

### **Crestwood Community School**

Shakespeare Road, Eastleigh, Hampshire, SO50 4FZ

Cherbourg Road, Eastleigh, Hampshire SO50 5EL

Telephone: 023 8064 1232 Fax: 023 8062 9373

Email: [krista.dawkins@crestwood.hants.sch.uk](mailto:krista.dawkins@crestwood.hants.sch.uk)

11 – 16 Mixed Comprehensive

NOR 1400 (across 2 campuses)

Head Teacher: Mrs Krista Dawkins

### **Assistant Headteacher - Teaching and Learning Leadership scale 11 to 15 - £54,092 To £59,585**

Following the promotion of the current post holder to a MAT-wide Teaching and Learning role, we are seeking to appoint an enthusiastic, energetic and ambitious person to the post of Assistant Headteacher within an externally recognised “outstanding” leadership team. Crestwood Community School is one school, with two campuses serving central Eastleigh, we have grown in popularity and are now over subscribed in every year group. The Senior Team are very cohesive and together have driven the whole school ethos, culture and improvements, we are #Crestwoodfamily.

This post will work in conjunction with the Assistant Head at the Cherbourg Campus focussing on teaching and learning development across the school, CPD, ECT and SCITT/ PGCE links. Together you will be leading a team of teaching and learning leaders to develop even further the strong teaching and learning across the school.

The post will encompass:

- Leading the Teaching & Learning Research group
- Leading on deep dives into various aspects of teaching and learning themes
- Working with Achievement Leaders to identify any support and CPD needed within each faculty
- Providing coaching support
- Responding to training needs of staff identified through performance management
- Contribute to delivering the ECT programme

We are looking for someone who can play an active role in contributing to the already high standards of developments in the school and has a clarity and understanding about the strategic direction of our school. The person appointed to this post would work within the “SLT 9” and play a crucial role in maintaining the upward trajectory of school improvement and implementation of the school improvement plan and school strategic improvement plan.

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. Our recruitment and retention of staff is exceptional and has been praised by the Local Authority.

This post offers an exciting career opportunity in an experienced and established Senior Team. The post

would suit an experienced Middle Leader who will continue to foster the supportive and collaborative environment we are renowned for. 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 note we cannot accept a CV as a means of application.

We will be holding pre-booked tours for prospective candidates, where they can see the school and meet with Krista Dawkins, Headteacher and other Senior Leaders. These can be booked by emailing [justine.sayers@crestwood.hants.sch.uk](mailto:justine.sayers@crestwood.hants.sch.uk). Any questions or queries can be emailed to [krista.dawkins@crestwood.hants.sch.uk](mailto:krista.dawkins@crestwood.hants.sch.uk)

Closing date: **Monday 26th September 2022**

Interview date: **Tuesday 4th and Wednesday 5th October 2022**

**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:**

**Assistant Head**

**Salary:**

**Leadership scale 11 to 15**

**Closing date for applications:**

**Monday 26th September 2022**

**Interview date:**

We are excited to be recruiting to our exceptional and inclusive school an Assistant Headteacher with responsibility for Teaching and Learning. You would be joining the #Crestwoodfamily at a time when we have grown exponentially in student and staff numbers and we are the school of choice in our local community and wider. Crestwood Community School is one school, with two campuses serving central Eastleigh, we have grown in popularity and are now over subscribed in every year group. The Senior Team are very cohesive and together have driven the whole school ethos, culture and improvements, we are #Crestwoodfamily.

Following the promotion of the current post holder to a MAT wide Teaching and Learning role, we are seeking to appoint an enthusiastic, energetic, empathetic and ambitious person to the post of Assistant Headteacher within an externally recognised "outstanding" leadership team.

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. 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.

This post will work in conjunction with the Assistant Head at the Cherbourg Campus focussing on teaching and learning development across the school, CPD, ECT and SCITT/ PGCE links. Together you will be leading a team of teaching and learning leaders to develop even further the strong teaching and learning across the school.

You will be based on the Shakespeare campus in the first instance and will play a key role in observing and improving the practice of staff, ensuring protocols and procedures are followed, tackling in a professional manner, and by policy, any deficiencies. You will also work pastorally across the school supporting students to achieve high standards of behaviour.

