



APPOINTMENT OF

TEACHER OF ENGLISH

PART TIME (4 DAYS PER WEEK) OR FULL TIME
FROM SEPTEMBER 2024



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 and respect.

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. Around 20 Hamptonians are offered places at Oxford and Cambridge annually and a good number move on to global top-10 universities; we also support pupils who wish to study at US and Canadian universities, some of whom achieve 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.

The School was judged to be excellent (the highest possible recognition) across all categories by the Independent Schools Inspectorate (ISI) in May 2023. Inspectors found that Hamptonians' achievements are exceptional across academic and co-curricular areas of School life and concluded that 'outstanding analytical and thinking skills' lead to academic achievements 'far and above national and worldwide averages'. The ISI team also highlighted Hamptonians' excellent personal development and concluded that 'Pupils are open-minded and tolerant and have a clear sense of justice, successfully fulfilling the school's aims for them to make sense of the world, to want to make a difference for good, and to aspire to personal best while supporting those around them with kindness and respect'. A copy of the full ISI report can be found on the School website and a summary booklet of the inspection team's key findings is linked [here](#).



TEACHER OF ENGLISH

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.

Hampton School is seeking to appoint a highly qualified, inspirational and enthusiastic Teacher of English to start from September 2024. Hampton's dynamic English Department aspires to engender a love for the written and spoken word and fundamentally believes in the power of literature to engage young minds. Hampton is an academically selective school; the challenges include stretching the most able pupils up to Oxbridge level.

Our vibrant and dynamic English Department aspires to engender a love for the written and spoken word and fundamentally believes in the power of literature to engage young minds. English is taught in a relaxed, friendly, open-classroom atmosphere based on the foundations of good discipline, high expectations and hard work. The Department currently includes twelve teachers and provides something for everyone. From etymology to exegesis, we offer the full range of linguistic and literary opportunities.

Aims of the English Department

- To develop boys' written and verbal communication skills
- To encourage boys to read texts with an enquiring mind, enabling them to analyse in detail and with sensitivity
- To enthuse and inspire boys, fostering a love of reading

The Department is based in purpose-built accommodation with seven large rooms. These are equipped with data projectors. All staff are provided with a laptop offering wireless networking, with access to the School's VLE containing schemes of work and LDD documentation. Other electronic and reprographics facilities are freely available elsewhere in the School.

Within the Department, we share a wide range of experience, from colleagues relatively new to teaching, to senior, experienced colleagues. Several colleagues have other school responsibilities; several are, or have been, involved in external marking of GCSE and A-level examinations. Some have outside academic or educational interests.

The post would suit a well-qualified Teacher of English with experience of teaching in a highly academic setting or an aspiring graduate. Hampton has its own generous salary scale and benefits package and accommodation may also be available for the successful applicant. There is a very strong commitment at Hampton to supporting the continuing professional development of colleagues.



THE DEPARTMENT

In the First to Third Years, English teaching takes place in 'mixed ability' form groups. In the Fourth and Fifth Year, boys are setted into smaller teaching groups of around 16 based on ability. Students are offered every opportunity to stretch and challenge themselves in the smaller groups under the guidance of their teacher.

GCSE

English Language IGCSE focuses on pupils' reading and writing skills, developing their ability to understand, collate and explain explicit and implicit meanings, as well as helping them to articulate opinions and feelings using language and register appropriate to audience and context. There are both analytical and creative elements to the CIE IGCSE specification, assessed entirely through external exams. English Literature IGCSE offers the opportunity to study a variety of literature in English, including contemporary texts and global literature. The literary heritage is also well represented, with both Shakespeare and pre 1914 poetry featuring.

2022 IGCSE English Language results grades 9-7 94%; English Literature 98%

A Level

English Literature, alongside the A Level English Language course, retains its high prestige among universities and is well served by the highly qualified teachers at Hampton.

There is a real focus on the importance of the essay as a means to explore texts and we offer writing clinics on a weekly basis to help students hone their skills. We are also keen to further reading and scrutiny beyond the syllabus and boys are encouraged to participate in discussion groups at both AS and A Level.

Whilst English Literature A Level allows boys to acquire a more nuanced appreciation of literary texts, their contexts and others' interpretations of them, English Language A Level seeks to broaden the pupils' knowledge of the nature and effectiveness of communication in English, focusing on linguistics and therefore introducing boys to an entirely new field of study. Boys learn about issues relating to gender and power, as well as studying children's acquisition of language and the history of the English language. Both courses provide excellent opportunities for pupils to hone their interpretative and analytical skills, as well as developing their spoken and written communication.

