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

Head Teacher: Mrs Krista Dawkins

### **Teacher of RE**

**Start: September 2025 (or July if qualifying in 2025)**  
**MPR/ UPR - depending on experience.**

Crestwood Community School is one school, with two campuses serving central Eastleigh. We are looking to appoint an enthusiastic and ambitious person as a Teacher of RE from September 2025. The Social Sciences faculty at Crestwood is a new and exciting venture, combining PSHE, RE, Sociology and Health & Social Care. It is a cohesive team, with a range of skills and experiences. We are looking for someone who can play an active role in contributing to the already high standards and excellent GCSE results within the department, especially as our option numbers at GCSE are high.

This role would suit an experienced teacher or an ECT looking for their first post after qualifying. If qualifying in summer 2025 then the position will be offered from 1st July 2025.

Ofsted visited in 2024 and 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: **Tuesday 28th January 2025 12pm**

**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.**

<b>Information for applicants for the post of:</b>	<b>Teacher of RE</b>
<b>Salary:</b>	<b>MPR/ UPR</b>
<b>Closing date for applications:</b>	<b>28th January 2025 12pm</b>

We are looking to appoint a Teacher of PSHE and RE to start September 2025, if you are an ECT the post is commencing 1st July 2025. We are seeking someone who will be ambitious for our students, and has a vision for the development of these subjects in our curriculum. The challenge for the successful applicants will be to contribute to further developing an already strong department and continue to raise standards at both KS3 and GCSE. As a Teacher within the Social Sciences faculty, the successful candidate will be working collaboratively with the wider faculty.

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’*.

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 Social Sciences Faculty is led by our Achievement Leader for the Social Sciences, who has played a key role in reviewing and adapting the curriculum across subjects such as RE, PSHE, Sociology, and Health and Social Care. The faculty works collaboratively to ensure that our students are challenged and supported in their learning, maximising progress across these diverse yet interconnected areas. The Social Sciences faculty also works closely with the wider curriculum to enrich students' understanding of the world around them, addressing key issues such as social responsibility and citizenship. We currently offer a broad curriculum, and there are exciting opportunities for enrichment, including guest speakers, community projects and relevant trips. As a teacher within this faculty, you will have the chance to develop cross-curricular links and make a real impact on students' personal and academic growth. At KS4, we follow the Eduqas RE specification, AQA Sociology specification and OCR Cambridge National for Health and Social Care.

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 have the Investors in People standard, and see professional learning as a major strategic priority.

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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 RE 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 the post of Teacher of RE

Area	Essential	Desirable
<b>Qualifications</b>	Graduate with QTS, or qualifying in summer 2025	Subject specialist qualifications in RE or closely related subject
<b>Professional Development</b>	Teaching practice in secondary schools	Knowledge of recent curriculum changes in these subjects. Knowledge of the recent RSE changes to statutory guidance
<b>Experience</b>	Proven classroom management skills  Ability to teach a range of subjects.	Experience of working with children in another role  Experience of teaching at GCSE level
<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 PSHE/RE at both KS3 and GCSE	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, exudes positivity  Good organisational skills  High expectations of high standards of academic attainment, achievement and ethos  Good health, stamina, resilience , tenacity	