



APPOINTMENT OF  
**TEACHER OF**  
**CHEMISTRY**

FULL TIME OR PART TIME FROM  
SEPTEMBER 2022





# HAMPTON SCHOOL

**Hampton is one of the country's leading, most successful and best-resourced independent schools and has been helping boys to fulfil their potential and realise their aspirations for over 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.

The School's examination results and university entrance record consistently rank among the best achieved anywhere. Nearly all Hampton leavers go on to undergraduate courses at Russell Group or equivalent universities. Between 20 and 30 Hamptonians are offered places at Oxford and Cambridge annually and 43 young men among the Class of 2020 have moved on to global top-10 universities; an increasing number 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 their pupils.

Situated on a green field site in a leafy suburb of South West London, we are fortunate to have over 27 acres of playing fields within our spacious grounds and 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 sports ground, a large Sports Hall and The Hammond Theatre, along with an excellent library and specialist facilities for Art, Music, Science, Technology, IT and Languages and our recently opened Sixth Form Study and Careers Centre. The Millennium Boat House, shared with our neighbouring girls' school, Lady Eleanor Holles, 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 achieved across the board. A further Regulatory Compliance Inspection (RCI) in 2019 reported the School to be fully compliant. A copy of the full ISI reports can be found on the School website.



# TEACHER OF CHEMISTRY

Hampton is one of the country's foremost academically selective independent schools and this is an excellent opportunity to join a vibrant and successful department in a happy, high-achieving setting.

An enthusiastic, well-qualified Teacher of Chemistry is required for September 2022. This is an excellent opportunity to join a highly successful department in an outstanding School. Chemistry is a core subject up to GCSE and around 140 students take the subject in the Sixth Form each year.

The successful applicant will be committed to delivering genuinely imaginative, varied and challenging courses at all levels in the school. Our young chemists excel in many areas and regularly receive Gold and Silver certificates in national competitions such as the Chemistry Olympiad and the Cambridge Chemistry Challenge.

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.

We seek to create a classroom ethos of collaboration and discussion, in response to a variety of high-quality stimuli. The last few years have seen a significant growth in the range of departmental resources, and we are excited by the enrichment that this continuing process provides.

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

**Closing date for applications:**  
9am 5<sup>th</sup> May 2022.

Further details about the post and an application form are available on the School website's vacancies page [www.hamptonnschool.org.uk/contact/jobsvacancies/](http://www.hamptonnschool.org.uk/contact/jobsvacancies/)





# TEACHER OF CHEMISTRY

**Reporting line:** Head of Chemistry

## THE DEPARTMENT

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The Chemistry Department currently consists of 11 full-time teachers and 4 technical staff. The subject is taught in ten well-equipped laboratories, each with the facility for data projection. There is also a large department office with photocopying and printing facilities as well as plenty of storage for the department's resources. All members of staff are provided with laptops.

Chemistry is taught as a separate science subject from the outset. In the First and Second Year, students are taught in Form groups for one double period per week. From the Third to Fifth Year, pupils follow the AQA Chemistry GCSE course and are taught for three periods per week. All students are entered for GCSEs in the three separate sciences. Results are excellent, with 94% of students achieving grades 9-7 in GCSE Chemistry in 2019.

In the Sixth Form, approximately 140 students currently study the OCR Chemistry A course. Sets of up to 14 pupils are taught by two teachers who work in parallel. Students are taught for seven 40-minute periods per week in the Lower Sixth and nine 40-minute periods per week in the Upper Sixth. Extension classes are offered to those applying to Oxbridge and to Chemistry-related courses. Again, results are outstanding, in 2019, 95% of students achieved at least a B grade (or equivalent) at A level.

A phenomenal 96% of students achieved a D1 or D2 grade in Pre-U Chemistry.

Specifications:

GCSE	AQA	Chemistry
AS/A level	OCR	Chemistry A



## KEY RESPONSIBILITIES

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This is an excellent opportunity to join a busy and successful department in an outstanding School. The successful candidate will be expected to teach around 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. In this academically selective school, the challenges include stretching the most able up to Oxbridge level. Contribution to the wider life of the School is also expected from staff at Hampton.

- To teach the Chemistry curriculum and to promote the subject through co-curricular activities, such as clubs and societies
- To continually update knowledge and understanding of the Chemistry curriculum through personal reading, research, and training
- To complete all student assessment requirements, including the regular marking of homework and coursework, as required
- To assess, record and track the progress of the students according to the expectations of the Deputy Head (Academic) and the School's policies
- To use performance data for pupil target setting and progress monitoring
- To deliver teaching of a high standard and to work to promote and maintain standards of achievement across the Department
- To maintain standards of discipline in line with Hampton School policies
- To attend parent and pupil meetings, as required
- To attend in whole school and departmental INSET and contribute to the evaluation of the Chemistry curriculum.





# PERSON SPECIFICATION

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The successful candidate will be able to demonstrate the following skills, qualifications and experience.

## Essential Criteria

- A commitment to Safeguarding and the general wellbeing of pupils
- A good honours degree, ideally in Chemistry or a related discipline e.g. Chemical Engineering, Natural Sciences or Biochemistry
- An enthusiasm for Chemistry and the ability to convey this to 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.
- Enjoy rising to the challenge inherent in a school environment.



## OTHER

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- To act as Fire Marshal and First Aider as required. Training will be provided.
- Any other reasonable tasks required by the Headmaster and/or Bursar in association with the above role.

*Please note that there may be some changes and additions to the above. This document is designed to provide applicants with a “flavour” of the position and responsibilities and is not necessarily comprehensive, however, the employee may be called on to perform other tasks as directed by the Headmaster or anyone acting on their behalf.*

## SALARY

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Hampton has its own generous salary scale and benefits package. Accommodation may also be available.

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

The Hampton School Trust Governors 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 Medicash healthcare cash plan; enrolment in appropriate Pension Scheme, currently the TPS for teaching staff, personal accident insurance, School fee remission, cycle to work scheme, lunch, sports facilities and counselling.

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

## TRAINING

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- Where necessary, to undergo on the job training under the general direction of the Head of Department to increase competence, proficiency and safety awareness.
- To attend INSET training outside the school where appropriate to increase competence, proficiency and safety awareness.





## EQUAL OPPORTUNITIES

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It is the policy of Hampton School to provide equal employment opportunities for all qualified individuals and 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 or access arrangements are required to attend an interview, please inform the School.

Offers of employment will be made on merit and suitability of qualifications and experience, in pursuit of our policy of equal opportunities.

## SAFEGUARDING

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The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Safeguarding Policy and Procedures at all times. The School reserves the right to offer the post at any stage in the appointment process.

Further details of the School are available on the website.

This post involves working with children, it is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

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





**Closing date for applications:**  
**9am 5<sup>th</sup> May 2022**

For an informal discussion about the role and requirements, please contact  
Human Resources [recruitment@hamptonschool.org.uk](mailto:recruitment@hamptonschool.org.uk) or  
call **020 8979 5526**.

Further details about the post and an application form are  
available on the School website's vacancies page.

Hampton School, Hanworth Road, Hampton, Middlesex, TW12 3HD

**[www.hamptonschool.org.uk](http://www.hamptonschool.org.uk)**