



Testbourne Community School

Reasons to teach at Testbourne Community School

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.

Our students' excellent behaviour means you can concentrate on developing your own skills. Being able to teach to a high level without constant interruptions and firefighting is the norm here.

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.

Achievement • Excellence • Integrity



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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.

Staff comments about working at Testbourne include:

“When I've needed to be a mum and take my son to his first day at school, I was able to be there. I'm so grateful that the culture at Testbourne recognises how important this is.” – JM, Assistant Headteacher and Geography Teacher

“In my first year working at Testbourne school I have been provided with great support both professionally and personally. I was to become an exam board moderator and the school was very compassionate when I lost a friend through illness. Testbourne school cares about the wellbeing of staff and I feel fortunate to work here.” MH, Art Teacher

“Since I started working at Testbourne, I feel that I am being appreciated working here, not only for the results I am producing but also for effort I am putting in. There are plenty of opportunity of professional progression. All the hard work we put in never gets overlooked or forgotten but is considered towards progression or promotion.” ES, Senior Administrator

“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

“Testbourne is a supportive and friendly place to work. Throughout my time here I have found colleagues to be willing and proactive in assisting in any situation. I have also found I have been supported and encouraged in progressing and developing and have been given the training and support necessary.” AH, History Teacher

“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



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“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

“I love teaching at Testbourne! The students are enthusiastic, articulate, creative, responsive and enquiring, and thrive in our stimulating and engaging learning environment. As teachers we have autonomy over our teaching and are encouraged to base our approach on evidence-led research in education.” RL, Head of Expressive Arts

“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 a 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