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HAMPTON SCHOOL

JOB DESCRIPTION
TEACHER OF BIOLOGY
FULL TIME OR PART TIME (MATERNITY COVER)
FROM APRIL 2022

JOB TITLE: Teacher of Biology

REPORTING LINE: Head of Biology

ABOUT HAMPTON SCHOOL

Hampton is one of the country's leading, most successful and best-resourced independent schools, where we have been helping boys to fulfil their potential and realise their aspirations for more than 460 years. We are a lively, friendly and caring School community, in which innovative teaching is underpinned by strong shared values and complemented by outstanding pastoral care. We aspire to enable our boys not only to make sense of the world but also to want to go out and improve it. Hamptonians are expected to aspire to personal best while supporting those around them with kindness.

Our pupils' public examination results and university entrance record consistently rank among the best achieved anywhere. Around 95% of Hampton leavers go on each year to undergraduate courses at Russell Group universities; 20-30 Hamptonians are offered places at Oxford and Cambridge annually and 20% of our Class of 2021 attend global top-10 universities. An increasing number of our leavers go on to study at US Ivy League universities, often on academic and/or sporting scholarships. Our alumni network is extremely strong and former pupils remain very interested in their School, in no small part due to the exceptionally warm and mutually respectful relationships enjoyed between Hampton staff and pupils.

Situated on a greenfield site in a leafy suburb of South West London, Hampton benefits from over 27 acres of playing fields within spacious grounds; a generous investment programme ensures that pupils and staff benefit from first-class facilities across all areas of School life. These include a state-of-the-art 3G sportsground, a large Sports Hall and the Hammond Theatre, along with an excellent library and specialist facilities for Art, Music, Science, Technology, IT and Languages. We have recently opened a superb Sixth Form Study and Careers Centre. The Millennium Boat House, shared with our neighbouring girls' school, Lady Eleanor Holles (LEH), enjoys a prime location on the nearby River Thames and provides the focal point for our renowned Boat Club.

Visitors from the Independent Schools Inspectorate (ISI) concluded in March 2016 that Hampton's academic and all-round excellence merited the rarely-awarded ISI assessment of pupils' achievements and learning being 'Exceptional'. The inspection team's findings in all other areas were similarly pleasing and the highest possible judgements were received across the board. A further Regulatory Compliance Inspection in 2019 reported the School to be fully compliant. A copy of the full ISI reports can be found on the School website.

We hope you share our vision for an inspiring, modern and forward-thinking liberal education. Further information for applicants can be found within our Hampton Prospective Teacher brochure, linked [here](#).

THE ROLE

An enthusiastic, well-qualified Teacher of Biology is required from April 2022. This is an excellent opportunity to join a highly successful department in an outstanding School.

Teaching up to A Level you will be committed to passing on your expertise of the subject as well as promoting and maintaining the high standards of pupil achievement and contributing to the development of outstanding teaching practice across the department.

The successful candidate will also have the opportunity to contribute to the wider life of the School through a varied co-curricular programme.

THE DEPARTMENT

The Biology Department currently consists of 11 full-time teachers and 2 technical staff. Hampton offers superb science facilities and Biology lessons are taught in seven purpose-built laboratories offering extensive opportunities for practical work. Pupils are encouraged to observe our wide selection of animals which includes snakes, hamsters, fire-bellied toads and two beehives to nurture an interest in animal behaviour and welfare. We are proud of our strong emphasis on carrying out practical work in lessons and Senior Biologists have the opportunity to carry out DNA practical work including the genetic engineering of bacteria, and other cutting-edge technologies.

We are delighted that Biology exam results are consistently excellent, with well over 70% 8/9 grades at IGCSE and 30% attaining an A* at A level in most years. Many boys go on to study Biology related degrees including Medicine, Biological Sciences and Natural Sciences.

Hampton's Biology Department promotes excellent working relationships between teachers and pupils and our staff provide intellectually stimulating, enjoyable lessons to all. We are delighted that Biology exam results are consistently excellent and the Biology Department Aims are:

- To encourage enthusiasm and a passion for the study of Biology.
- To encourage the learning of a body of Biological knowledge, which can be directly or indirectly applied to life issues.
- To develop a healthy respect for all living things (including man).
- To develop an understanding of the scientific method and its application.

All Third Years participate in the annual Biology Challenge Competition, run by the Royal Society of Biology. This aims to stimulate and reward pupils' curiosity for the natural world and encourages them to take an interest in Biology outside of school. A Level pupils compete in the British Biology Olympiad aiming to be selected as a member of the UK Team competing in the International Biology Olympiad (IBO) which involves the top pre-university biology students in the world. In this academically selective school, the challenges include stretching the most able up to Oxbridge level.

The successful candidate will be expected to teach 30 (40 minute) lessons per week, which would potentially include a games afternoon and a form tutor period. The role involves planning appropriate lessons and dealing with marking and reporting.

A contribution to the wider life of the School is also expected from staff at Hampton.

PERSON SPECIFICATION

The successful candidate will be expected to demonstrate the following the following skills, qualifications, and experience:

Essential Criteria:

- A commitment to the paramount importance of the safeguarding and wellbeing of pupils
- A good honours degree from a reputable university ideally in Biology but possibly in, Natural Sciences or Biochemistry.
- An enthusiasm for Biology and the ability to convey this to all pupils
- The ability to demonstrate characteristics of outstanding teaching practice
- An awareness of the demands of teaching bright students and a commitment to fostering high academic achievement
- The ability to work independently and as part of a team and a willingness to contribute to departmental resources
- A professional approach which inspires confidence in pupils and parents
- Excellent communication and ICT skills
- Calmness and efficiency, with the ability to work under pressure at times
- Commitment to continuing professional development through attendance at INSET
- Commitment to the all-round ethos of the School, including its co-curricular activities and pastoral approach

Desirable Criteria:

- A higher degree or experience of educational or subject-specific research
- A teaching qualification and/or some previous teaching experience
- The ability to develop and maintain effective relationships with all members of the School community and outside agencies
- An ability to offer skills in some part of the co-curricular programme of the School.

Please note that there may be some changes and additions to the above, which will be discussed before implementation and changes may occur as the post develops. This document is designed to provide applicants with a "flavour" of the position and responsibilities.

SALARY & BENEFITS

Hampton has its own generous salary scale and benefits package.

NQTs are provided with an appropriate programme of induction leading to QTS, valid across both sectors.

The Hampton School Trust Governors also currently offer the following non-contractual benefits to staff, subject to any terms and conditions and the School's eligibility requirements: private medical insurance (PHC); death-in-service benefit insurance policy; a Mediacash healthcare cash plan; Pension Scheme, personal accident insurance, School fee remission, cycle to work scheme, free lunch, sports facilities and counselling.

Please note that the above list is not exhaustive and that non-contractual benefits are provided at the discretion of the Governors.

EQUAL OPPORTUNITIES

It is the policy of Hampton School to provide equal employment opportunities for all qualified individuals; to prohibit discrimination in employment on any basis protected by applicable law, including but not limited to race, colour, religious creed, marital status, sex, sexual orientation, ancestry, national origin, age, medical condition or disability. Hampton School promotes equal employment opportunities in all aspects of employment through positive employment policies and practices.

If any special requirements are needed to attend an interview, please inform the School.

SAFEGUARDING

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, will be to adhere to and ensure compliance with the School's Safeguarding Policy and Procedures at all times.

Please note that all appointments are subject to the Hampton School Trust Recruitment, Selection and Disclosure Policy and Procedures.

*Hampton School
October 2021*