

Testbourne Community School

About the School



A growing school at the heart of the community with high expectations and aspirations for all



January 2017

Dear Applicant

Thank you for obtaining an information pack for the post of Headteacher at Testbourne Community School. We are delighted that you are interested in the role and hope that the pack gives you the information you need and helps persuade you to apply for this challenging and rewarding position.

The governors at Testbourne enjoy open and transparent communications with the senior leadership team at the school and are highly committed to its continued success. They want this productive and supportive working relationship to continue with the new Headteacher. They are enormously proud of the school and want to see it remain a school that punches above its weight.

At our most recent Ofsted inspection in November 2010 the school was judged to be outstanding. Ruth Beasley joined the school as deputy headteacher in 2006 becoming its headteacher in 2013. Under her leadership pupils' attainment and their progress have remained strong despite changes in the range of qualifications we offer and the ways that pupils' attainment and progress are measured. The school is popular and growing, as numbers of pupils at its feeder schools grow and as increasing numbers of parents from outside catchment choose Testbourne for their children. The school's ethos is inclusive, welcoming and friendly, with a strong sense of 'family'. Pupils are given strong and successful encouragement to be ambitious in what they believe to be possible and achievable: to do as well as they can and to be lifted out of the ordinary.

Significant challenges remain, however. Changes in GCSE assessments may make it harder to achieve the impressive results of recent years. Although the school has a clear plan for increasing its income through growth and business activities, it currently has a small deficit budget; this should be rectified over the next two years as more pupils join the school. Finally, the school's premises and grounds have been improved greatly during recent years and we have managed to use this to create some additional accommodation and facilities but space is tight, the buildings are undeniably old and we need to remain vigilant to keep them looking attractive and providing a welcoming learning environment.

The post of Headteacher at Testbourne therefore offers the successful candidate real and exciting opportunities to make a difference. Although there is much work to be done, the school has strong and dedicated teams of senior leaders and staff to support these developments. Its pupils are proud of their school and want to succeed. Governors are keen that the school's well-established record of excellence and its warm and welcoming ethos are maintained. If you have the skill, talent and ambition to help us continue our journey of improvement, we look forward to receiving your application.

Yours sincerely

A handwritten signature in black ink that reads 'Penny Horner'.

Penny Horner
Chair of Governors

About our School

Testbourne Community School is well-established, situated in Whitchurch on the River Test and serves the town and surrounding area. It is a mixed, comprehensive school for students aged 11-16. We are a Foundation School and have specialist status in the Performing Arts. At our last Ofsted inspection in November 2010, we were judged to be an "Outstanding" school.

We have five designated feeder schools in Barton Stacey, Longparish, Overton, St Mary Bourne and Whitchurch. Students from further afield also choose to come to the school, particularly from Oakley, near Basingstoke, and increasingly from Andover. The school has excellent communication links and is within easy reach of the M3 and M4, in a central position between the four towns of Newbury, Winchester, Andover and Basingstoke. Whitchurch is a small but growing town with a railway station on the main line from Waterloo to Exeter.

The main aim of our school is to produce happy, confident and successful members of society, who have regard for themselves and others in all that they do.

At Testbourne we seek to provide the best possible education for all students by providing high quality teaching and by fostering the highest standards of work and behaviour. We wish to offer all students the maximum opportunities for personal success and fulfilment by creating a caring and supportive environment in which each person feels secure, valued and able to reach their potential.



Our students may be gifted academically; they may be good at sport or physical activity; they may be particularly practical, creative or artistic; they may be able socially, finding it easy to get on with other people. Whatever their talents, we aim to find and encourage them. The school is also a community school, the first designated as such in Hampshire, with strong links with our local community.



Intake and Organisation

We currently operate a two year KS3 with students making Option choices in Year 8 ready to embark on GCSE courses during Year 9. We have operated a vertical tutoring system since September 2011. This is based on a house system of three houses, Beech, Oak, and Willow. Each has 12/13 mixed age tutor groups of approximately 25 students; each is led by a teacher supported by a pastoral assistant.



Testbourne is a school that is growing. There are currently 813 on roll and a plan for growth in numbers to 950 within the next few years. Approximately a quarter of our students come to us from out of catchment. In Year 7 they are organised into 6 mixed ability teaching groups with setting in English, maths and science based on KS2 and primary school information. Setting in some other subjects such as MFL is introduced from Year 8 onwards.

Accommodation and Facilities

The school has benefitted recently from some financial investment following the sale of a small parcel of land to the rear of the Sports Hall.

Improvements include a large science lab, two new teaching spaces, one for maths and the other a bookable ICT space, new boys' and girls' toilet facilities and a staffroom.

