



# Testbourne Community School

Achievement • Excellence • Integrity

## WORKING WITH US



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# HEADTEACHER WELCOME



“It is my pleasure to welcome you to our school community at Testbourne. As headteacher, I am honoured to lead a team of dedicated educators who are committed to providing a high-quality education that prepares our students for success in college, career, and life.”

Testbourne Community School is an outstanding educational institution that is deeply rooted in its community and makes a positive impact across its wide catchment area. As a new teacher or support staff member, you will be joining a special place that is committed to promoting our Testbourne ‘Standards of Excellence’, which include: Being kind and respectful; Acting with honesty and integrity; Having ambition in learning and; Demonstrating leadership qualities.

At Testbourne, we believe in striving for the highest levels of achievement in all our endeavours and are committed to excellence in teaching, learning, behaviour, and all other aspects of school life. We recognize the importance of good relationships and value both the relationship between staff and students and the relationship between our school and its parents.

Our students are the embodiment of everything we stand for, and visitors to the school often remark how articulate, intelligent, and willing to interact they are. We are proud

of our students and our school, and we would like to invite you to experience our wonderful school for yourself. As a new member of staff, you will have the opportunity to work with our exceptional students and become part of our supportive community.

We encourage you to visit us on a normal school day and see our school in action. Our friendly staff and students will be happy to greet you, show you around, and answer any questions you may have.

Please feel free to contact us by emailing [admin@testbourne.school](mailto:admin@testbourne.school) or by calling 01256 892 061 to arrange a visit. We look forward to hearing from you and welcoming you to Testbourne Community School.

# TESTBOURNE COMMUNITY SCHOOL LIFE AND CULTURE

Testbourne Community School is in Whitchurch: a beautiful small, rural town in Hampshire surrounded by stunning countryside and famous locations such as the Silk Mill, Watership Down and the Bombay Sapphire distillery.

Our school has a 'small school' feeling despite there being over 900 students. Most students know several other children and many staff know students and their families. There is a genuine community ethos.

The students at Testbourne are able, articulate, well-behaved and friendly. They are a pleasure to teach and talk to; they can engage in mature conversation and debate. They help shape the direction of the school, namely through our established Prefect system and student council. Their conduct when representing the school or during internal events such as whole school Remembrance or our Festival of Sport is impeccable. Over 200 of our students volunteer to help on Open Evening. Many of our students participate in activities such as buddy reading, anti-bullying work,

eco work and a large number volunteer to help at school events. Older students look after the new arrivals and are very caring. When participating in external events, we always receive feedback from members of the public and organisers about how impeccably our students behaved.



Every student who attends Testbourne Community School is a member of a House, as well as our teaching and support staff. Each student will wear a Testbourne tie in their house colour to help indicate which house they belong to. Our four Houses are:



### Testbourne Standards of Excellence:

- **Kindness and respect** - We treat others, ourselves, and our environment with respect. We are kind and caring towards others. We never use prejudicial language or bully or harass people because of the gender, religion, ethnicity, race, sexuality, disability, or other protected characteristics. We value equality.
- **Ambitious learner** - We can work independently, we are resilient when work is hard, we respond positively to challenge, we are motivated, we seek improvement, we work hard, we are organized having the right equipment and resources to learn.
- **Honesty and Integrity** - We do what is right, even when no-one is looking. We tell the truth, and we admit our mistakes and learn from them.
- **Leadership** - We are positive to members of the school community and to others, we are a good example of the Testbourne Standards of Excellence.



Achievement is also recognised by our Heads of Year through their weekly assemblies and certificates are awarded to deserving students at the end of every term. Our Headteacher also recognises significant achievements by writing personal letters to congratulate students and inviting them to afternoon tea. At the end of the academic year, we take pride in formally recognising our top performing students in our prestigious Prize Giving Ceremony at the Guildhall, Winchester.

At Testbourne we look after our staff from day one. We provide comprehensive induction which is highly valued by participants. Our decision making always considers the impact on staff workload. We are sympathetic to the need for flexibility in the workforce and would consider ourselves family friendly. We champion equality. We formally recognise hard work and excellence.

Our Leadership Team are highly visible leaders who are not afraid to 'roll their sleeves up' to assist students and staff. Each member of the team, including the headteacher, has break and lunch duty every day, takes a turn on bus duty, detention rotas and the on-call rota.

Staff at Testbourne have opportunities to develop their skills and their careers. We provide both external and in-house opportunities for staff to take on new roles or gain further qualifications. We have opportunities to join the Leadership Team as Associate Assistant Headteachers; to take on additional responsibilities to develop leadership skills; to receive internal promotions into roles more closely matching abilities; to complete the SENDCo training or NPQH/NPQSL. We also run internal courses to help future leaders develop their skills. We are highly rated for our teacher training provision and have strong links to the local teacher training providers.

Our CPD programmes, including full INSET days, are focussed on pedagogy and based around genuine research findings – not the latest fad, political distraction or buzz word. Staff are given information, time to discuss, reflect and develop. Staff are treated as professionals: respected, trusted and given autonomy alongside intelligent accountability. We have developed a philosophy of an Institute for Learning Excellence where everyone can develop, learn and grow as professionals.

