



# Teacher of RE & Citizenship 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 RE & Citizenship**

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

**Location:** Cherbourg Campus

**Pay Scale:** MPR/UPR (depending on experience).

**Contract:** Permanent

**Working Pattern:** Full Time

**Closing Date:** Friday 17th April 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 RE and Citizenship from September 2026. The Social Sciences faculty at Crestwood is a new and exciting venture, combining PSHE, RE, Health & Social Care and we are looking to introduce Citizenship in 2026 and Child Development in 2027. It is a very cohesive team, with a range of skills and experiences. We are seeking someone who will be ambitious for our students, and has a vision for the development of these subjects in our curriculum. The challenge for the successful applicants will be to contribute to further developing an already strong department and continue to raise standards at both KS3 and GCSE. As a Teacher within the Social Sciences faculty, the successful candidate will be working collaboratively with the wider faculty. You will play an active role in contributing to the already high standards within the department, especially as our option numbers at GCSE are high.

This role would suit an experienced teacher or an ECT looking for their first post after qualifying. If qualifying in summer 2026 then the position will be offered from 1st July 2026.

The Social Sciences Faculty is led by our Achievement Leader for the Social Sciences, who plays a key role in reviewing and adapting the curriculum across subjects such as RE, PSHE, and Health and Social Care. The faculty works collaboratively to ensure that our students are challenged and supported in their learning, maximising progress across these diverse yet interconnected areas. The Social Sciences faculty also works closely with the wider curriculum to enrich students' understanding of the world around them, addressing key issues such as social responsibility and citizenship. We currently offer a broad curriculum, and there are exciting opportunities for enrichment, including guest speakers, community projects and relevant trips. As a teacher within this faculty, you will have the chance to develop cross-curricular links and make a real impact on students' personal and academic growth. At KS4, we follow the Eduqas RE specification, AQA Sociology, OCR Cambridge National for Health and Social Care, and are currently deliberating between offering AQA or OCR GCSE Citizenship.

Our Head Teacher has a clear vision and an absolute determination to improve the provision of education across Eastleigh.

This is a happy school, where staff and students want to be. The #Crestwoodfamily pervades through everything we do.

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

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

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.

Please complete the Teacher Application form that can be found on the school website at <https://www.crestwood.hants.sch.uk/school-information/vacancies/>.

Email it to [hr@crestwood.hants.sch.uk](mailto: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 December 2025 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 RE and Citizenship

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

**Responsible to:** Social Sciences Faculty Lead

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

### Qualifications

#### Essential

- Graduate with QTS, or qualifying in summer 2026

#### Desirable

- Subject specialist qualifications in RE/Citizenship or closely related subject

### Professional Development

#### Essential

- Teaching practice in secondary schools

#### Desirable

- Knowledge of recent curriculum changes in these subjects.
- Knowledge of the recent RSE changes to statutory guidance

### Experience

#### Essential

- Proven classroom management skills
- Ability to teach a range of subjects.

#### Desirable

- Experience of working with children in another role
- Experience of teaching at GCSE level

## 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 RE/Citizenship at both KS3 and GCSE

### 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

