



Additional Information for Applicants

Thank you for your interest in Crestwood Community School.

This is an exciting time in our school's history. Eastleigh is a changing town, with much development in both business and residential areas. There has been expansion in the primary sector with several local schools undergoing expansion to their buildings to accommodate the growth in student numbers. The town is changing for the better and as a result of a review of the secondary level education system on offer in Eastleigh, carried out by Hampshire County Council, we have merged with another school.

We expanded our school by amalgamating with a neighbouring school from September 2016, providing one secondary school for Eastleigh across two campuses, 1.7 miles apart. The two campuses are situated at Shakespeare Road and Cherbourg Road. Both campuses offer education to all year groups with little movement of students. Some staff are expected to teach across both sites and play an active part in the innovative and high-performing teams created.

This leaflet is intended to give you an insight into Crestwood Community School and the ethos that we have created. We are a family that encourages all learners (staff and students) to take calculated risks and to never shy away from challenges. We had an Ofsted inspection in July 2013, which confirmed that we are "A good school, achieving good and rapid progress for students." They also said that "students have good manners and behave well in lessons ... this is a happy college because of the positive relationships that exist between themselves and between students and staff". We are awaiting a further visit this year. The Local Authority have deemed us a good school.

I was appointed in September 2006 and, as a school, we have moved forward together enormously. I have no desire to be a Headteacher elsewhere because I am dedicated to our local community and the children within it. Our vision of "Learning, Achieving and Leading" came out of wide consultation with staff, parents and students. In 2016/17 we undertook a consultation that explored a new name for the school vision, branding and uniform to reflect the new education offer in Eastleigh. The consultation saw us rebranded as a community school and the students designed the uniform and our new logo.

At our 'core' remains the determination to be consistently good all round. Crestwood numbers are rising. The Shakespeare Road Campus is at capacity (700) and Cherbourg Road (400) is expanding rapidly. By 2025 it is envisaged that across both sites we will be full, with 700 students at the Shakespeare campus and 800 at the Cherbourg campus. We have great facilities and are highly regarded by the local community for the meticulous care shown to every individual student, regardless of need.

We believe that at the core of our school is good teaching and learning and we provide excellent opportunities to develop professionally. We ensure staff development is personalised and have developed a 'coaching' culture. We work with staff as they strive to be the best they can be. We have achieved the Gold Award for CPD and the Gold Award for liP twice. Ofsted confirmed that our students "achieve well" and that our teaching and learning is also good, with a steadily growing proportion of outstanding lessons. Our results show consistently high standards which have been achieved by strong performances in our core subjects, in particular English and Maths. Ofsted identified teaching in English, History, PE and Art as outstanding. Smaller classes across the school ensure the best possible learning environment for our children. Our results demonstrate that there have been discernible improvements in outcomes for all groups of students over time.

We care for all in the Crestwood family. Ofsted said that "students feel highly appreciated as individuals" and that "students and staff share a very good sense of community". We ensure that the "well being" of all learners is at the forefront of our agenda and, despite the Government's agenda, it will continue.

We are consistently able to recruit exceptionally well and have also been very successful in retaining staff. We believe that this is because of our collaborative, supportive ethos and that staff feel part of our improvement journey, driving school improvement at all levels. Staff development is valued and driven so that staff maximise their skills, achieve their full potential, feel fulfilled and valued.

Should you require additional information please do not hesitate to contact me and I will be pleased to help. If you would like to make a preliminary visit I will do my best to arrange this for you.

Crestwood is an exciting place to be, a place where children and staff are valued and where they enjoy being. We have a "can do" and "can do more" culture. If you are successful you will be joining a unique school that is constantly changing, successfully operating across two sites as one school. We are passionate about helping all in our community to succeed and we are striving to be consistently good for the children and community it serves.

A handwritten signature in black ink that reads "Krista Dawkins". The signature is written in a cursive style with a small flourish above the 'i' in "Dawkins".

Krista Dawkins
January 2018

Crestwood Community School (Shakespeare Road) was opened in 1982 with a mass of publicity. Its unique architecture won national awards and international acclaim. The school is built on a central crescent and the classrooms line it along both sides. Most of the teaching takes place on the ground floor, with the first floor housing the administration, ICT, Music, Individual Learning Needs and Resourced Base for Dyslexia and Library.