There is no setting at A Level and we tend to limit the size of each group to a maximum of fourteen students, in order to ensure that discussion work and preparation are as efficient as possible. Extension lessons are provided for those with the intention of studying English beyond A Level.

2022 A Level English Language results A*/A 53%; English Literature 90%



THE DEPARTMENT continued

Support

In the First and Second Year, Support Lessons run concurrently with Reading Lessons, providing extra help with topics such as written accuracy, synonyms, embedding quotations and structuring paragraphs. Those boys who attend Support Lessons benefit greatly, improving their understanding and writing, and gaining confidence. A Spelling Enhancement Programme is also offered to First Year pupils selected through the School's screening procedures. At GCSE level, four new classes are created to enable us to teach boys in smaller classes and to focus more closely on the needs of the individual pupils.

Academic Enrichment/Oxbridge

The English Department offers weekly lunchtime enrichment sessions on critical theory, topics and texts beyond the syllabus for pupils who are studying English Literature in the Sixth Form and is aimed specifically at those who are thinking of applying for Oxbridge or English at university, or just extending their knowledge. The session is also hugely useful for work done throughout the A Level course and so all boys are encouraged to attend. The sessions cover a whole range of literary topics; for example, we engage with a wide range of critical theories, such as Marxism, Feminism, Psychoanalysis and Socio-historicism – subsequently applying them to various texts – and also develop an understanding of the history of literature, practise unseen skills, work on interview technique and explore many other areas of interest.

The Department's results at GCSE and, in particular, at A level have been consistently strong and we hope that new colleagues will help to maintain and improve upon this level of achievement, for both exceptionally gifted boys and others, and to encourage a lively interest in reading and creative writing. The Department works in close co-operation with the professional staff of the School Library, and some First Form periods are allocated to Library training and project-work.

Co-Curricular Activities

It is expected that every teacher play a role in the reading of our younger pupils and will be encouraged to provide Gifted and Talented pupils with further stimulation outside the classroom; informal encouragement of reading and creative writing at all levels will be expected. Equally, support for our various clubs will be gratefully received.

Naturally the person appointed will be welcome to take part in the wide range of non- subject based School activities - Games, Music, Adventure Society and many more.



KEY RESPONSIBILITIES

- To teach English throughout the age range. The full-time teaching load is currently 30 x 40-minute periods per week.
- To oversee and organise the resources for each group of pupils you teach and to advise the Head of English on resources required to enable effective teaching
- To develop a continual updating of knowledge and understanding of the English curriculum through personal reading, research and INSET
- To complete all student assessment requirements, including the regular marking of homework and coursework
- To assess, record and track the progress of the students that you teach according to the expectations of the Head of English and School policies
- To deliver teaching of a high standard and to maintain standards of achievement across the department
- To maintain standards of discipline in line with Hampton School policies
- To participate in whole school and departmental INSET
- To contribute to the pastoral aspects of the School as a Form Tutor N.B. a Form Tutor will have the Head of Year as their immediate line manager for pastoral responsibilities.



PERSON SPECIFICATION

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

Essential Criteria:

- Commitment to the paramount importance of the safeguarding and wellbeing of pupils
- A good English honours graduate from a reputable university
- An enthusiastic commitment to all aspects of the English Department's programmes of academic and co-curricular activities, up to sixth form
- A teaching qualification and previous teaching experience
- Excellent communication skills, oral, written and in the use of ICT (Microsoft Office). All teaching staff will be supplied with a laptop computer
- 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 as part of a team
- 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
- Willingness to be work as part of a team

- Keen eye for detail and administrative competence
- Willingness to contribute to the rich programme of extra-curricular English
- Assiduous and willing to avoid the '9 to 4 approach'
- Commitment to the all-round ethos of the School, including its co-curricular activities and pastoral approach
- An understanding of appropriate Health and Safety requirements.

Desirable Criteria

- A higher degree or experience of educational or subject-specific research
- Knowledge and teaching experience of English Language at A Level
- A significant number of years of experience teaching, ideally in an academically ambitious context
- 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 extra-curricular programme of the School
- Enjoy rising to the challenge inherent in a school environment.



OTHER

- 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.

TRAINING

- 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.

SALARY

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

NQTs/ECT's 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, 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.



EQUAL OPPORTUNITIES

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

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.



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

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