We have supportive parents and an active parent association that raises considerable sums of money for the school.

Our staff are friendly, approachable and supportive. There is a genuine team ethos and pride in the school. Staff are dedicated and hard-working and are driven by doing the best by our students.





The support staff are highly valued. They work alongside the teaching staff to provide an enriched learning experience for our students. Support roles have a huge range of responsibilities including Student Support Services, Finance, Site Management, Human Resources, Data Management, Reception, Library, Community Engagement and Catering.

Our staff are friendly, approachable and supportive. There is a real sense of being part of a team with staff working collaboratively to share ideas and implement new ways of working. Staff have a genuine pride in the school, are dedicated and hard-working and are driven by doing the best by our students.

Our Leadership Team are highly visible leaders who are not afraid to 'roll their sleeves up' to assist students and staff. Each member of the team, including the headteacher, has break and lunch duty every day, takes a turn on bus duty, detention rotas and the on-call rota.

Staff at Testbourne have opportunities to develop their skills and gain valuable experience. Our CPD opportunities include full INSET days and role specific training when required. We look to utilise staff knowledge and experience and provide opportunities to get involved in all aspects of school life.





# EMPLOYEE TESTIMONIALS

We encourage you to take the time to read some testimonials from our team members who have shared their first-hand experiences, providing valuable insights into what it's like to work at our school.

» *"I have found since working at Testbourne that the staff members here are extremely supportive and friendly. There has been a number of opportunities for me to develop as a practitioner, through both CPD and new and exciting job roles within the school." - EP, Dance Teacher*

» *"I really enjoy working at Testbourne. Not only are the students enthusiastic in their learning and respectful of teachers, Senior Leadership are supportive, caring and value their staff. I have been given numerous opportunities to develop and progress in my career, and since starting a young family have been supported in working part-time whilst maintaining responsibilities." - LK, Head of Geography*

» *"I enjoy coming to work, and I can honestly say I haven't always thought that in my 20-year teaching career!" - JC, Head of Drama*

» *"Since joining Testbourne I've enjoyed working with supportive colleagues and have been afforded a number of exciting internal and external CPD and professional development opportunities including undertaking the NPQSL. I have been able to influence decisions and work with staff and students outside of my curriculum area." - RW, Head of Science*

» *"Testbourne is a place where staff are encouraged to develop through professional challenge and support. There is very much a community feel to the school where everyone is working together to give our students the best possible experience." - IW, Business Manager*

» *"Testbourne Community School is a nurturing professional environment, the Senior Leadership Team really invest time into progressing and developing staff. Whilst I had previous school experience I hadn't worked as a Personal Assistant before, the Leadership team have been kind, patient and given me gentle but clear direction. I have learnt lots and continue to do so on a daily basis. TCS are always thinking about the well-being of their staff and looking at ways to develop staff strengths and skills in a supportive collaborative manner. I feel lucky to be working here, I can truthfully say that I've not worked for such a fantastic SLT before, I think that the strength of the school comes from them because they are all inspiring leaders that work in unity together to lead the teachers and support staff alike with the students education and staff and students well-being at the core of their decision making in very challenging economical and political climates." - KM, PA to Headteacher/ Senior Deputy Headteacher*

# HOW TO APPLY

If you are interested in applying for a position at Testbourne Community School, please visit our website and navigate to the “Vacancies” section to view our current job openings; or alternatively, type <https://testbourne.school/vacancies/> into your web browser. From there, you can review the job descriptions and requirements and submit your application materials online. We require all applicants to submit their applications using the Hampshire County Council application word documents (found at the bottom of the webpage).

Please ensure that your cover letter highlights your qualifications, experience, and enthusiasm for teaching, and that your resume or CV provides a detailed overview of your education and professional background. If you meet the requirements for a particular position and are selected for an interview, we will contact you directly to schedule a meeting with our hiring team.

Thank you for considering Testbourne Community School as your potential employer. We are committed to providing a supportive and inclusive environment where every member of our team can thrive and make a difference in the lives of our students. We believe that our school is a special place, where a talented and dedicated staff work together to foster academic excellence, personal growth, and social responsibility in our students. We are proud of the positive impact that our staff have on our students and our community, and we are always looking for exceptional candidates who share our passion and commitment. If you decide to apply for a position at Testbourne, we look forward to learning more about you and the skills and experience you can bring to our team.

# CONTACT INFORMATION

The school serves the town of Whitchurch and the surrounding area and is within easy reach of Winchester, Newbury, Basingstoke and Southampton with good transport links to the M3 and A34.

For general enquiries, or if you would wish to arrange a visit, please do not hesitate to contact us via telephone: 01256 892061, or email: [admin@testbourne.school](mailto:admin@testbourne.school).

For more specific questions about the advertised job role, please email: [recruitment@testbourne.school](mailto:recruitment@testbourne.school)