Over time the Shakespeare Road Campus has grown and an extension building was added to accommodate MFL and Maths. We have a Leisure Centre including a Sports Hall, Performance Studio and fitness suite. In 2009 we added to our improvements with a £1 million refurbishment scheme including landscaping, MUGA, day nursery, car park and catering room. In 2010 we refurbished our Music Room and in 2011 all teaching spaces were fully renovated. In 2013 we refurbished our gym, toilets and additional classroom space. In 2014 a Science lab has been refurbished.

The Cherbourg Road Campus was opened as Crestwood in September 2016. It had a complete refurbishment which transformed how the school environment felt and raised the aspirations of the students. As a result parental attitudes towards the campus have changed and the numbers have increased significantly. It has an SEMH provision for Y7 and 8 students, currently operated by Cherbourg Primary. Our site team are proactive and undertake much of our internal works.

Dynamic teaching and a creative learning environment are fundamental to our approach to ensure that students achieve their full potential. We have much to be proud of, including the number of students achieving high grades this summer, with 55% of our students achieving the basics at 4+ in English and Maths. Our results in 2017 are set to be much improved as the legacy of underachievement at Cherbourg Campus have been eradicated.

We have gained a justifiable reputation for our good work in the Specific Learning Difficulties provision which addresses the needs of students who have severe reading and spelling difficulties (dyslexia) but otherwise show normal ranges of ability. We have had many successes, not least being the high proportion who gained 5 or more higher grade GCSEs following tailored learning interventions and one to one teaching. Ofsted said "students in the specific learning difficulties provision are very well taught by specialist teachers". The newly created SEMH provision has skilled up teachers to engage all students and the achievement they are making is exceptional. The students are an amazing asset to the school.

The School's "Progress 8", which indicate the amount of progress declined this year. We have identified why this has occurred and have put in stringent plans to address the deficit this year.

Ofsted Inspectors recognise Crestwood's effectiveness as a secondary school, concurring that Crestwood Community School is a good school and that I, as Headteacher, have a "strong vision for the college and high standards of behaviour and teaching have been maintained".

We have made a considerable investment in new ICT equipment, and ICT is transforming not only teaching and learning, but also our jobs as teachers. All teachers are issued with a laptop or iPad for their individual use. We use electronic registration and track and report our assessments using SIMS and 4Matrix. We are continually looking for ways to improve our systems, including our very strong social media presence on Facebook and Twitter.

We enjoy very close links with local post-16 colleges and other Eastleigh schools. The Eastleigh Consortium is held up as exemplary practise and it offers good support and liaison between subject specialists.

As holders of The Investors In People Gold award, we continue to provide a comprehensive tailor-made CPD programme and performance management system in order to establish Crestwood as a centre of professional learning. Continually encouraging staff to improve their skills generates enthusiasm and the capability to enable students to reach their full potential. We have embedded a process of continuous school improvement for all staff which underpins their right to training and development opportunities in a threat-free culture. This process is intrinsic to our business and enterprise philosophy that learners will be given the courage and readiness to engage in a new activity and the spirit to learn and develop.

The Curriculum

Our curriculum is subject to regular review and currently we run a two year Key Stage 3. In Years 7 and 8 all students follow a common timetable which includes Mathematics, English, Science, Spanish, Design & Technology, Geography, History, Ethics and Philosophy, Art, Drama, ICT, Music, and P.E.

In Years 9, 10 and 11 the students can follow up to ten courses leading to GCSEs. They all take a 'core' of subjects including English, Mathematics, Science, Ethics and Philosophy, ICT and Physical Education.

In addition to this, students can choose to study from: Art inc. Photography, Astronomy, Design and Technology: Textiles, Product Design, Resistant Materials, Drama, Food and Nutrition, French, Spanish, Italian, Geography, History, Music, Physical Education.

