

# Recruitment Information

## Attendance Officer Maternity Cover

Temporary Maternity: 32.5 hours per week

Term-time only - 39 weeks per year

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

Actual Salary £25,034 to £27,442

Application Deadline: Friday 19th June 2026 by Midday

Interview: wb 22nd June 2026

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)



# 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



# Attendance Officer



**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 our school, we believe that every day counts. We are a community school driven by three core values: Caring, Inclusive, and Ambitious. We foster a supportive environment where every student feels valued and we maintain high expectations for every child's future. We are seeking a dedicated Attendance Officer to join us, on a temporary maternity contract, who embodies these values, joining our pastoral team and ensuring that our students are present, engaged, and ready to learn.

In this vital role, you will champion our caring value by acting as the first point of contact for families regarding student absences, building trusting, supportive relationships to understand the root causes of poor attendance. You will be part of a team that identifying patterns of non-attendance, collaborating closely with year leaders, pastoral staff and external agencies to remove barriers to learning for vulnerable students. You will monitor and analyse school-wide attendance data and manage the daily absence process by maintaining accurate, legally compliant records.

You will need a good standard of general education and be prepared to be flexible and committed to working as part of a team, a team who are committed to making a difference to student learning and development.

Previous experience in a similar role is desirable but not essential.



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



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



# Person Specification - Attendance Officer

Criteria/Standard	Essential (E) Desirable (D)	Source of Evidence
<b>Qualifications</b>		
At least grade C/4 in GCSE Maths and either English Language or English Literature	E	Application
Level 3 or higher educational qualifications	D	Application
<b>Experience</b>		
Experience of managing own workload, prioritising tasks and ensuring that deadlines are met	E	Application/Interview
Current and relevant knowledge, and application, of best practice in improving student attendance at school	D	Application/Interview
Knowledge of the barriers to student attendance and demonstrable impact in helping students to overcome them	D	Application/Interview
Ability to gather information, create systems and processes, rigorously monitor, review and analyse outcomes	E	Application/Interview
<b>Skills and abilities</b>		
<b>Communication skills</b>		
Ability to communicate sensitively and effectively with young people, parents and families	E	Interview/Reference
Ability to communicate professionally and effectively with other staff and the willingness to hold them to account when necessary	E	Reference
Ability to communicate professionally and effectively with other organisations and agencies	E	Reference
Ability to improve the effectiveness of other staff	D	Reference
<b>Organisational skills</b>		
Ability to work independently and as part of a team.	E	Interview/Reference
Experience of leading other staff	D	Interview/Reference
Ability to use IT effectively as an integral component of the role	E	Application/Interview
Ability to prioritise effectively and to respond swiftly when necessary	E	Interview
<b>Personal Attributes</b>		
<b>Personal qualities</b>		
Enthusiastic and determined, resilient to setbacks.	E	Interview/Reference
Possess flexibility, sensitivity, tact and a sense of humour	E	Interview
<b>Professional Development</b>		
Committed to own professional development and learning	E	Application/Interview
Ability to contribute to the professional development and learning of other staff	D	Application
<b>Ethos</b>		
Committed to promoting the safety and wellbeing of all students	E	Interview
Able to commit to enrichment activities for students	D	Application
Committed to the school values (Caring, Inclusive, Ambitious)	E	Application
Committed to the success of every student	E	Application
Knowledge of and a commitment to equality, diversity and inclusion	E	Application/Interview

# 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**



**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.testwoodschool.co.uk](http://www.testwoodschool.co.uk)**