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

Achievement Leader in Maths - Senior Leadership Team Post
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 Maths to start in September 2023. This post is within the Senior Leadership team, with a whole school responsibility.

The Faculty is made up of an exceptionally upbeat, forward-thinking, and innovative department; which is cohesive, team-spirited and very well led. There are fourteen teachers within the Faculty who work collaboratively with planning and curriculum development. There are three Assistant Achievement Leaders in post who are an integral part of the leadership of Maths. They have specific responsibilities for Numeracy across the curriculum, curriculum and assessment, and data and intervention.

Mathematics is taught through a spiral curriculum, which allows students to continuously build on knowledge learnt previously, whilst continuing to develop the ability to apply key skills. This curriculum is purposefully designed to facilitate learning at the highest standards. Planning and lessons are taught with the 'Big picture map' in mind, which focuses on the curriculum covered at both KS1/2 as well as KS5. Teachers will use the 'connect' part of the Crestwood Learning Cycle to link mathematical concepts together as well as developing new powerful knowledge in KS3 through the topics of Number, Algebra, Geometry, Proportion and Statistics.

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 Achievement Leaders 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: 24/02/2023

Interview date: TBC

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 Maths
Salary:	LPR 9 - 13: £54,228 to £59,840 FTE
Closing date for applications:	24/02/2023 Noon
Interview date:	TBC

We are looking to appoint an Achievement Leader of Maths to start September 2023. We are seeking someone who will be ambitious for our students, and has a vision for the development of Maths 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.

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 Maths Faculty is a leading faculty across both campuses. In Maths, students will have seven 75 minutes per fortnight. At Key Stage 3, they explore a wide range of topics focusing on a variety of themes over the three years. Using a spiral curriculum throughout KS3 and 4 allows

students to build a secure knowledge foundation as well as developing their ability to connect and apply information.

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At Crestwood we use Dr Frost for knowledge retrieval and revision across Key Stages 3 and 4, with strong participation across all years groups. The school, in its entirety, is forward thinking, and therefore in the role of Achievement Leader, you would have the opportunity to put your own spin on the curriculum and develop it in the direction that would best suit our learners' needs - both for the present and for their future.

Within the faculty, the teachers collaborate closely to ensure they are offering high quality mathematics education. All teachers are expected to contribute to the maths curriculum and to enhance the faculty's presence throughout the school. The Maths faculty lead Numeracy across the whole school, leading CPD and working with other faculties to promote numeracy rich teaching. Our popular Maths after school club creates an excellent opportunity for students to further their love for the subject, as well as developing aspirations for future careers in the subject.

The faculty is well resourced with faculty Chromebooks available on both campuses. The school has developed extensively its use of the Google Suite, both as a platform for e-learning and an effective means of communication and of storing, assigning and submitting work.

The strength of outcomes for students in maths has been building over several years and in 2022 the faculty secured its best performance since the amalgamation, with 37% of students achieving grade 5 or better and 65% of students achieving grade 4 or better.

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 sits 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 Maths 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 at hr@crestwood.hants.sch.uk.

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 Maths

Area	Essential	Desirable
Qualifications	Graduate with QTS Subject specialist qualifications in Maths.	NPQML
Professional Development	Teaching practice in secondary schools Middle leadership development & training Knowledge of recent curriculum changes in Maths	Developmental training towards moving to a Senior Leadership role

Experience	<p>Proven classroom management skills</p> <p>Ability to teach Maths.</p> <p>Second in department or subject leader</p>	<p>Experience of working with children in another role</p> <p>Experience of leading Literacy across the curriculum</p>
Knowledge and skills	<p>Proven ability to build positive relationships with students and staff</p> <p>Ability to be an effective team member</p> <p>A working knowledge of the Maths curriculum at both KS3 and GCSE</p> <p>Clear understanding of safeguarding</p>	<p>Clear understanding of strategies to develop the learning process for all students</p> <p>Good understanding of how to use data to promote progress</p>
Personal attributes	<p>Reflective and analytical practitioner</p> <p>Capacity for hard work with enthusiasm, humour and energy for achieving the best for all students</p> <p>Ability to inspire children</p> <p>Tenacity and ability to stay calm under pressure, exudes positivity</p> <p>Good organisational skills</p> <p>High expectations of high standards of academic attainment, achievement and ethos</p> <p>Good health, stamina, resilience, tenacity</p>	