Crestwood Community School has a caring and sensitive approach to students with Special Needs. As with all the students in the College we are looking to maximise their potential in an atmosphere of support and encouragement. Our aim is the early identification of a student's needs and to provide the essential experience of success through tightly focussed individual education programmes.

Target setting is a major priority, as is the effective and focused use of progress data. Parents receive three progress reports per year, which indicates where students are in relation to their targets. This process includes a 'review meeting' with their tutor and a parents' evening once per year.

Our students

Our students make good progress and both campuses have a P8 score within tolerance.

A vibrant Student Council has proved to be a valuable means for students to learn about their rights and responsibilities. Representatives from each year group are elected and meetings held regularly to discuss issues or suggestions raised by children in their year group. The student contribution was recognised by Ofsted as being exceptional.

This role of students as leaders has developed even further with our students undertaking research into learning and teaching across the school. They observe learning in lessons and provide feedback to all involved. Their work has driven us to focus on Questioning, Challenge, Success Criteria, Differentiation, Collaboration, and Plenaries. Their work has been held up as exemplary practice.

A calm school, one where mutual respect and tolerance is evident, is a centre of learning. Behaviour Management is a priority for the school. We have an effective Behaviour Management Policy with the focus on proactive intervention and restorative justice rather than reactive responses. Ofsted recognised much development in this area and stated that "Attitudes to learning are good. Students enjoy school, they feel safe, are catered for well and say staff respect them." Provision for students with Emotional and Behavioural Difficulties includes: Inclusion department intervention, counselling, anger management, assertiveness strategies, peer mentoring, individualised timetables, self-esteem projects and close home/school liaison. We also have a Parental Support Adviser who works with our families at most risk.

After Hours

As a Community School we strive to be an active part of our community and not just a building existing within it. We have strong links with our local secondary schools, Shakespeare Infants, Shakespeare Junior, Cherbourg Primary, Crescent Primary, Nightingale and Norwood and we work hard to develop our Family Learning programmes, Centre Activities and links with community groups, local business and the College.

The development of the Sports Hall, ATP, Fitness Suite and MUGA enabled us to build on our provision, successfully ensuring that Crestwood is very much at the centre of the community it serves. On site we have a Pre School Group and After School Club and the school is used by a variety of community groups for sport, recreational and educational purposes.

The community dimension has contributed significantly towards the positive changes that the school has achieved. It has enabled us to contribute fully by providing a wide range of services to both the school and the community that meets all our needs.

Leadership of the College

With the 'vision and drive' of the Head Teacher, the Senior Leadership Team and all staff, we at Crestwood are creating a culture of continuous improvement with a particular focus on student progress. Our continuous professional development is focussed to enhance the strategic capacity of the staff, to sustain improvement, and manage change. The Senior Leadership Team is a present force around the College and are there to support colleagues whenever it is needed. We have developed a coaching model and a personalised approach. This has been a much valued development.

Ofsted quotes: "The overwhelming majority of parents said they were very pleased with the way the college is led and would recommend it to others".

We embrace enthusiastically a whole staff approach. We have employed a significant number of additional support staff to ensure that teachers are able to focus on their teaching and on students' learning. Our Cover Supervisors ensure that cover is kept to a minimum.

The Future

We are improved and continually improving, the future is exciting. We are a school that has achieved three successful "good" gradings at Ofsted, despite a more rigorous criteria.

Our set up across two campuses is unique for Hampshire and lends itself to a "community" spirit. We have even more facilities that allow creative learning and wider opportunities for our students and staff. We recruit exceptionally well and retain our staff because of how we treat and value team as human beings. We think you will agree that your future looks very promising.

We are a school that has such passion in all what we do and there is always a sense of excitement and optimism pervading throughout. Join us at a time when we are involved in creating something exciting for Eastleigh. Working across two sites, in large teams, promotes creativity and innovation for all.

We will take your future seriously and will offer you a supportive, collaborative working environment with good career development.

We say at Crestwood "it is not who you are, or where you come from, it is who you want to be and where you want to go." We will help you to develop into who you want to be and take a keen interest in your ambition and aspirations.

I look forward very much to receiving your application.

A handwritten signature in cursive script that reads "Krista Dawkins".

Krista Dawkins
January 2018