



Shakespeare Road, Eastleigh, Hampshire, SO50 4FZ
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11 – 16 Mixed Comprehensive NOR 1110 (across two campuses)

Head Teacher: Krista Dawkins

YEAR LEADER (2 posts)
MPR/UPR & TLR 2b (£4,532)

Crestwood Community School is one school, with two campuses serving central Eastleigh. Our pastoral structure requires Year Leaders to be a visible presence on both campuses. We are looking to appoint enthusiastic and ambitious teachers to act as the Year Leader for years 8/9 or 10/11 from September 2019. The challenge for the successful applicants will be to ensure effective communication between Year Leaders across campuses over progress, assemblies and extra-curricular activities and to liaise to managing the pastoral support of both sets of students.

Crestwood Community School had an Ofsted inspection in June 2018, which confirmed that we are a 'good' school. We also achieved outstanding gradings in Personal Development, Behaviour and Leadership. They also said that as a school 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.*" 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 Resistant Materials, ICT, English, PE or Science 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.

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.

Please email for further details or download 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: **Friday 22nd March 2019**
Interview date: **Wednesday 27th March 2019**

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 (Permanent)

Salary:	MPR/UPR plus TLR 2b (£4,532)
Closing date for applications:	Friday 22nd March 2019
Interview date:	Wednesday 27th March 2019

We are looking to appoint two Year Leaders for a September start. The Year Leaders are focused on pastoral care and progress. They are well supported by Pastoral Support Workers on both campuses who are non teaching and deal with the day to day enquiries from parents and staff.

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. 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. By 2027 the number on role is expected to be 1500 students located on both sites. 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 expected to teach across both sites and play an active part in their innovative and high-performing teams. Our first two years of operation has 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 to improve the provision of education across Eastleigh. We had an Ofsted inspection in June 2018, which confirmed that we are a 'good' school. We also achieved outstanding gradings in Personal Development, 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. We as a school are clear about our improvement agenda and we work cohesively as a team. As this was our fourth 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 an Ofsted Inspector myself we are clear about the new framework, always keeping an eye on a changing agenda.

Due to the split site nature of the school we structure the Year Leaders as such:

Role	Campus	Number of students
Year 7 Leader	Both	240 students

Year 8 and 9 Leader	Cherbourg	240 students
Year 8 and 9 Leader	Shakespeare	240 students
Year 10 and 11 Leader	Cherbourg	240 students
Year 10 and 11 Leader	Shakespeare	240 students

The posts on offer are either Year 8 and 9 or Year 10 and 11.

We operate a behaviour system called Classcharts and this enables Year Leaders to monitor individual and groups of students. Each Year Leader will take two assemblies per week with discrete Year Groups to ensure pertinent and timely messages are disseminated. Each Year Leader will have a team of 8 - 10 tutors. Tutor time runs from 8.30am - 9.00am each day and consists of a taught PDL 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 feedback to SLT about trends and particular areas to address.

We have enhanced our campuses significantly over the past few years. At the Shakespeare campus we boast a floodlit Astroturf. We have refurbished nearly all areas across the school. We have a pre-school on the Shakespeare site and provide a wide range of extended school activity across both campuses. 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. 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 have the Investors in People 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 well being of the community as a whole.

Your application should comprise of 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.. Applications, with the names and addresses of two referees, should be returned to the Head Teacher, krista.dawkins@crestwood.hants.sch.uk

We look forward to hearing from you.

Krista Dawkins
Headteacher
March 2019

Person Specification for the post of Year Leader

Area	Essential	Desirable
Qualifications	Graduate with QTS	Subject specialist qualifications in Resistant Materials, ICT, English, PE or Science
Professional Development	Teaching practice in secondary schools	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	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	