



Recruitment Information

School Games Organiser (role also includes NFSSP Manager, and Community Sports Development Leader)

Permanent, term time only/42 working weeks per year
37 working hours per week (Paid 48.11 weeks per year)

Salary: Grade E Pro-Rata: £32,149 - £35,241

FTE (£29,744.00 - £32,604.70)

Required from: September 2025

Application Deadline: Wednesday 9th July at midday

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.testwoodschoool.co.uk



Welcome To Testwood School

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

We are a mid-size 11-16 comprehensive school located in Totton. 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



School Games Organiser (SGO) - Post Information



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.”

We are delighted to be seeking an enthusiastic, proactive and dedicated SGO who is committed to promoting and providing physical activity for young people

The successful candidate will support schools in the local area by promoting coordinating appropriate competitive opportunities to be enjoyed by all young people across Key Stages 2-4 (especially those that are SEND).

In addition, the SGO will recruit, train and deploy students as sports leaders/officials to gain leadership experience through coordinated sporting activities.

The post holder will also be the strategic lead for community lettings, including the management, organisation and strategic leadership of the NFSSP.

The post holder will work with National Guidance from Sport England and the Youth Sport Trust and within a local partnership of School Games Organisers, the Active Partnership and wider stakeholders.



Please send your completed letters of application to:
jbaker@testwoodschool.co.uk



Testwood School have a wealth of wellbeing and welfare initiatives to ensure our staff thrive and enjoy the working life”

Person Specification

Essential

Desirable

Qualifications

- Qualified Teacher Status (QTS) or relevant sports coaching qualifications (e.g., UKCC Level 2 or above).
- Experience of working in school sport or PE, including event coordination.

- A degree in Physical Education, Sport Development, Education, or a related field.
- Sports development or leadership qualifications.
- Training in mental health, inclusion, or youth leadership.

Skills and Abilities

Teaching Skills

- Able to devise and lead appropriate and engaging sporting activities for children of all ages
- Willingness to learn, develop and share skills
- Familiar with the School Games framework, Youth Sport Trust, PE curriculum, and national strategies for sport and physical activity.
- Clear understanding of the BGFSP vision: to give every girl equal access to football in school by 2024 and beyond.
- Ability to embed football strategically within PE, school sport, leadership, and whole-school culture.
- Strong knowledge of the FA's Go Lead programme and how it integrates with the wider PE and sport offer.

- Experience of developing other staff to lead sporting sessions effectively
- Understanding of how sport contributes to whole-school outcomes, health, and wellbeing.
- Familiarity with current national and local PE/sport initiatives (e.g., Active Lives Survey, Youth Sport Trust resources).

Communication skills

- Ability to communicate sensitively and effectively with young people
- Ability to communicate with and manage other staff effectively
- Ability to communicate effectively with significant partner organisations who rent school premises and ensure that such arrangements are mutually beneficial

- Ability to develop positive relationships with young people
- Skills to engage and influence school leaders to commit to equal access for girls in football.
- Experience in managing sports lettings

Organisational Skills

- Ability to work independently and as part of a team.
- Ability to organise sporting events
- Capable of identifying, developing, and supporting school-based football activators and champions.

- Experience of leading other staff

- Ability to build a community of practice across schools, sharing effective models and sustainable approaches.
- Ability to ensure the safety and security of activities through own actions and through the leadership of others
- Ability to use IT effectively as an integral component of the role
- Knowledge of the Equality, Diversity, and Inclusion standards in sport.

- Experience managing budgets and funding applications.
- Experience designing inclusive programmes for underrepresented groups (e.g., girls, SEND pupils, BAME communities).
- Previous work in public health, youth development, or community sport.
- Experience managing or contributing to multi-agency or school partnerships.
- Data analysis and report writing skills to demonstrate impact.
- Marketing or social media skills to promote events and engagement.
- Understanding of FA Girls' Football School Partnerships reporting tools and frameworks.
- Connections to local football development officers, County FAs, and community clubs.
- Experience supporting or developing girls-only leadership pathways in football.

Personal Attributes

Personal Qualities

- Enthusiastic and determined, resilient to setbacks.
- Possess flexibility, sensitivity, tact and a sense of humour
- Flexibility to work evenings or weekends as needed for events or competitions.
- Full, clean UK driving licence and access to transport (for travel between schools and events).

Professional Development

- Committed to own professional development and learning

Ethos

- Committed to promoting the safety and wellbeing of the entire school community
- Committed to the school values (Caring, Inclusive, Ambitious)

- Ability to contribute to the professional development and learning of other staff
- Able to commit to enrichment activities for students

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- Able to commit to enrichment activities for students

- Committed to the successful engagement of every student, from any school
- Awareness of inclusion and equality principles in sport.
- Knowledge of safeguarding and child protection policies.
- A valid Enhanced DBS Check.

- Experience leading gender equity and inclusion strategies within sport.
- Conflict resolution or mentoring skills to support leadership development among young people.
- Knowledge of the Equality, Diversity, and Inclusion standards in sport.
- Understanding of FA Girls' Football School Partnerships reporting tools and frameworks.
- Experience supporting or developing girls-only leadership pathways in football.

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



No two days are the same. Ever. That's probably why when I joined in 1996, I am still a member of the staff. Considered to be back office staff you still feel the energy, commitment and the inclusivity from colleagues who make Testwood a brilliant place to work."



Jackie Barker
Finance Director



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



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



Having worked here for 15 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 & Head of Year 7



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
KS3 Coordinator 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 Pope
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



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.

All successful candidates are subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks.

Please visit our website www.testwoodschool.co.uk for further information



Caring | Inclusive | Ambitious



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Data Protection Registration No. Z5506335
Registered Address: Testwood School, Testwood Lane,
Totton, Southampton, Hampshire, SO40 3ZW
For more details, visit www.testwoodschool.co.uk