



Teacher of Performing Arts (Drama Specialism) Recruitment Pack

**CRESTWOOD
COMMUNITY SCHOOL**



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May we take this opportunity to thank you in anticipation of your application. If, however, you have not heard from us by the proposed date for the interview you should assume that on this occasion your application has not been successful. In that event we wish you every success in any future applications you make.





Section 1: Post Advertisement

Post: Teacher of Performing Arts (Drama Specialism)

Start Date: September 2026 (1st July if an ECT)

Location: Shakespeare Campus

Salary Scale: Teacher: MPR/UPR (depending on experience)

Contract: Permanent

Working Pattern: Full Time

Closing Date: Wednesday 6th May 2026 at 12pm

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 (Drama specialist), from September 2026. Drama sits within the Performing and Creative Arts Faculty, which also includes Art, PE, Music and Dance. 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 Performing Arts BTEC 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.

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 two Assistant Achievement Leaders, a Lead Practitioner 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 extra curricular opportunities.

Drama is a popular subject that is taught across both Shakespeare and Cherbourg road campuses. All students are taught Drama at KS3 where they learn the foundational skills they would need to be successful and also to enhance their confidence and performance skills. Students can opt to study BTEC Performing Arts as part of the 2 year KS4.

The school productions recently have been spectacular! Matilda and Shrek Junior set the bar high and this year's production of Bugsy Malone gained attention from the BBC One Show and we had a visit from Bonnie Langford!

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
- 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

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'. Crestwood prides itself on developing its staff through bespoke coaching and training. Many members of the faculty have been successful in gaining promotion within the school.

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

Your application should comprise the Hampshire Teacher Application form (which can be found on our website). Applications, with the names and addresses of two referees, should be returned to hr@crestwood.hants.sch.uk. Please include a paragraph on what specialisms you could bring to Crestwood Community School.

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.

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.



Section 2: About Crestwood Community School

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. We have two specialised Resource Provisions, dyslexia and SEMH.

As the long serving Executive Headteacher of this wonderful school, 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 school has a very mixed intake and as a result areas such as pupil progress, behaviour and attendance remain a challenge.

The composition of the school as of March 2026 was:

Students	Current	National	Hampshire
School number on roll	1474	Well above average	Well above average
School %FMS(6)	36%	Above average	Well above average
School %SEND support	19%	Close to average	Close to average
School %EHC plan	8.2%	Well above average	Well above average
School %EAL	14.5%	Close to average	Well above average
School number LAC	18	Well above average	Well above average

We agree with the recent Ofsted areas for Improvement and have established school wide staff working parties to address these.

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.

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.

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 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.



Section 3: Person Specification

Job title: Teacher of Performing Arts (Drama Specialism)

Salary Scale: MPR/UPR (depending on experience)

Responsible to: Faculty Lead

Special Conditions: An enhanced Disclosure and Barring Service (DBS) check is required for this post.

Qualifications

Essential

- Graduate with QTS or awaiting qualification for Summer 2026

Desirable

- Subject specialist qualifications within Drama or similar subject

Professional Development

Essential

- Teaching practice in secondary schools

Desirable

- Up-to-date INSET.
- Knowledge of recent curriculum changes in these subjects.
- Experience at developing and delivering online resources.

Experience

Essential

- Proven classroom management skills
- Ability to teach at least both KS3 and KS4.

Desirable

- Experience of working with children in another role
- Experience of teaching in more than one subject within Key Stage 4.
- Experience and confidence in working with and teaching Production Arts (Lighting, Costume, Set, Hair and Make Up and Sound)

Knowledge and skills

Essential

- 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.

Desirable

- Clear understanding of strategies to develop the learning process for all students
- Good understanding of how to use data to promote progress

Personal Attributes

Essential

- 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

