

# **Recruitment Information**

## **Assistant Headteacher Student Belonging**

Up to Full Time

Leadership Scale £64,691 to £73,105 (L10-15)  
dependent upon experience

Permanent

Required From: September 2026

Application Deadline: 16th March 2026

Interview Dates: 23rd to 24th March 2026



# Welcome To Testwood School

## Testwood School has been educating the young people of our community since 1946.

We are a 11-16 comprehensive school located in Totton, on the edge of the New Forest. We aim to nurture our young people to become respectful, resilient and proud to take responsibility in our community. We aim to do this by aiming to consistently act in accordance with our core values of being **Caring, Inclusive and Ambitious.**

We are proud of our good reputation in the community and many of our students are not the first generation to attend Testwood. Some even claim to be fourth generation Testwood!

We are proud of our traditions, such as our House system, but we also embrace change, seek to learn from best practice elsewhere, and prioritise the professional development of our staff. We do this not just to improve our effectiveness as a school, but also because we recognise that learning and development are as important to staff as they are to our students here at Testwood School.

We are proud that our staff culture is open, collaborative and supportive. If you too want the very best for young people, recognise that this can be challenging at times, are prepared to work hard, and would like to be a part of our school community then I would encourage you to apply to join us.

**Tim Webber**  
Headteacher, Testwood School



# Assistant Headteacher - Student Belonging



**Testwood School is a great place to work and develop as a teacher. It has a strong sense of community where students are at the heart of what we do.”**

At Testwood School, we believe that academic success is built on a foundation of care, inclusivity and ambition.

For September 2026, we are seeking a passionate and perceptive Assistant Headteacher to join our Senior Leadership Team and to take specific responsibility for Student Belonging in addition to other duties and responsibilities appropriate with senior leadership.

This vital role requires a leader who understands that belonging is the heartbeat of an effective learning community.

We are seeking a resilient and tenacious leader with experience of leading change and a passion for the development of young people. The successful candidate will build meaningful relationships, with our values of caring, inclusive and ambitious at the heart of all decisions. They will be able to translate the concept of belonging into the practical reality of school life, from the structure of tutor time to the vibrancy of the House system.

Ultimately, we are looking for an aspirational professional who can inspire both staff and students, ensuring that every individual at Testwood feels seen, valued, and motivated to be caring, inclusive and ambitious.



**We positively encourage prospective candidates to visit our school prior to applying, please contact the Headteacher’s PA, Jayne Baker, to arrange this.”**

# Person Specification

Criteria / Standard	E/D	Source of Evidence
<b>Qualifications</b>		
Good Honours degree	E	Application
QTS	E	Application
Evidence of focused professional development	D	Application/Interview
NPQSL Qualification or similar	D	Application
<b>Experience</b>		
Experience of having made a positive impact as Middle or Senior Leader in a mainstream school setting	E	Application
Current and relevant knowledge, and application, of best practice in school leadership and management	E	Application/Interview
Knowledge of national changes including those around safeguarding, curriculum, assessment and Ofsted	E	Application/Interview
Understanding of effective teaching and learning strategies; the ability to observe and assess lessons and identify improvement strategies	E	Application/Interview
Knowledge of the barriers to student achievement and demonstrable impact in helping students to overcome them	E	Application/Interview
Knowledge of and a commitment to equality, diversity and inclusion	E	Interview
Ability to gather information, create systems and processes, rigorously monitor, review and analyse outcomes for diverse audiences	E	Interview
Consistently good or better classroom practice	E	Interview/Reference
Experience of improving outcomes for students	E	Application/Interview
Ability to think analytically and strategically, using data to identify trends and plan for continual improvement	E	Interview
Experience of developing other staff and improving their effectiveness	E	Application/Interview
Knowledge and use of effective behaviour management strategies	E	Application/Interview
Experience of leading successful projects which contribute to school improvement	D	Application/Interview

<b>Personal skills and attributes</b>		
Excellent presentation and communication skills	E	Application/Interview
Excellent organisational and analytical skills	E	Reference/Interview
Ability to prioritise and work under pressure	E	Reference
Strong, values-based commitment to achieving the best outcomes for all students	E	Interview
Personal enthusiasm, persistence and resilience	E	Reference/Interview
High expectations of self and others	E	Interview
Ability to lead, coach and develop others	E	Reference/Interview
Welcomes accountability and takes personal responsibility for actions	E	Interview
Ability to work with humour and optimism	E	Reference/Interview
Ability to maintain an appropriate work/life balance and to ensure personal wellbeing	E	Interview
<b>Suitability to work with children</b>		
Responsible for promoting and safeguarding the welfare of children and young persons.	E	Reference/Interview
The post is subject to enhanced DBS checks		Document verification



# Testwood School Senior Team: Why work with us?



I have worked in 8 schools during my career, and this is my favourite by some distance. We are indebted to those who have worked at Testwood before us for creating such a good reputation and solid foundations on which to build. We have high standards to live up to and we expect everyone at Testwood to improve the school so that we hand it over to our successors as an even stronger school than we found it.”



**Tim Webber**  
Headteacher



I consider myself lucky to have worked at Testwood since 2005. No two days are the same and it is a real pleasure to come to work every day. Working with young people is a privilege and we are lucky to be in the position to be able to make a difference.”



**Phil Ward**  
Deputy Headteacher for  
Student Welfare



I joined Testwood in 2023, I am excited to be part of the changes that we are making with our curriculum and offer at KS4, with both academic and vocational qualifications. We want to ensure that our students leave us well prepared to meet the challenges of their next steps and become valuable members of the Totton community.”



