

Testbourne Community School

English Teacher Information Pack

Start date: January 2019

Salary Range: MPR/UPR



Achievement • Excellence • Integrity



TESTBOURNE
COMMUNITY
SCHOOL

Call: 01256 892061
www.testbourne.hants.sch.uk

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Welcome from Jon Beck, Headteacher

Welcome and thank you for expressing your interest in this exciting role at Testbourne Community School.

I am delighted to have the opportunity to welcome you as a new member of our teaching staff at the school. I am an experienced senior leader and have been fortunate to work in a range of roles at a variety of schools in various stages of development. I believe in the power of education to change children's lives and the rights of children to receive the highest quality education. I believe that children should enjoy and value their education whilst excelling academically and in their other areas of interest. I am a passionate educator who wants children to develop the skills and attributes required to be effective learners now and in the future.

Testbourne Community School is an 11-16 comprehensive school with an extremely able, articulate and friendly cohort of students. We are forward thinking and outward looking and maintain close links with professional organisations such as PiXL, as well as our local networks and community. We believe in collaboration to further the educational achievements and experience of all students, not just those who attend one particular setting.

Our shared philosophy is embodied in the strapline 'Achievement | Excellence | Integrity.' We believe that acting with integrity in all walks of life is important to every member of our school community. We are focused but not defined by the quest for improved achievement. Ultimately, we recognise that we are accountable for children's achievement but we understand that achievement can be measured in a number of ways. We provide many opportunities for students to excel and we expect the absolute best of them in everything they do; from learning in the classroom, to performing in the school production, from our unique methods of exam preparation to our expectations of behaviour around the site. The aim is that students learn the value of success through intrinsic motivation. Visitors often comment on what a calm and orderly environment we maintain and how polite our students are.

In 2018, 78% of our students achieved a grade 4 or higher in both English and Maths. English Language achieved 79% Grade 4 or higher and Literature achieved 82% Grade 4 or higher. In 2018 24% of all grades in English and English Literature awarded were Grades 7 to Grade 9. In Biology, Chemistry and Physics, 56%-80% of students achieved a grade 7 or above. In Combined Science, 24% achieved a grade 7 or above and 81% a grade 6 or above.

We continually evaluate and develop our practice and, like every school, we are aware that we have areas of our practice to develop. We do, however, have high attainment and good progress in many subjects. Maths is a particularly successful subject area, the Performing Arts are successful in curricular and extra-curricular activities: our school productions are of epic proportions and widely acclaimed, and we have a huge range of opportunities in Music, Drama and Dance. We are also

fortunate to have tremendously successful sports teams as well as several elite young sportsmen and women in school. With such an able cohort, the performance of students with higher prior attainment, especially boys, is a key priority for us. We are therefore developing our teaching and learning strategies to address this.

We have several areas of focus going forwards. We are developing our curriculum offer and options process to ensure that we provide the best chances of success for all of our students. We are developing our teaching to ensure that the methodologies we use are evidence based. We are focusing on reducing the variability in achievement across subjects. Additionally we are developing leadership sustainability at all levels, enhancing the skills of all leaders in the school and providing clear messages about direction and accountability.

We welcome applications from passionate educators. In return, you will benefit from an outstanding professional and educational environment and exemplary professional development to support you in achieving your career objectives.

I look forward to hearing from you.



Jon Beck
Headteacher





TESTBOURNE COMMUNITY SCHOOL

Testbourne Community School
Micheldever Road
Whitchurch
Hampshire
RG28 7JF

Dear Applicant

Thank you for obtaining an information pack for the post of English teacher 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 staff at the school and are highly committed to its continued success. They want this productive and supportive working relationship to continue. 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. Since then, there have been two changes of Headteacher, following retirements. Most recently, Jon Beck joined the school as Headteacher in September 2017. Jon has made an excellent start to leading the school, focusing closely on making further improvements to pupils' attainment and their progress and to maintaining pupils' high standards of behaviour. The school is very popular and growing, as numbers of pupils at its feeder schools grow and as an increasing number 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.

