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11 – 16 Mixed Comprehensive NOR 1,500 (across 2 campuses)

Head Teacher: Mrs Krista Dawkins

Year Leader
From 1st September 2025
MPR/UPR (Depending on experience)
TLR 2c (£8,279)

Crestwood Community School is one school, with two campuses serving central Eastleigh. Our pastoral structure has 300 students per year, with 150 allocated to each campus. There is a Year Leader for each year group, who stays with their year group as they progress through the school, on each campus, taking charge of 150 students. There is close liaison with the Year Leader on the other campus and sharing of resources, such as assemblies. The challenge for the successful applicants will be to ensure effective communication between tutors, the Year Leader at the other campus over cohort progress, assemblies and extra-curricular activities and to manage pastoral support. The teaching allocation is 36 per fortnight out of 50 lessons.

Key aspects of the role include monitoring and analysing attendance and behaviour trends. Having a holistic view of the year group's academic progress and challenging underperformance. A fundamental part of the role is around developing good relationships with parents and outside agencies to support children in being able to be the best version of themselves at Crestwood.

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

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

Applications are welcomed from all curriculum areas, though specialism in English, Design and Technology, Languages (French and Spanish), Music, RE, Social Sciences, History or Geography will be particularly welcome. This post offers an exciting career opportunity. You will have the opportunity to achieve significant career development as you prepare for further promotion.

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'.

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.

We will ensure that the successful candidate has:

- a comprehensive induction including a dedicated mentor
- continuous professional learning, development and improvement
- the opportunity to contribute to raising standards for all our students.

You can download a Teacher 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: **Monday 24th February at 12pm**

Interview date: **Thursday 27th February 2025**

Crestwood College 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 Year Leader

Salary: MPR/UPR (Depending on experience) plus TLR 2c (£8, 279)
Closing date for applications: Monday 24th February at 12pm
Interview date: Thursday 27th February 2025

The Year Leaders are focused on pastoral care and progress. They are well supported by 4 Pastoral Support Workers across both campuses who are non-teaching and deal with the day to day enquiries from parents and staff. There is also a fabulous Inclusion Support Faculty that provides support for SEND students, parenting support, alternative provisions, mental health support and counselling services. In addition, we have an attendance team of 3 who work with Year Leaders to support good attendance and punctuality in school. The PDL programme is centrally written to be delivered in tutor time. In short you will be very well supported in this role.

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. 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.

As Head Teacher, 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 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.

Our pastoral structure has 300 students per year group, with 150 allocated on each campus. There is a Year Leader for each year group, on each campus, taking charge of 150 students. There is close liaison with the Year Leader on the other campus and sharing of resources, such as assemblies. The challenge for the successful applicant will be to ensure effective communication between tutors, the Year Leader at the other campus over cohort progress,



assemblies and extra-curricular activities and to manage pastoral support. The teaching allocation is 36 per fortnight out of 50 lessons.

We operate a behaviour system via Arbor and this enables Year Leaders to monitor individuals and groups of students. Each Year Leader will undertake an assembly per week with their year groups to ensure pertinent and timely messages are disseminated, this is in addition to one whole school assembly each week. Each Year Leader will have a team of 5 tutors. Tutor time runs from 8.30am - 8.55am each day and consists of a taught behaviour curriculum and PDL/ Wellbeing programme which needs to be monitored regularly for quality. In addition, Year Leaders will regularly review the progress that their students make in the curriculum and give feedback to SLT about trends and particular areas to address.

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'. We hold the Investors in People Gold standard, and see professional learning as a major strategic priority.

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 philosophy of good pastoral care and what specialisms you could bring to Crestwood Community School.**

Applications, with the names and addresses of two referees, should be returned to me, Krista Dawkins, Head Teacher at hr@crestwood.hants.sch.uk

We look forward to hearing from you.

Krista Dawkins

Person Specification for the post of Year Leader

Area	Essential	Desirable
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Qualifications	Graduate with QTS	Subject specialist qualifications in English, Design and Technology, Languages (French and Spanish), Music, RE, Social Sciences, History or Geography
Professional Development	Teaching practice in secondary schools Awareness of Safeguarding and Child Protection	Up-to-date INSET. Knowledge of recent curriculum changes in these subjects.
Experience	Proven classroom management skills Ability to teach at KS3 and 4. Tutor experience Ability to deal with parents	Experience of working with children in another role
Knowledge and skills	Proven ability to build positive relationships with students, parents and staff Ability to be an effective team member	Clear understanding of strategies to develop the learning process for all students Good understanding of how to use data to promote progress
Personal attributes	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	