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11 – 16 Mixed Comprehensive NOR 1,403 (across two campuses)
Head Teacher: Krista Dawkins

Achievement Leader in EBacc - Senior Leadership Team Post
Start April/September 2023
LPR 9 - 13: £54,228 to £59,840 FTE

Crestwood Community School is one school, with two campuses serving central Eastleigh. We are looking to appoint an enthusiastic and ambitious person as the Achievement Leader of EBacc to start in April or September 2023. The Achievement Leader of EBacc is in charge of the Ebacc Faculty - which comprises of the subject areas: Geography, History, RE and Languages (French and Spanish).

The Faculty is made up of an exceptionally upbeat, forward-thinking, and innovative team; which is cohesive, team spirited and very well led. There are 5 teachers within the Languages Team and 12 in Humanities who work collaboratively with planning and curriculum development. The current Achievement Leader has been promoted to the role of Assistant Headteacher, Curriculum. He has been developed in the school from a newly qualified teacher to now an Assistant Headteacher showing our culture for developing talent. There are 3 Assistant Achievement Leaders in post who are an integral part of the leadership of Ebacc. They have subject specific responsibilities alongside faculty responsibilities for Teaching and Learning, Intervention, Coaching and supporting our ECTs.

Geography, History, RE and Languages are taught throughout all year groups at Crestwood. At KS3, we follow the national curriculum for Geography, History and Languages and the Hampshire Living Difference syllabus for RE.

The vision for Geography is to inspire in students a curiosity and fascination about the world and its people that will remain with them for the rest of their lives. The Curriculum will equip students with knowledge and understanding about diverse places through studying the interactions between human and physical environments and processes. Students complete fieldwork activities throughout KS3 and we also offer a once in a lifetime opportunity to visit Iceland. KS4 Geography is incredibly popular and results have been on an upward trajectory since 2016.

The vision for History is to inspire in students a curiosity to know more about the past. The History curriculum will equip students with knowledge and understanding about the complexity of people's lives, the process of change, the diversity of societies and relationships between different groups, and utilise source material to develop critical analysis, in order to develop their own identity and engage with the challenges of their time. KS4 History is very popular, however results in History have not been at the expected level and as such is a key area for improvement.

The vision for Languages is to inspire in students a curiosity and deepen their understanding of the world, different cultures, geography and customs. MFL will foster tolerance and appreciation of other cultures and encourage critical, analytical thinking. Through the study of a foreign language, students will also gain a deeper appreciation of the formation, structure and application of English, improving their overall communication skills. MFL results in 2022 were outstanding and the popularity of MFL is growing each

year. The challenge within MFL is to continue growing the subjects so that more students are studying the Full Ebacc.

RE uses a variety of world views to navigate moral and ethical issues which allow a young person to develop their sense of self and their own values. All students study RE at KS3 and it is a very popular and successful subject at GCSE with a consistent positive progress score.

The school, in its entirety, is forward thinking, and therefore in the role of Achievement Leader, you would have the opportunity to continue the development of the Ebacc curriculum and develop it in the direction that would best suit our learners needs - both for the current and for their future. Although you may not be a subject specialist in all subjects in the Ebacc faculty, you will work closely with the team and the Assistant Achievement Leaders, to drive the strategic vision for the whole faculty.

Crestwood Community School had an Ofsted inspection in June 2018, which confirmed that we are a 'good' school. We also achieved outstanding gradings in Personal Development and Behaviour and Leadership. They also said that as a school we are *"passionately committed to providing a first-class inclusive education for all pupils; tenacious in their pursuit of additional resources and approaches to continually improve provision."* This is a happy school, where staff and students want to be. The #Crestwoodfamily pervades through everything we do.

This post offers an exciting career opportunity. The post would suit an experienced teacher who will continue to foster a supportive and collaborative environment. We will ensure that the successful candidate has:

- comprehensive transition to the role
- continuous professional learning, development and improvement
- the opportunity to work with SLT and other ALs to ensure rapid and sustained progress across the school

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.

