject specialist Teaching Assistant who is fluent in Spanish and will support us in our Foreign Language lessons.

Your role will include; working with small groups or individual students to ensure that they are kept on task and complete activities, helping prepare students for oral exams and practise their speaking skills, supporting the department with planning, sourcing and preparing resources (photocopying, laminating etc).

A keen interest in, and passion for Foreign Languages is essential. Experience of working in a similar role or within an education setting is desirable but not essential as full training will be given. This post offers an exciting career opportunity for someone new to the education sector or for experienced practitioners looking for a fresh challenge and in which you will have the opportunity to help young people flourish and achieve.

The MFL subject department sits within the EBacc Faculty. It is an exceptionally upbeat and innovative Faculty. It is cohesive, team spirited and well led. The MFL results are some of the strongest in the school and is a leading department in Hampshire. We are looking for someone who can play an active role in contributing to the already high standards within the department, especially as our attainment in MFL is high.

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 details and a Support Staff 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. Email your completed application form to

[hr@crestwood.hants.sch.uk](mailto:hr@crestwood.hants.sch.uk).

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

Closing date: **Friday 11th July**

Interview date: TBC

**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:****Foreign Languages Teaching Assistant**

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 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.

The MFL department comprises highly experienced teachers. The department is headed by our Assistant Achievement Leader for the EBacc Faculty, who has led the MFL department in reviewing and adapting

the KS3 and GCSE curriculum. The MFL department works collaboratively with each other in developing the challenge of the subject to maximise the progress our students make. Our MFL GCSE results continue to be some of the strongest in the wider EBacc Faculty, and the school. The department strives to give our students a broadened understanding of the world around us. We are committed to supporting teachers in adapting to the new AQA GCSE MFL specifications. We are a leading department in Hampshire.

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.

Applications, with the names and addresses of two referees, should be returned to me, Krista Dawkins, Head Teacher

We look forward to hearing from you.

Krista Dawkins

### Person Specification for Languages Teaching Assistant

Area	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Good level of education</li> <li>• Level 2 (i.e. A*-C/5-9) in Maths and English (GCSE or equivalent)</li> </ul>	<ul style="list-style-type: none"> <li>• Degree in a languages subject</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with children and young people.</li> <li>• Knowledge of young people's attitudes and how to engage them</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of being in a classroom environment.</li> <li>• Knowledge of secondary education</li> <li>• Ability to use academic or behavioural assessment tools to inform planning</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Fluent in Spanish</li> </ul>	<ul style="list-style-type: none"> <li>• Fluent in additional languages</li> </ul>
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>• Professionally discreet and able to respect confidentiality</li> <li>• Well -developed interpersonal skills</li> <li>• Team worker</li> <li>• Trustworthy</li> <li>• Empathy with pupils and sympathetic to their needs</li> <li>• Ability to build positive relationships with staff and students</li> <li>• Ability to stay calm under pressure</li> <li>• Good listening skills and good judgement</li> <li>• Firm but fair</li> <li>• Flexible and a good sense of humour</li> </ul>	