

## Additional Information for Applicants



Thank you for your interest in Crestwood Community School, a school that offers *“Highly inclusive and nurturing education to pupils across Eastleigh”* Ofsted 2018.

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.

The joint campuses employ 178 staff and have 1200 students, rising to 1500 in the next few years, due to increased building work at Stoneham Lane. Our dual sites provide the family, personal and caring feel that has become Crestwood’s trademark. We pride ourselves on the close relationships we have made with our students, parents and community. Our Ofsted report in June 2018 stated *“The School offers a welcoming and caring community”*.

This leaflet is intended to give you an insight into Crestwood Community School and the ethos that we have created. We are the

“crestwood 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 June 2018, which confirmed that we are a ‘good’ school. We also achieved outstanding gradings in Personal Development and Behaviour and Leadership. They also said that we are *“Passionately committed to providing a first-class inclusive education for all pupils; tenacious in their pursuit of additional resources and approaches to continually improve provision.”* Ofsted also said that *“Leadership is outstanding. The headteacher’s passion, drive and determination are infectious. Together with her leadership team, she has successfully made improvements to every aspect of the school since the last inspection.”* We care deeply about our school, the staff, the students and the community we serve, we are a school with a heart.

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 (450) 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. Ofsted confirmed that *"The headteacher has forged a highly dedicated and professional staff who share her passion to deliver the best possible outcomes for every pupil. Standards have rapidly risen and pupils flourish."*

Our results are a challenge, however, as Ofsted have stated, you cannot judge how good a school is by a Progress 8 score. We are determined to improve results, however, it is not the only focus in the school. Our students need to be well cared for and happy. Happy students attend school and will achieve well. Two years after amalgamating we have a fantastic positive culture and ethos, addressing academic results is now a priority.

We care for all in the Crestwood family. Ofsted said that *"Outstanding personal development and welfare offered at Crestwood are particularly valued by pupils and their parents."* They also stated *"Positive relationships exist between staff and pupils and they share high aspirations. Pupils, including some who had previously struggled to engage with education,*

*are inspired by Crestwood's ethos."*

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 #Crestwoodfamily, 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.

Come and join the #Crestwoodfamily, where Ofsted recognised that *"Staff know their pupils well and parents and pupils describe the school as being the 'Crestwood family'. Pupils gain a sense of community, security and pride in their time at Crestwood Community School. This equips them with improved self-confidence and maturity"*

**Krista Dawkins, Headteacher**

**October 2018**



## HISTORY

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 Provision for Specific Learning Difficulties.

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, multi-use games area, 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, bathrooms 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 a number of KS3 students, currently operated by Cherbourg Primary. Our site team are proactive and undertake much of our internal works.

## OUR APPROACH

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 48% of our students achieving the basics at 4+ in English and Maths. Our results in 2019 are set to be much improved as the legacy of underachievement at Cherbourg Campus has been addressed.

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). Ofsted said *“students in the specific learning difficulties provision are very well taught by specialist teachers”*. The newly created SEMH provision has upskilled teachers to engage all students

and the achievement they are making is exceptional. The students are an amazing asset to the school.

Ofsted Inspectors recognise Crestwood’s effectiveness as a secondary school, concurring that Crestwood Community School is a good school and *“High-quality teaching, regular assessment and improved teacher questioning have ensured that current cohorts of the most able pupils make stronger progress”*.

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. Staff use class charts to reward behaviour and share homework with parents. 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. Ofsted stated "*First-class support for pupils who have special educational needs (SEN) and/or disabilities ensures that they make strong progress*".

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 below average progress and both campuses have a P8 that is negative. We are working to improve this and it provides a real challenge.

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 *“The behaviour of pupils is outstanding. They are hungry to learn and motivated to succeed. Pupils work together, and with staff, very well”*.

Provision for students with more complex needs includes: Inclusion team intervention, on-site 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 most at-risk families make progress.

## **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**

As a “richly diverse school with inspirational leadership”, the Head Teacher, the Senior Leadership Team and all staff at Crestwood are creating a culture of continuous improvement with a particular focus on student progress. Ofsted recognised we are a forward moving school stating *“Leadership is outstanding. The headteacher’s passion, drive and determination are infectious. Together with her leadership team, she has successfully made improvements to every aspect of the school since the last inspection.”* 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 School and are there to support colleagues whenever it is needed.

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 four 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. Ofsted recognised our work stating *“The headteacher has forged a highly dedicated and professional staff who share her passion to deliver the best possible outcomes for every pupil. Standards have rapidly risen and pupils flourish”*.

We are a school that has such passion and heart 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, so that you can be the next member of the #Crestwoodfamily.

**Krista Dawkins Headteacher**

**October 2018**