Closing date: **Monday 28th November 2022**

Interview date: Wednesday 7th and Thursday 8th December 2022

If you would like to visit the school prior to applying, please contact Justine Sayers - justine.sayers@crestwood.hants.sch.uk.

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: **Achievement Leader in EBacc**

Salary: **LPR 9 - 13: £54,228 to £59,840 FTE**

Closing date for applications: **Monday 28th November 2022**

Interview date: **Wednesday 7th & Thursday 8th December 2022**

We are looking to appoint an Achievement Leader of EBacc to start April or September 2023. The EBacc faculty comprises of the subjects History, Geography, Religious Education, French and Spanish. We are seeking someone who will be ambitious for our students, and has a vision for the development of English in our curriculum. The challenge for the successful applicant will be to contribute to developing an already strong Faculty and lead the drive to raise standards across all disciplines at KS3 and GCSE. This role sits within the Senior Leadership Team alongside the Headteacher, 2 Heads of School, 6 Assistant Headteachers and 7 Achievement Leaders. The previous post holder has been promoted to the role of Assistant Headteacher, curriculum, after being in the school since an NQT.

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.

As Head Teacher I have a clear vision and an absolute determination to improve the provision of education across Eastleigh. We had an Ofsted inspection in June 2018, which confirmed that we are a 'good' school. We also achieved outstanding gradings in Personal Development and Behaviour and Leadership. They also said that we are "Passionately committed to providing a first-class inclusive education for all pupils; tenacious in their pursuit of additional resources and approaches to continually improve provision." Ofsted also said that "Leadership is outstanding. The headteacher's passion, drive and determination are infectious. Together with her leadership team, she has successfully made improvements to every aspect of the school since the last inspection." 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 team. As this was our third 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 Ebacc Faculty is a leading faculty across both campuses. The faculty comprises of Geography, History, RE, Spanish and French.

In Geography and History at Key Stage 3, students will have 75 minutes of Geography and History time every week. They undertake a wide range of topics in Geography including Rivers and Coasts, Natural Hazards, Population, Development and Climate Change. In History students will study topics such as Black Americans, WW1 and WW2, the Edwardian Period

In Spanish and French at KS3, students will have 225 minutes of Languages spread over a fortnight. They undertake a wide range of topics such as My life, eating out and Education.

In RE at KS3, students will have 75 minutes of RE every week In year 7 and 9 and 75 minutes of RE per fortnight in Y8. In addition all students study 75 minutes of Ethics and Philosophy every fortnight in Year 10.

Students must study one Ebacc subject at KS4, however a large number of students opt to study more than one. To increase the number of students opting for the Full Ebacc, certain students are identified and recommended to study this pathway, however the full Ebacc is open to all students at Crestwood.

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'. As the posts sit within the SLT you will receive direct support from the Headteacher and Heads of School.

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 approach to leading the Ebacc Faculty at Crestwood 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.

If you would like to visit the school, prior to applying, please contact Justine Sayers - justine.sayers@crestwood.hants.sch.uk.

Person Specification for the post of Achievement Leader of EBacc

Area	Essential	Desirable
Qualifications	Graduate with QTS Subject specialist qualifications in Humanities or Languages.	NPQML
Professional Development	Teaching practice in secondary schools Middle leadership development & training Knowledge of recent curriculum changes in Humanities and Languages	Developmental training towards moving to a Senior Leadership role
Experience	Proven classroom management skills Ability to teach one or more of the EBacc subjects Second in department or subject leader	Experience of working with children in another role
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 Humanities and Languages curriculum at both KS3 and GCSE Clear understanding of safeguarding	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, exudes positivity Good organisational skills High expectations of high standards of academic attainment, achievement and ethos Good health, stamina, resilience, tenacity	
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