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maintaining the upward trajectory of school improvement and implementation of the school improvement plan and school strategic improvement plan.

Crestwood has been on a journey of success. We have grown our school in both quality of practice and being the natural choice of education for the young people of Eastleigh. We are a truly comprehensive school which has 39% Pupil premium and 17% SEN. We have two SEN Resource provisions in SEMH and Dyslexia.

During the pandemic we developed more cohesiveness as a school, ensuring live quality lessons were consistently delivered every day. We were, as a Senior Team, in awe at the ability of the staff to develop such fantastic lessons over night and the way they grappled with new technologies was breathtaking. We ensured all the families had access to resources, mental health care, parent support and pastoral support. We provided our families with nutritional school meal parcels to their doors as well as ensuring those families facing hardship had the essentials they needed to provide for their children. No one was left out. This is what typifies our staff, everyone pulling together with a can-do attitude, we have no place for negativity and cynicism.

As Head Teacher, I have a clear vision and an absolute determination to continue 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.

For the successful candidate, a commitment to raising standards in a comprehensive school and a passion for developing young adults as good citizens is essential: this entails a commitment to all learners, to excellence for all, and a belief that a good school will make a significant difference to learners' life chances, levels of attainment and the wellbeing of the community as a whole.

We strongly encourage pre visits to the school to meet Krista Dawkins and other Senior Leaders. These can be arranged by emailing Justine Sayers, PA, [justine.sayers@crestwood.hants.sch.uk](mailto:justine.sayers@crestwood.hants.sch.uk)

Your application should comprise of the Hampshire Form, a supporting statement in which you should outline your experience to date, the reasons for your interest in the post, your suitability for it and what you will bring to this role and its development.

Applications, with the names and addresses of two referees, should be returned to me, Krista Dawkins, Head Teacher, [krista.dawkins@crestwood.hants.sch.uk](mailto:krista.dawkins@crestwood.hants.sch.uk)

We look forward to hearing from you.

Krista Dawkins  
June 2022

**Crestwood Community School**  
**Person Specification for Assistant Head - Teaching and Learning**

<b>Area</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	Graduate with QTS	Masters Further qualifications related to leadership
<b>Professional Development</b>	<p>Varied teaching experience in secondary schools.</p> <p>Experience leading teams of Teachers and/ or support staff.</p> <p>Understanding of data and analysis arising from this, including actions to be taken</p> <p>Experience of curriculum development and how learning is sequenced</p> <p>Understanding of exam requirements and the ability to choose boards on what suits the students not the staff</p>	<p>Experience leading different teams of teachers.</p> <p>Recent understanding of learning theory and memory</p> <p>Leading CPD on Teaching and Learning</p>
<b>Experience</b>	<p>Proven effective classroom teaching skills</p> <p>Coaching of staff to improve pedagogy and practice</p> <p>Work with Governors to build strong relationships</p>	<p>Experience of using performance management procedure</p> <p>Experience of leading across subject teams whole school strategy</p> <p>Experience of leading a whole school strategy</p>
<b>Knowledge and skills</b>	<p>Proven ability to build positive relationships with students and staff</p> <p>Ability to be an effective team member, not hierarchical</p> <p>Ability to give and receive effective feedback</p>	

	<p>Good understanding of how to use evidence to make judgements on the quality of teaching</p> <p>Clear understanding of strategies to develop the learning process for all students .</p>	
<b>Personal attributes</b>	<p>Reflective and analytical practitioner, always striving for more</p> <p>Capacity for hard work with enthusiasm, humour and energy for achieving the best for all students and staff</p> <p>Ability to inspire and put no ceiling on potential</p> <p>Tenacity, resilience and ability to stay calm under pressure</p> <p>Ability to provide rigorous and energetic learning experiences that motivates learners</p> <p>Good organisational skills, ability to meet deadlines ahead of time</p> <p>High expectations and high standards of academic attainment, achievement and ethos</p> <p>Good health, stamina, resilience</p> <p>Attention to detail</p> <p>Capacity to hold difficult conversations and resolve disagreement</p>	