



Testbourne Community School

Reasons to join our support staff 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 Watership Down and the Bombay Sapphire distillery.

Our school has a 'small school' feeling although there are close to 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. 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.

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.

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

Achievement • Excellence • Integrity



Testbourne Community School

when required. We look to utilise staff knowledge and experience and provide opportunities to get involved in all aspects of school life.

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

Staff comments about working at Testbourne include:

“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

“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 opportunities for professional progression. All the hard work we put in never gets overlooked or forgotten but is considered towards progression or promotion.” ES, PA to Headteacher & Office Manager

I have worked at Testbourne for almost twenty years in different support roles. I have enjoyed my time here as the staff are friendly and the students are wonderful. The school has been flexible offering hours to suit a better work/life balance when needed. There is a real sense of community within the school where everyone is appreciated and encouraged to do their best. HB, HR Administrator

“I really enjoy coming to work each day at Testbourne. Everyone supports each other and there is a real Testbourne family feel amongst colleagues. There are plenty of opportunities to learn new skills and get involved in other aspects of school life.” EH, Exams & Data Manager