**Becky Magee**  
Deputy Headteacher for  
Student Learning and  
Performance



Testwood School has a positive, supportive and collaborative environment. We aim to build strong, lasting relationships with students, colleagues, and the wider school community, which makes working here so enjoyable and rewarding. Testwood School is such a special place and I am grateful and proud to have been part of its community for so many years.”



**Dermot Murphy**  
Assistant Headteacher  
for Student Belonging



Testwood School is a community with a strong bond between staff, students and parents. This has made it a special place to work since I joined in 2009. I feel privileged to be part of such a supportive environment where I have had the opportunity to work with so many talented teachers.”



**Nick Gilbert**  
Assistant Headteacher  
for Staff Learning and  
Performance



Being the CFO at Testwood School allows me to combine strategic financial leadership with a meaningful mission. I find it rewarding to see how thoughtful budgeting directly impacts learning and opportunity. Knowing my work helps sustain a thriving school community makes the role especially fulfilling. Testwood is an inclusive and supportive place to work and I feel very privileged to be part of the Testwood Family.



**Caroline Cates**  
Chief Financial Officer



Having worked here for 17 years, I feel that Testwood is the place for me. The staff are brilliant; committed, hardworking and with a great sense of humour. We are a collaborative team, working so closely together and always supporting each other and we would be delighted for you to join our Testwood Family.”



**Jools Housham**  
Assistant Headteacher  
for Staff Welfare and  
Belonging



## Testwood School: What Our Staff Say



Testwood is an incredibly inclusive, welcoming and inspiring school to work in. I feel incredibly privileged to be part of a community that holds children and education at its core. Staff are treated with the utmost respect and I value the support and guidance given from my colleagues. We take huge pride in what we do for our students and the sense of community can be felt throughout the school. I come to work in the morning knowing that I am going to make a difference today.”



**Rachel White**  
Curriculum Leader for  
Media & Year Leader for  
Y8



I really do love my school and fully enjoy teaching Mathematics to my students. I find my colleagues to be very approachable, having an ‘open door policy’, and committed to doing the best for our students. I feel safe in the guidance and decision-making of our Senior Leadership Team and I am comfortable to approach them with concerns or raising alternative opinions. Our staff are very welcoming and open and I am privileged being part of a growing team making those marginal gains for all our students.”



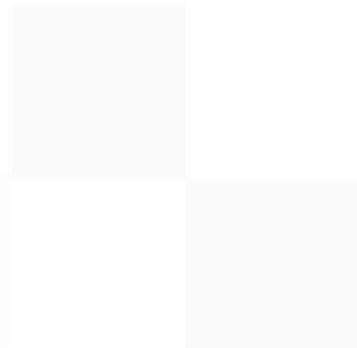
**Ashley Terblanche**  
Curriculum Leader for  
Maths



I thoroughly enjoy working at Testwood School and that is due to the brilliant staff and students. I feel very supported and work so closely with my team, it makes the day so much brighter. I know that our senior staff will always be there to support me and if I have any concern, they will always listen.”



**Libby Canning**  
Attendance Officer



# Testwood School: What Our Students Say



**It is such a caring and positive environment. The teachers are encouraging and help you, whilst still letting your work be authentic and genuine to my visions.”**

Year 10 Student



**At Testwood, there are so many opportunities and so many subjects that I love. There are so many great things about the school and all the teachers are really nice.”**

Year 7 Student



**The staff find so many incredible opportunities for us to learn. They really care about us and our futures.”**

Year 10 Student



# How to apply

## Find out more about the role and Testwood School

If you would like to find out more about the position or if you would like to visit the school, you may do so by contacting our Headteacher's PA, Mrs Baker, at [jbaker@testwoodschoo.co.uk](mailto:jbaker@testwoodschoo.co.uk).

## The application process

Please complete an application form if you feel this position is right for you. This can be found on our website.

Ensure you have read the Job Description and the Person Specification thoroughly.

Your statement in support of your application is an opportunity for you to demonstrate how you meet the person specification for this role. You are strongly encouraged to approach it in this manner and focus on the aspects that will be assessed in the application form.



**Please send your completed application form to Jayne Baker, Headteacher's PA at: [jbaker@testwoodschoo.co.uk](mailto:jbaker@testwoodschoo.co.uk)**

# Additional Application Information

## Safer Recruitment

Testwood School are committed to safeguarding and promoting the welfare of all children and preventing extremism. The Trust is required to conduct a variety of checks and online searches about you as part of their recruitment process in accordance with Keeping Children Safe in Education guidance. It is an offence to apply for certain roles within schools if you are barred from engaging in regulated activity relevant to children.

## Data Protection Act 1998

You should be aware that the information you have provided will be stored on our Testwood Secure Database and will only be used to process your application. It will not be passed on to any other person or organisation.

## Privacy Notice

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the County Council to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

We will keep your personal information for one year following the interview date if you are not successful, and for the duration of your employment plus 7 years if you are successfully appointed.

You have some legal rights in respect of the personal information we collect from you. Please see the School's website for further details on their privacy notice and data protection policy. You can contact the School's Data Protection Officer if you have a concern about the way they collect or use your data.



**Caring | Inclusive | Ambitious**



**Company Registration Number: 7703800**  
**Name of the Academy Trust: Testwood School**  
**Data Protection Registration No. Z5506335**  
**Registered Address: Testwood School, Testwood Lane,**  
**Totton, Southampton, Hampshire, SO40 3ZW**  
**For more details, visit [www.testwoodschoo.co.uk](http://www.testwoodschoo.co.uk)**