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11 – 16 Mixed Comprehensive      NOR 1,500 (across two campuses)  
Head Teacher: Krista Dawkins

**Assistant Head of EBacc Faculty (Languages Specialism - French / Spanish)**  
**To start September 2025**  
**MPR/ UPR - depending on experience. TLR 2a £3,391**

We are looking to appoint an Assistant Head of EBacc Faculty to work alongside the existing Assistant Head of Faculty and Head of Faculty. This is a role within the leadership structure and will be essential to the development of EBacc further. The EBacc Faculty comprises Geography, History and Languages. The department is exceptionally upbeat, forward-thinking, and innovative and one 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. EBacc results are consistently strong. This position would suit an experienced teacher. **Languages is a high achieving subject in our school and is used as a model of good practice across Hampshire.**

We continue to be a ‘good’ school. The report 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

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

Please download further details and a Hampshire Teaching Application form from the school website [www.crestwood.hants.sch.uk](http://www.crestwood.hants.sch.uk) located under the School Information / Vacancies tab.

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.

Closing date: **Wednesday 7th May 2025 at 12pm**

Interview date: TBC

**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.**

**Information for applicants for the post of:**      **Assistant Head of Ebacc Faculty (Languages Specialism French/ Spanish)**

**Salary:**      **MPR/ UPR + TLR 2a**

**Closing date for applications:**      **Wednesday 7th May 2025 at 12pm**

**Interview date:**      **TBC**

We are looking to appoint an Assistant Head of EBacc Faculty for September 2025 with a subject specialism of Languages. We are seeking someone who will be ambitious for our students and has a vision for the development of Languages 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 successful candidate will also have a prominent role within the wider EBacc faculty in ensuring there are high standards of teaching and learning to provide the best opportunities for students to succeed. **Languages is a high achieving subject in our school and is used as a model of good practice across Hampshire.**

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 wellbeing 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’*.

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.

The MFL department comprises of highly experienced teachers. The department is headed by our Assistant Achievement Leader for the EBacc Faculty, who has led the MFL department in reviewing and adapting the KS3 and GCSE curriculum; she has been promoted to the post of Lead Practitioner. The MFL department works collaboratively with each other in developing the challenge of the subject to maximise the progress our students make. Our MFL GCSE results continue to be some of the strongest in the wider EBacc Faculty, and the school. We are committed to supporting teachers in adapting to the new AQA GCSE MFL specifications. Within the wider EBacc faculty, there is a breadth of experience and all subject departments are active in their collaboration with each other, regardless of specialism. The EBacc faculty is a warm and welcoming faculty, where we strive to ensure that all students value the importance of humanities and languages in building their understanding of their world around them.

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 teaching Languages 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](mailto:hr@crestwood.hants.sch.uk).

We look forward to hearing from you.

Krista Dawkins

### Person Specification for Assistant Head of Ebacc Faculty

Area	Essential	Desirable
<b>Qualifications</b>	Graduate with QTS	
<b>Professional Development</b>	Teaching practice in secondary schools  Ability to teach KS3 and KS4 French and/or Spanish	Up to date INSET in Languages
<b>Experience</b>	Proven classroom management skills	Experience of working with children in another role  Curriculum design and development with appropriate assessments
<b>Knowledge and skills</b>	Proven ability to build positive relationships with students and staff  Ability to be an effective team member  A working knowledge of the Languages curriculum at both KS3 and GCSE	Engage pupils with the subject and make it interesting and relevant  Clear understanding of strategies to develop the learning process for all students  Good understanding of how to use data to promote progress
<b>Personal attributes</b>	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  Good organisational skills  High expectations of academic attainment, achievement and ethos  Good health, stamina, resilience	