The post of English teacher 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. Testbourne's pupils are proud of their school and want it 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

Penny Horner
Chair of Governors

Achievement • Excellence • Integrity

Mr Jon Beck BSc (Hons), NPQH. Headteacher, Testbourne Community School

School Office Telephone: 01256 892061 • **Community Office:** Telephone: 01256 892261
Fax: 01256 896796 • adminoffice@testbourne.hants.sch.uk • www.testbourne.hants.sch.uk



Message from the Head Boy and Head Girl

We would like to welcome you to Testbourne Community School. During our time at Testbourne we have experienced excellent opportunities alongside our outstanding education. Our school aims to develop students into well-educated and well-rounded individuals.

Teachers at Testbourne are helpful and value students' education, which is reflected in our exam results. We have enjoyable extra-curricular activities with a wide variety of clubs that inspire students to engage with their learning.

At Testbourne, students are encouraged to share their voice in School Council. The Year 11 Prefect system allows students to take responsibility throughout school life.

The school values ***Integrity*** to bring our ***Excellence*** and ***Achievement***.



Our whole school objectives

Testbourne Community School has many strengths. We pride ourselves on the quality of relationships we have with students, parents and the community. We are proud of the educational experience that students participate in that include so many opportunities that could so easily be lost in the quest for excellence in achievement. When you visit the school, ask students and staff about our links with Mityana, a school in Uganda; our 'School of Rock' production; our sporting successes or our Music tour to Lake Garda. These aspects of school life form an important part of our culture.

We have excellent attainment overall but we are aware, like all schools, that we need to develop and improve to better provide for the students in our care.

We continuously evaluate our practice and student outcomes. Our current whole school objectives are key to securing our 'outstanding' judgement for the future and underpin all of our work with staff and students. They have arisen from a comprehensive evaluation of the school carried out by the new Headteacher with input from all stakeholders.

The whole school objectives are:

- Continue to improve and develop the quality of teaching so that all students make the appropriate progress across all subjects.
- Continue to improve and develop the quality of pastoral support to ensure a greater focus on learning and progress.

Job Profile

The specifics of the role profile will be determined on assessment of the strengths of the successful candidate. The information below gives some indication of a selection of the generic responsibilities that go with the role.

Job Title: Teacher of English

Reports to: Head of Department

Location: Testbourne Community School, Whitchurch, Hampshire

Function of the post

You will support the school in providing a child centred approach where teaching is consistently excellent. You will deliver a positive, exciting and relevant learning experience for students.

Principal Accountabilities:

- You will support the achievement of the school's strategy, aims and objectives.
- You will teach across the ability range in KS3 and KS4, demonstrating excellence in pedagogical practice.
- You will prepare and teach classes, ensuring curriculum coverage according to students' individual needs. Conscientiously mark students' work according to the marking and assessment policies. Record and report on students' progress and attainment – educational, social and personal.
- You will maintain positive working relationships with students, colleagues, parents and the wider school community.
- You will participate in performance management within agreed national framework. Participate in arrangements for further training and professional development as a teacher and review teaching methods and programmes of work.
- You will provide additional teaching responsibilities when required including to supervise, and so far as practicable, teach any students whose teacher is not available to teach them in line with national agreements, attend and supervise assemblies and register students' attendance.

- You will model professionalism and integrity at all times.
- You will provide support, welfare and guidance for students and ensure that safeguarding is central to every aspect of school life.
- You will create a positive ethos in the school by enthusiasm and by promoting a love of learning.

“Outstanding care, guidance and support underpin successful academic achievement and personal development.” OFSTED



Person Specification

Essential requirements are those, without which, the candidate would not be able to fulfil the responsibilities of the role. It is expected that the post holder will have the knowledge and qualifications indicated or their equivalent.

