



APPOINTMENT OF

TEACHER OF
RS & PHILOSOPHY

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 RS & PHILOSOPHY

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 has a healthy tradition of Religious Studies and Philosophy at all levels. The GCSE and AS Level courses are popular and extremely well-supported, regularly drawing some of the School's brightest pupils.

Around 75% of our Upper Sixth cohorts over the past three years have chosen to pursue these subjects at university. Indeed, we regularly send students to read Philosophy and Theology courses at Oxford, Cambridge, and other leading universities. Our aim is to provide genuinely imaginative, varied, and challenging courses at all levels in the School.

Although full guidelines and support material are provided for all the courses we teach, the ethos of the Department is to encourage individual teachers to shape the basic themes and material according to their own enthusiasms and specialisms, and the developing interests of the class groups.

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.



THE DEPARTMENT

There are currently eight members of the Department. The successful candidate will be required for 30 periods per week and will teach groups throughout the School's age and ability range.

Lower School

The First Year have two Religious Studies and Philosophy lessons per week. They begin the year with a course on The Big Questions, designed to introduce the kind of abstract and philosophical issues that we want them to engage with. They then pursue a systematic study of the beliefs and practices of Judaism, followed by an exploration of a philosophy of religion theme: Eternal Life, and then a project on Hinduism or Sikhism. We also visit the mandir in Neasden in the summer term.

The Second Year study the problem of evil, followed by introductions to Christianity, Islam, and ethics, and a project on the historical Jesus. We also visit a nearby mosque and church. A significant number of pupils join the School in the Third Year, where they have one lesson per week. The first term is a classical Philosophy of Religion course. The pupils then study Buddhism, and issues surrounding violence and pacifism. The Junior Philosophy Circle is flourishing as a lunchtime club.

Middle School

There are thriving GCSE option groups in the Fourth and Fifth Years which take courses on *Christianity: Beliefs and Practices* and on *Buddhism: Beliefs and Practices* as well as *Thematic Studies* in philosophy and ethics (AQA Specification A). We regularly have over 70 pupils in a cohort. The GCSE course is supported by trips to St. Paul's Cathedral and the Buddhapadipa Temple in Wimbledon. Additionally, in the Fourth Year, all pupils take a *Life Issues* course (one lesson per week), which provides an introduction to contemporary moral issues from a variety of perspectives, secular and religious.

Sixth Form

We currently teach OCR A level in Religious Studies. We have also organised our own annual Sixth Form Philosophy Conference in Oxford, where professional philosophers give talks on a topic of their choosing. We also run a Philosophy and Theology Extension Programme for those intending to read either Philosophy or Theology at university and we run a separate Logic Club, for any pupils interested in studying formal logical reasoning. We will welcome contributions to these from the person appointed.



KEY RESPONSIBILITIES

- To teach the RS & Philosophy curriculums to an excellent standard and to promote and contribute to the overall provision within the RS & Philosophy Department e.g. trips, clubs and the School's co-curricular programmes
- To continually update knowledge regarding 'best practice' in the teaching of RS & Philosophy through personal reading, research and training
- To promote and maintain the high standards of pupil achievement and contribute to the development of outstanding teaching practice across the department
- 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 pupils 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 contribute to the pastoral care of pupils as a Form Tutor and the delivery of the PSHE curriculum
- 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 and progress of the RS & Philosophy curriculum.



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 honours degree from a leading university
- An enthusiastic commitment to all aspects of RS & Philosophy across the age range of academic and co-curricular activities
- A teaching qualification and previous teaching experience
- Excellent oral and written communication skills
- Strong IT skills (Microsoft Office) including the use of appropriate online platforms for remote learning and the ability to embrace the use of technology in the classroom (All teaching staff are 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 in an academically selective school setting
- The ability to work effectively and collaboratively
- A professional, collaborative approach that inspires confidence in pupils, parents and colleagues
- Calmness and efficiency, with the ability to work under pressure when required to do so
- Commitment to continuing professional development through attendance at INSET courses
- A keen eye for detail and a high level of administrative ability
- Willingness to contribute to the rich programme of co-curricular departmental activities, visits and trips
- 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
- A willingness to organise and lead RS & Philosophy visits and residential trips
- An understanding of appropriate Health and Safety requirements.

Desirable Criteria:

- A higher degree or experience of educational/subject-specific research
- The ability to develop and maintain effective relationships with all members of the School community and outside agencies
- Experience of external examining
- Experience of preparing pupils for Oxbridge entrance
- Knowledge of the requirements of the Independent School Inspectorate in terms of teaching, learning and assessment.



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 a 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 or or
call **020 8979 5526**.

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www.hamptonschool.org.uk