



CRESTWOOD
COMMUNITY SCHOOL

Additional Information for Applicants



Thank you for your interest in Crestwood Community School, a school that, according to Ofsted, offers *“Highly inclusive and nurturing education to pupils across Eastleigh”*. Our Ofsted report from February 2024 stated that at Crestwood *“there is a welcoming, friendly atmosphere”*. In addition, Ofsted reported that *“many pupils, staff and parents describe the school as a ‘big family’”*.

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Eastleigh borders Southampton and is easily accessible by the railway, airport and motorways of the M27 and M3. It is a changing town, with much development in both business and residential areas. The town is changing for the better and, as a result we have doubled in size, growing in buildings, staff and student numbers. We have a passion for serving our community well and we do it with enthusiasm, dedication and commitment.

Uniquely, we provide one secondary school for Eastleigh children across two campuses, 1.7 miles apart. The two campuses are situated at Shakespeare Road and Cherbourg Road in the town. Both campuses offer education to all year groups with only little movement of students between sites for learning. Some staff teach across both sites and all staff play an active part in the innovative and high-performing teams created.

The joint campuses employ over 200 staff and have 1472 students, rising to 1500 in September 2024. We are oversubscribed on entry with first choices. 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.

Crestwood has always seen its role as an essential hub for our community. We cannot begin to educate our children unless we put their social and psychological needs as a priority. We believe in educating the whole child and supporting the family. We put positive mental health and pastoral care at the forefront of our support for students and staff, coupled with our Parenting Lead who works relentlessly in supporting our families. These positive approaches are achieved because at Crestwood we truly are a family team. Staff in all areas are able to respond rapidly to changes because they share the desire to make every student count, feel able to express ideas at every level and know they are valued and appreciated. A true family! The Ofsted Report 2024 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"*.

This information is intended to give you an insight into Crestwood Community School and the ethos and culture that pervades in every aspect of what we offer. We are the #crestwoodfamily that encourages all learners (staff and students) to take calculated risks and to never shy away from challenges, in a safe and caring environment.



We had an Ofsted inspection in June 2018 and February 2024, which confirmed that we are a 'good' school. We also achieved outstanding gradings in Personal Development and Behaviour and Leadership. Ofsted in 2018 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. This is a driving ambition of the school.



I was appointed in September 2006 and, as a school, we have moved forward together, always striving for more but not losing sight of what is important, that education should be fun and enjoyable. I have no desire to be a Headteacher elsewhere because I am firmly 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 2023 we revisited our values and through school-wide consultation developed, Trust, Inclusivity, Aspiration and Resilience.

At our 'core' remains the determination to be consistently good day in, day out. Crestwood numbers have risen rapidly because of our positive reputation in the local area. The Shakespeare Road Campus and Cherbourg Road Campus are now completely equal in number with around 740 students each, considering the Cherbourg Campus had only 295 students in 2016, you can see that we have improved the reputation and it has expanded rapidly. In 2022 we became oversubscribed in all year groups and by September 2024 both sites will be full, with 750 students at the Shakespeare Campus and 750 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 strong, well-planned, teaching and learning embedded in the Crestwood Learning Cycle, and we provide excellent opportunities for staff 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 2018 confirmed that *"The headteacher has forged a highly dedicated and professional staff who share a passion to deliver the best possible outcomes for every pupil. Standards have rapidly risen and pupils flourish"*.

Our results have been a challenge, however, there is evidence of rapid improvement. 2019 saw a huge rise in results and this climbed in 2020 and in 2021 following rigorous teacher assessment for results. In 2022 our results surpassed those of 2019, when the last exams were taken and our Progress 8 score placed us 32nd in Hampshire. Our consistent improvements in progress have been established by ensuring staff are highly valued and have been given time within the school working day to focus on the things they need to, ensuring that they do this to the best of their ability. Our conversations around curriculum design, sequencing and learning have ensured everyone has a shared understanding which in turn builds confidence.

We care for all in the Crestwood family. Ofsted 2018 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”*. Pastoral care is equally as important as the learning. In 2024 Ofsted stated *“The school’s curriculum for pupils’ personal development is a strength. Personal development lessons help pupils to develop a wider understanding of the world around them.”*

Due to the emphasis we place on staff wellbeing we are consistently able to recruit exceptionally well and have also been very successful in retaining staff. 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.”*

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
- end of term gifts or events
- head's discretionary leaves of absence for family events
- acts of random kindness
- access to mental health first aiders

It is all these “critical non-essentials” that make us who we are. Our collaborative and supportive ethos ensures that staff feel part of our *#Crestwoodfamily*, driving school improvement at all levels. We have fun every day and we form one team, in short it is a great place to work.

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 2024 recognised that *“There is a welcoming, friendly atmosphere at Crestwood. Each campus is popular in the local area, with a strong sense of community. Pupils like and trust their teachers. They know their teachers want the best for them. Many pupils, staff and parents describe the school as a ‘big family’. As one parent said, ‘Each time I visit the school, I come away with a shared sense of the pride that the staff and pupils talk about.’*

Krista Dawkins, Headteacher, March 2024



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 Dance Studio. In 2009 we added to our improvements with a £1 million refurbishment scheme including landscaping, multi-use games area, day nursery and car park. In 2010 we refurbished our Music Room and in 2011 all teaching spaces were fully renovated. In 2018 we refurbished our old PE changing and shower rooms into additional classroom space. In 2019 Science labs was refurbished to bring it up to date. In 2022 we had a new roof and mall flooring totalling £4 million.

