



# **Recruitment Information**

## **Pastoral Support Worker**

Part-time: 2-3 days per week, term time only (39 weeks)

Salary Grade E: £33,178 to £36,369 - FTE

Actual £28,116 - £30,820

Permanent

Required From: January 2026

Application Deadline: 15th December 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](http://www.testwoodschoool.co.uk)

A large, two-story red brick school building with many windows, situated behind a green lawn and a paved area. In the foreground, a white signpost holds a blue and white Ofsted sign that reads 'TESTWOOD SCHOOL', 'Ofsted "GOOD"', and 'January 2019'.

# 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



# Pastoral Support Worker - Job Description



**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 Pastoral Support Worker to join our team in January 2026. You will be part of a small but vital Pastoral team who provide support and care for identified students

We are seeking a caring, supportive and flexible person who can sensitively communicate with students who are finding navigating this world a challenge.

The role includes:

- Carrying out safeguarding duties in the role of a Deputy Designated Safeguarding Lead.
- Providing support for students’ pastoral welfare. This could include check ins, meetings or small group sessions.
- Liaising with staff, parents and the relevant outside agencies to provide appropriate intervention for pupils experiencing disruption to their learning.
- Developing strong links between the school and families in order to improve education opportunities for pupils and to promote a positive attitude towards school with a focus on school attendance and safeguarding.

Previous experience of work in a similar role would be an advantage, but not essential.



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



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

# **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 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**





# 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](http://www.testwoodschool.co.uk) for further information





**Caring | Inclusive | Ambitious**



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