Desirable requirements are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

Professional qualifications	Essential	Desirable	Evidence
A relevant undergraduate degree	✓		Application and documents
Qualified Teacher Status	✓		
Post graduate qualification (e.g. M. Ed or Ph. D)		✓	
Professional experience	Essential	Desirable	Evidenced
Ability to evidence impact of own teaching, learning and outcomes of students throughout relevant career stages.	✓		Application Interview References
Proven track record as an outstanding, inspirational and motivational teacher with evidence of positive impact on raising the quality of teaching and effective progress and attainment of all students.		✓	
Evidence of collaboration and building effective partnerships with parents, carers and the wider community to enrich teaching and learning and impact on achievement.		✓	
Demonstrable evidence of being part of a successful team that has delivered measurable improvement in teaching practice.		✓	
Professional knowledge	Essential	Desirable	Evidenced
Up to date knowledge of current thinking on curriculum models.	✓		Application Interview References
Understanding of current pedagogical thinking.	✓		
Knowledge of pastoral support systems and structures including that around safeguarding.	✓		
Awareness and understanding of the latest research, initiatives and technologies in curriculum, assessment and student development.	✓		
Good understanding of curriculum content and assessment procedures up to GCSE level.	✓		

Good understanding of curriculum content and assessment procedures beyond GCSE level.		✓	
Excellent understanding of safeguarding procedures and the duty of all professionals to safeguard children.	✓		
Personal skills	Essential	Desirable	Evidenced
Highly skilled communicator with strong interpersonal and presentation skills in verbal and written media. Able to adapt to diverse audiences that may include Governors, parents and carers, staff, students and the wider community.	✓		
Ability to provide clarity of vision, articulate aims and motivate, challenge and direct others as required.	✓		
High level organisational and administrative skills that are relevant to the successful delivery of the school's educational goals and priorities.	✓		
Ability to communicate with people appropriately with sensitivity, empathy and compassion.	✓		
High levels of ICT competence.	✓		
Skilled and courageous in dealing with challenging situations and resolving them.	✓		
Personal attributes	Essential	Desirable	Evidenced
Well-developed educational philosophy in keeping with the values, vision, ethos and culture of the school, recognising the needs of students, staff and the community.	✓		Interview
Commitment to excellence in teaching and learning, whilst recognising the importance of work-life balance and managing workload pressures for your own wellbeing.	✓		
Understanding of the importance and value of engaging with parents, carers and the wider community.	✓		
Positive mind set with a passion for overcoming barriers.	✓		
Commitment to equality that raises aspirations for all, enabling the academic, spiritual, moral, social, emotional and cultural development of students.	✓		
Strong working ethos with a pro-active, positive, enthusiastic and flexible approach.	✓		



Application procedure

Applicants should complete a Hampshire Teaching Application Form along with Equality Monitoring Form which can be downloaded from the school website www.testbourne.hants.sch.uk and must be received no later than **noon on Monday 15th October 2018**.

Testbourne Community School
Micheldever Road
Whitchurch
Hampshire
RG28 7JF

T: (01256) 890216

E: recruitment@testbourne.school

Application Form Completion

When completing the application form, please refer to the Role Profile and particularly the essential criteria within the Person Specification. Indicate, giving evidence, how you believe your knowledge, qualifications, skills, experience and personal attributes qualify you to undertake the role specified. You should draw particular attention to the **impact** you have had in your roles to date.

Selection Procedure

The shortlist will be drawn up after the application deadline. Further details will be sent to those candidates called for interview.

Failure to send your application form on time and to the correct address may invalidate your application.

Equality Monitoring

All applicants will be required to complete an Equality Monitoring Form.

Receipt of Application

Applications are acknowledged (by email wherever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact us immediately on the number above.

Safer Recruitment

Testbourne Community School is committed to safeguarding children and promoting the welfare of children and expects 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 Enhanced Disclosure barring Service checks, along with other relevant employment checks.

General Data Protection Regulation (GDPR)

You should be aware that the information you have provided will be stored on the HR secure database and will only be used to process your application. It will not be passed to any other organisation.

TESTBOURNE COMMUNITY SCHOOL

HOW TO FIND US

www.testbourne.hants.sch.uk

CONTACT US

Tel: 01256 892061 • Fax: 01256 896796

recruitment@testbourne.school

