CRESTWOOD
COMMUNITY SCHOOL

Teacher of Science
Recruitment Pack

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May we take this opportunity to thank you in anticipation of your application. If, however, you have not heard from us by the proposed data for the interview you should assume that on this occasion your application has not been successful. In that event we wish you every success in any future applications you make.

Section 1: Post Advertisement

Post: Teacher of Science

Start Date: January 2027 or sooner

Location: Shakespeare or Cherbourg Campus (to be determined based on the needs of the school)

Salary Scale: MPR/UPR (depending on experience)

Contract: Permanent

Working Pattern: Full Time

Closing Date: Friday 16th October

Crestwood Community School is one school, with two campuses serving central Eastleigh. We are looking to appoint an enthusiastic and ambitious teacher for our Science Department. We are looking for someone who can play a leading role in contributing to the already high standards within the faculty.

This role would suit an experienced teacher or an ECT looking for their first post after qualifying.

The Science department is a leading department across both campuses. The Achievement Leader of Science is an experienced teacher, school leader, and education advisor. He is working tirelessly to help further improve the teaching and learning that takes place in the department. His vision for the department is that pupils are challenged to gain valuable scientific knowledge, delivered consistently, explicitly, and expertly by teachers, so that pupils can apply and communicate their knowledge and ideas effectively, and engage in Science beyond the classroom.

The department comprises of; an Achievement Leader, three Assistant Achievement Leaders, eight main-scale teachers, and four technicians (one a qualified teacher). They are a welcoming and friendly team and have a strong command of their subject. They are highly professional and dedicated to continually improving their subject knowledge and sharing best practice. Students enjoy science. You will be joining a team that is committed to continuous improvement in science pedagogy based on cognitive science research. You will also hold regular collaborative training sessions to help develop your areas of expertise.

The department is housed in five laboratories on each of the Shakespeare and Cherbourg campuses. All students are taught Science at KS3. KS4 pupils follow the AQA Combined Science course or single sciences. The profile of Science continues to rise and we currently offer GCSE Geology to KS4 pupils as an optional subject.

Our Head Teacher has a clear vision and an absolute determination to improve the provision of education across Eastleigh.

Crestwood Community School had an Ofsted inspection in February 2024, which confirmed that 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 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.

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
- 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

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'. Crestwood prides itself on developing its staff through bespoke coaching and training. Many members of the faculty have been successful in gaining promotion within the school.

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

Your application should comprise the Hampshire Teacher Application form (which can be found on our website). Applications, with the names and addresses of two referees, should be returned to hr@crestwood.hants.sch.uk. **Please include a paragraph on what specialisms you could bring to Crestwood Community School.**

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.

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.

Section 2: About Crestwood Community School

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. We have two specialised Resource Provisions, dyslexia and SEMH.

As the long serving Executive Headteacher of this wonderful school, 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 school has a very mixed intake and as a result areas such as pupil progress, behaviour and attendance remain a challenge.

The composition of the school as of March 2026 was:

Students	Current	National	Hampshire
School number on roll	1474	Well above average	Well above average
School %FMS(6)	36%	Above average	Well above average
School %SEND support	19%	Close to average	Close to average
School %EHC plan	8.2%	Well above average	Well above average
School %EAL	14.5%	Close to average	Well above average
School number LAC	18	Well above average	Well above average

We agree with the recent Ofsted areas for Improvement and have established school wide staff working parties to address these.

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”.

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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.

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 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.

Section 3: Person Specification

Job title:	Teacher of Science
Salary Scale:	MPR/UPR (depending on experience)
Responsible to:	Faculty Lead
Special Conditions:	An enhanced Disclosure and Barring Service (DBS) check is required for this post

Qualifications

Essential

- Graduate with QTS
- Subject specialist qualifications within Science

Professional Development

Essential

- Up-to-date INSET
- Knowledge of recent curriculum changes

Desirable

- Experience of delivering STEM activities

Experience

Essential

- Proven classroom management skills
- Ability to teach Science

Desirable

- Experience of teaching in more than one area of Science at GCSE

Knowledge and skills

Essential

- Proven ability to build positive relationships with students and staff
- Ability to be an effective team member
- A working knowledge of the Science curriculum at both KS3 and GCSE

Desirable

- Clear understanding of strategies to develop the OAP across the faculty
- Good understanding of how to use data to promote progress

Personal attributes

Essential

- 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