We have also invested in a new fitness gym for both school and community use and have made a planning application for an artificial playing surface. The school is housed in a mixture of traditional brick built and more recent scola buildings and has grown over time.

There are four blocks:

The original 1930's building, set around a garden quadrangle and outdoor performance space which contains the school administration, pastoral support, the library and gym/dance studio, art rooms, MFL, textiles, health and social care, ICT classrooms and our newly created staffroom.

A Sports Block containing a large sports hall and changing rooms, with three RE/PSHE classrooms above.

The Kingfisher block with three teaching spaces that currently house the history department and a Montessori Nursery three days per week.

The site includes extensive playing fields, a heated outdoor swimming pool and tennis/netball courts, all of which are available for community hire.

Students

We are a fully comprehensive school and our students come from a wide range of backgrounds, with 4.2% currently in receipt of free school meals. The vast majority of our students are pleasant, willing young people who enjoy being at school. Almost all go on to high performing sixth form and further education colleges or prestigious apprenticeships.

There is an active student council and student leadership team that is led by our head boy, head girl, deputies, house and sports captains. Our students have a strong sense of social responsibility and have contributed hugely to fundraising for school and charities.

*We promote a sense of
PRIDE in Testbourne:
Potential
Respect
Integrity
Determination
Excellence*



Staff

We have a strong, committed staff team with subject specialists in all areas. Staff turnover is relatively low, but the age profile of the staff means that there has been some change recently. For example the head of art retired after 37 years and there are likely to be a few more changes like this in coming years.

The senior leadership team is made up of the headteacher, one deputy, three assistant headteachers and a finance and business manager. The deputy head left at Christmas 2016. Governors have decided to delay the recruitment of a replacement until the new headteacher is able to take part in the selection process. The assistant heads have responsibilities for raising standards, student support and behaviour and staff support and student voice respectively. There are 51 teaching staff including the SLT and 49 non-teaching staff. The staff includes a community manager and part time assistant manager who run extensive and successful community activities programme during the school day and during holidays.



Curriculum

We adopted a two-year KS3 two years ago to enable staff to have more time to prepare students for the new style GCSE assessment. We have worked to provide our young people with a relevant curriculum that enables them to have some element of choice. We are fully committed to ensuring that our young people are provided with a rich and diverse curriculum.

Teaching and Learning

Further improving the quality of teaching and learning is an ongoing school priority. We provide good quality CPD to ensure that all staff are well prepared and able to deliver good quality teaching and learning. Much of our CPD is teacher led, as a collaborative approach to developing individual teachers.

We have recently become part of a Rural Schools Alliance as a vehicle for supporting the training of new teachers.

Testbourne is a school where students of all abilities make good progress. We have a very effective learning support team that works to support students with particular educational needs.



Performance and Standards

August 2016 Results

	Overall	Girls	Boys
% Achieving C or above in English and Maths	75	74	76
Progress 8	0.04	0.07	0
Attainment 8	54.98	55.51	54.37
% achieving the EBacc	28	31	25
5A*-C inc English and Maths	70.5	70.8	70.3



Standards are high at Testbourne. We have worked hard to maintain our 'Outstanding' grade awarded by Ofsted in 2010. Academic achievement has varied year on year but remains high. We have worked hard to embrace the challenges posed by new progress measures and new styles of GCSE assessment. As a member of PiXL we use a range of strategies to support our success.

Extra-curricular Activities



Staff are generous with their time and provide a range of extra-curricular activities that are a strength of the school.

Regular clubs include: Chess, Code Academy, Duke of Edinburgh and Business Enterprise as well as a range of sporting, musical, dance and drama activities.

Our performing arts specialism has created a strong performance element and a real buzz about the school. The quality of music, dance, and drama performance is superb.

Staff regularly organise a variety of day and residential visits; this year, pupils have visited Berlin and Belgium (history), Sorrento (geography), Paris (MFL), Italy (music tour).

In addition we have a very special partnership with a school in Mityana, Uganda. This has seen Mityana teachers and pupils visiting us and so far eight groups of Testbourne students have visited Mityana for a real trip of a lifetime.

Special Moments

Testbourne is a school where we work hard but know how to enjoy ourselves. We value special times during the school year which create memorable experiences for students, staff and parents.

These have included gifts for harvest festival, commemorating Remembrance Day and the Year 11 Leavers Assembly when the students launch a balloon with their hopes and dreams for the future.

