



**CRESTWOOD**  
COMMUNITY SCHOOL

# Teacher of Spanish Recruitment Pack



# Contents

**Section 1:** Post Advertisement

**Section 2:** About Crestwood Community School

**Section 3:** Person Specification



**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 Music

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

**Location:** Both Campuses

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

**Contract:** Permanent

**Working Pattern:** Full Time

**Closing Date:** Wednesday 4th March 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 Music to start September 2026. The department is exceptionally "upbeat" and passionate about their subject. It comprises 1 other Musician and sits within the Physical and Creative Arts Faculty (along with PE, Dance, Drama and Art). Music is a popular subject and in particular our young musicians are recognised for their talent outside of the school within the local area and wider Hampshire. We are seeking someone who will be ambitious for our students and has a vision for the development of Music in our curriculum. The challenge for the successful applicants will be to contribute to further developing an already strong subject and continue to raise standards at both KS3 and GCSE. The Performing and Creative Art (PCA) faculty 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.

This role would suit an experienced teacher or an ECT looking for their first post after qualifying.

The Performing and Creative Art (PCA) faculty 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, one of whom is a Music teacher and 13 main scale teachers. 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 department, both in the classroom and in extra curricular activities and ensembles. Option choices at GCSE across the faculty are moderate, with Music results consistently strong, a sign of strength of the subject within the school. Student participation is high with students valuing the opportunities offered by staff.

## Section 1: Post Advertisement cont.

There are dedicated music rooms on each campus, with PCs running both Cubase and Sibelius, and a small number of Macs running Logic. There are pianos, keyboards, classroom percussion, samba percussion, guitars, amps, ukuleles, drum kits, orchestral instruments etc. One of the key parts of music at Crestwood is our amazing and nationally regarded steel bands. We have enough pans on each campus for them not only to be used after school, but as part of the curriculum, to great effect. There are a range of concerts and other performances in and beyond the school throughout the year, and we also regularly stage productions in conjunction with the drama department.

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

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.

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



Apply here: <https://crestwoodcommunityschool.face-ed.co.uk/Emp/Campaign/DetailsEmpView?campaignRef=SCH-CCS-0010>

You will need to sign up to SAMRecrit in order to apply.

Alternatively, you can complete the Teacher Application form that can be found on the school website and 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 Music

**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 qualification for September 2026

#### Desirable

- Degree in Music

### Professional Development

#### Essential

- Teaching practice in secondary schools

#### Desirable

- Up to date INSET in Music
- Performing music externally

### Experience

#### Essential

- Proven classroom management skills

#### Desirable

- Experience of working with children in another role
- Experience of teaching GCSE Music



## 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 Music curriculum at both KS3 and GCSE
- Confidence as music reader, performer and composer
- Familiarity with DAWs and score-writing software

### Desirable

- Clear understanding of strategies to develop the learning process for all students
- Good understanding of how to use data to promote progress
- Practical skills across a range of instruments & voice
- Experience rehearsing and leading ensembles

## 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
- Willingness to contribute to the musical life of the school and community beyond the classroom
- Willingness to develop skills in new musical areas as necessary