The Cherbourg Road Campus was opened as Crestwood COmmunity School 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. In 2022 the entire suite of Science rooms was refurbished and we had a new sports hall floor.



OUR APPROACH

Individualised 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. The proportion of students achieving grade 4 or above in both English and Maths is on an increasing trend with 2022 performance being the highest ever for the amalgamated school at 59% (it fell in 2023 but was still above 2018). Having been 'well below average' in 2018, progress in 2022 was in line with expectations nationally for the first time as an amalgamated school and reached -0.17. Although P8 dipped in 2023, there is no school in Hampshire with a similar or more challenging profile with a better progress score.

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 2024 said *"The school uses a range of appropriate strategies to identify the needs of pupils with SEND. This starts before pupils join the school and is regularly reviewed thereafter. Pupils with SEND receive the right extra help. Consequently, most pupils make good progress through the curriculum."* Our 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 2024 stated *"The school has carefully considered the knowledge that pupils should learn and the order in which it is taught. This means that lessons build on what has come before in effective ways. Teachers have strong subject knowledge."* Inspectors recognise Crestwood's effectiveness as a secondary school, concurring that Crestwood Community School continues to be a good school.



THE CURRICULUM

We have made a considerable investment in new ICT equipment and the servers.. All teachers are issued with a laptop for their individual use. We use electronic registration in Class Charts and track and report our assessments and behavioural tracking 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 are part of the local universities "learn with us." Our STEM links are really developing and we have a very active Duke of Edinburgh Award group.

We provide a comprehensive tailor-made CPD programme and performance management system in order to establish Crestwood as a centre of professional learning. We continually encourage staff to improve their skills and share good practice. This generates enthusiasm and the capability to enable students to reach their full potential. We also fully exploit the apprenticeship levy with many staff undertaking degree level studies.

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. We use HIAS and PiXL partnership working and also work with a professional coach.



Our curriculum is subject to regular review and we have a three year Key Stage 3 in order to build key skills and knowledge. We are moving to 5 x 60 minute lessons per day from September, currently we are consulting with stakeholders on the allocations of lessons and structure of the school day.

In Years 7, 8 and 9 all students follow a common timetable which includes Mathematics, English, Science, Spanish, French, Design & Technology, Geography, History, RE, Art, Drama, IT, Music, Dance and P.E. In Years 10 and 11 the students will study 7 subjects leading to GCSEs or equivalent. . They all take a 'core' of subjects including English, Mathematics, Science, Careers, EP, IT and Physical Education.

In addition to this, students can choose to study from: Art & Design, Computer Science, Creative Media, Dance, Design and Technology, Drama, Food and Nutrition, French, Spanish, Geography, History, Religious Education, Music and Physical Education. The range of subjects available and type of course studied are under constant review based on the needs of the cohort of students and the interests of staff.

Crestwood Community School has a caring and sensitive approach to students with Special Needs. As with all the students in the school 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 2018 stated, *"First-class support for pupils who have special educational needs (SEN) and/or disabilities ensures that they make strong progress"*.

The progress against the curriculum is the foundation of the assessment system. Student progress is measured against the aspirational targets set for them and data is carefully scrutinised to ensure those who are underperforming receive the appropriate intervention. Intervention is offered in many ways including one-to-one tutoring and subject-specific enhancement. Parents are kept fully informed of their child's progress. Progress reports are sent home each term and, in addition to the frequent contact staff have with parents throughout the year, a consultation evening is scheduled for each year group where parents can discuss their child's progress with subject teachers.

Our students

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.

This role of students as leaders has developed even further with our students undertaking a wide variety of leadership roles from paired readers and student tutors to sports leaders and beyond.



A calm school, one where mutual respect and tolerance is evident, is a centre of learning. Positive behaviour is a priority for the school. We have an effective Behaviour Management Policy with the focus on proactive intervention and restorative practice rather than reactive responses. Ofsted 2024 recognised that *"Pupils feel safe in school. They are polite and friendly to visitors. Both campuses are calm and orderly."*

Provision for students with more complex needs include: Inclusion team intervention, on-site counselling, anger management, assertiveness strategies, peer mentoring, individualised timetables, self-esteem projects, Forest Schools and close home/school liaison. We also have a Parent Leader who works with our most at-risk families to make progress.



Leadership of the School

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 2018 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 focused 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. They are open and receptive in a non-blame culture. Their job is to support and nurture staff and be a constant presence with our students.

We enthusiastically embrace 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 and Cover Teachers ensure there is continuity when staff are absent.





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The Future

We have improved and are continually improving, the future is exciting. We are a school that has achieved five successful "good" gradings at Ofsted, despite 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 our 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"*. This has not changed, we are a happy staff.

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 have been successful in creating a fabulous educational experience that meets the needs of our students. 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 our beloved *#Crestwoodfamily*.

Krista Dawkins, Headteacher
March 2024

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