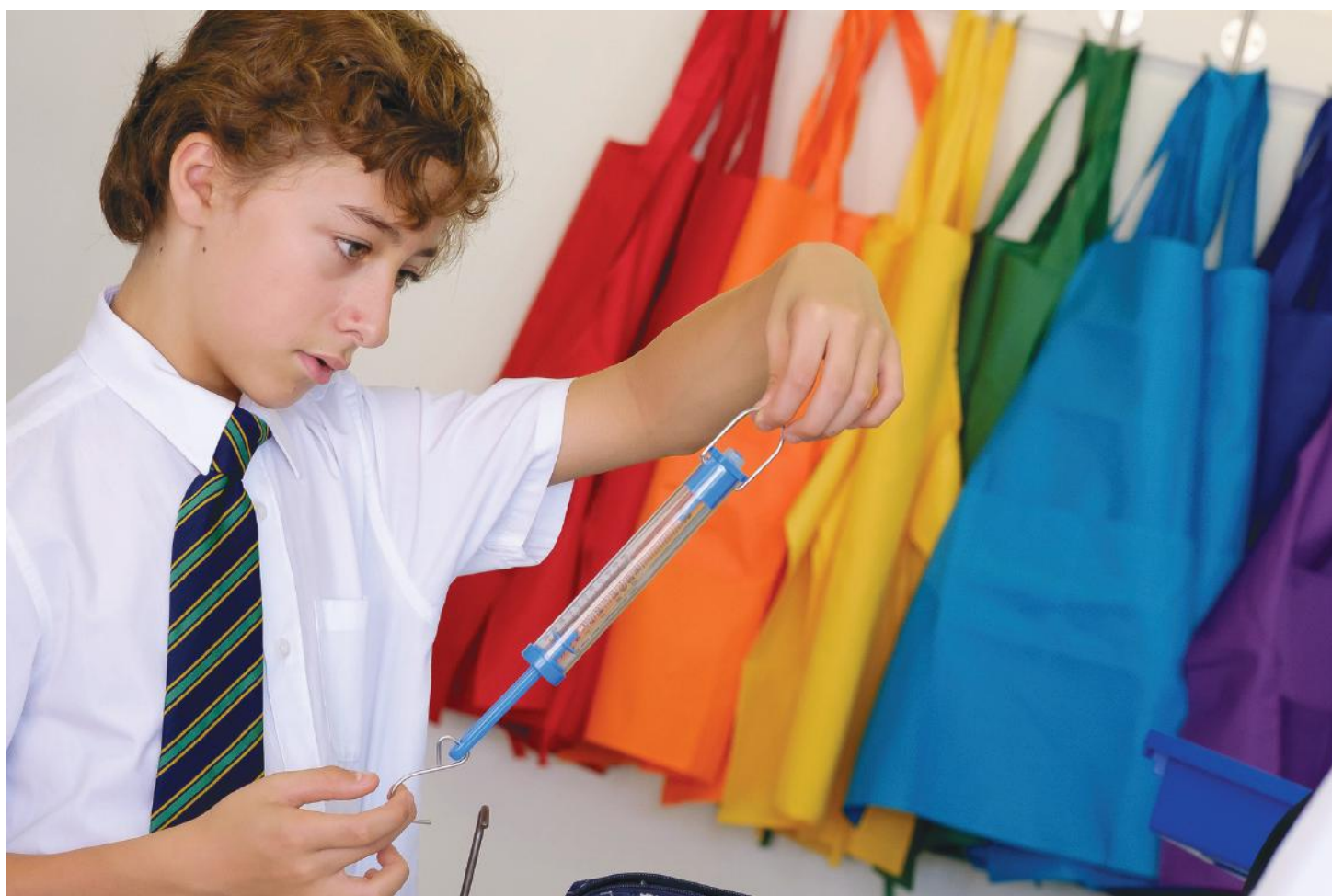


Governors

Testbourne has a strong team of active governors, who work in a constructive and open way with senior leaders and the wider school community. They provide an appropriate balance of challenge and support through committees, the full governing body, as subject and link governors and by attendance at school events.

Future Priorities and Challenges

- To deliver high standards required to sustain our Outstanding status whilst maintaining the school's ethos and excellent relationships
- Further strengthen GCSE results, for all groups of children, and including in less high performing areas of the Curriculum
- To build on the improvements in Teaching and Learning which have already taken place to ensure a greater proportion of outstanding lessons
- To find ways to continue to deliver a creative and motivating Curriculum which provides routes to success for all our students
- To further develop the use of performance data to help secure the highest possible achievement for every student
- To maintain firm financial control and achieve effective use of available budget



Partnerships

The school plays an active role in a number of strong partnerships from which we benefit. These include our primary cluster of feeder schools, Basingstoke and Deane Consortium, which includes the Basingstoke secondary and special schools and Education Centre (PRU), Queen Mary College and Basingstoke College of Technology. The consortium organises our work experience provision. We are an associate of the Thornden Teaching School Alliance, Basingstoke SCITT and the Rural Schools Alliance.