



HAMPTON SCHOOL

HMC INDEPENDENT SCHOOL FOR BOYS, FOUNDED IN 1557



TEACHING AT HAMPTON SCHOOL

INFORMATION FOR PROSPECTIVE STAFF



‘ One of the aims of the school is for Hamptonians to strive ‘for personal success while supporting those around them.’ If the boys who showed us around are anything to go by, they are accomplishing their goal admirably. Hampton is producing young men of integrity. No wonder the Head is so proud of them.’



*'The quality of pupils'
achievements and
learning is exceptional...
Teachers display expert
subject knowledge which
they use to inspire and
guide pupils.'*

ISI Report 2016

INTRODUCTION

I am delighted that you are considering joining the Common Room at Hampton School.

Established 460 years ago, Hampton is one of the country's foremost, highest-achieving and most generously resourced independent schools. Our School community is a happy one in which to learn and teach. The Hampton Common Room is a remarkable collection of people, who are extremely supportive of one another and engender their love of learning in pupils who are bright, attentive and aspirational.

Benefits enjoyed by members of our Common Room include generous salaries (significantly enhanced above maintained sector scales) and excellent CPD provision. Some subsidised accommodation in School property may also be available to new members of Staff. Employees whose children meet the Hampton Pre-Prep & Prep School and/or Hampton School entrance requirements benefit from substantial remission on fees. There is also a fee remission arrangement for those with daughters who attend the neighbouring Lady Eleanor Holles School.

In addition to those joining us from university PGCE courses or as experienced teachers, we recruit the brightest talent from a wide variety of sectors, including post-doctoral research, universities, industry and commerce. Successful candidates who are new to the teaching profession are supported through our in-post PGCE scheme, which is run in partnership with the Buckingham University teacher training programme. Those who have Hampton on their teaching CV are held in high regard and we have a notable record of acting as a springboard for those seeking promotion to middle and/or senior leadership roles, including several current HMC and GSA Heads.

I hope this booklet offers you an insight into life as a member of our Common Room, but please do contact us directly if you have further questions about working here. We look forward to welcoming you to Hampton.



Kevin Knibbs MA (Oxon)
Headmaster



ABOUT HAMPTON

Situated on a greenfield site in a leafy suburb of South West London, we are fortunate to have over 27 acres of playing fields within our spacious grounds. Facilities include a state-of-the-art all-weather 3G sportsground, a large Sports Hall and The Hammond Theatre.

The School has an excellent library and specialist facilities for Art, Science, Technology, ICT and Languages. We are looking forward to the opening of our new Sixth Form Centre in 2018. The Millennium Boat House, shared with the neighbouring Lady Eleanor Holles school, enjoys a prime location on the nearby River Thames and provides the focal point for our renowned and highly successful Boat Club.

Superb facilities ensure that the School can offer an exceptional range of co-curricular activities, providing each pupil with the opportunity to shine and the means to explore new interests.

The importance we place on artistic, cultural and sporting activities, alongside a rigorous academic programme, ensures that our pupils are stretched but not stressed, while benefiting from a well-rounded, balanced, liberal education.

Nearly all Hamptonians go on to undergraduate courses at elite UK universities or medical schools. Around 25 Hampton boys gain places at Oxford and Cambridge each year; an increasing number go on to study at American Ivy League universities, often on academic and sporting scholarships.



‘Many lessons have a real sense of scholarly collaboration between teachers and pupils, based on mutual respect and a shared love of learning.’

ISI Report 2016



'There is currently a real energy about the school and boys appeared to be genuinely happy.'

TEACHER TESTIMONIALS

All teachers joining Hampton are fully supported via the New Staff Induction Programme which includes specific information sessions delivered on a weekly basis during the first term. Staff who are new to teaching are offered the opportunity to complete a Postgraduate Certificate in Education (PGCE) and achieve their Qualified Teacher Status (QTS) via the University of Buckingham's training programme.



Christine Reilly

Joined Hampton in 2015
Teacher of Physics

After 16 years of working as a physicist at the National Physical Laboratory, I decided to go into teaching, initially joining a local state academy school. I enjoyed my job and wasn't intending to move, but after encouragement from a former colleague I applied for a post at Hampton.

On my interview day I was overwhelmed by the friendly and relaxed atmosphere in the staff Common Room. During my 'observed lesson' the pupils were enthusiastic and polite, thanking me at the end of the session - a first for me! My attitude changed very quickly from a 'let's see what happens' to joy at receiving the job offer.

I have now been at Hampton for two years and the staff continue to be friendly, helpful and welcoming and the boys remain just as funny, courteous and hardworking. Outside the classroom, I've enjoyed spending time with the boys on trips including The Duke of Edinburgh's Award excursions in the Surrey Hills and South Downs National Park, a History Department battlefields trip to France and Belgium, and coasteering in Dorset. I enjoy every day of teaching at Hampton and leave School fulfilled and able to concentrate on my family life. That elusive work-life balance has been struck!



Daniel Griller

Joined Hampton 2012
Teacher of Maths, Co-ordinator
of Oxbridge and Olympiad Maths

I decided to go into teaching shortly after graduating from Trinity College, Cambridge and received offers from several schools. I chose Hampton because of the School's willingness to extend pupils and teach beyond the syllabus and the freedom to explore diverse topics such as *combinatorics* and number theory. My Head of Department and colleagues were immensely supportive throughout my early career, observing lessons and providing feedback on pedagogy and classroom management.

I have no doubt that the titles and awards our young mathematicians have won over the last few years including the UK Maths Trust Senior Team Challenge are in part due to calibre and motivation of the staff. It is difficult to imagine a more enjoyable environment in which to work day after day.

NQTs are also fully supported in their induction year in a programme that meets the standards laid down by the Department for Education and the Independent Schools Teacher Induction Panel (ISTip). In its 2017 report, ISTip commented: *“Hampton School clearly takes its responsibilities with regards to NQT induction very seriously and this is reflected in the time and effort put in by everyone.”*



Neal Carrier

Joined Hampton in 2014
Teacher of RS, Assistant Head of UCAS,
then appointed Head of Religious Studies
and Philosophy

I started working at Hampton after completing a PhD in Philosophy at Cambridge University. My own experience here as a pupil (97-04) was formative and enjoyable and working at Hampton has been equally excellent. The Common Room is high-calibre, collegial

and fully invested in the pupils; the pupils themselves are clever, interested and enjoy being challenged. The non-academic facets of school life have also been rewarding. I am heavily involved with university admissions in my role as Assistant Head of UCAS, I coach the U13C rugby team and also run the Senior Philosophy Circle.

Career development is something that is very important to me and I have felt fully supported by the Senior Management in this regard since I joined. Internal support, both formal and informal, is abundant. I also am grateful to Hampton for supporting me through a PGCE (with QTS) at the University of Buckingham and then through the following NQT year. I was thrilled to be appointed to Head of Religious Studies & Philosophy at the end of my second year here, which I regard as tangible validation that the School's commitment to professional development is far from just empty rhetoric. I would encourage any ambitious and academically oriented teacher to consider making an application here.



Alex McLusky

Joined Hampton in 2004
Teacher of English

Thirteen years ago I switched profession and joined Hampton as an English teacher. I already knew a little about the School as my father had been a pupil here himself in the 1950s. There were a number of things that attracted me to Hampton which still exist today. Aside from the incredible facilities and the range of opportunities on offer, the Common Room has a sense

of community about it. I felt welcomed from day one and continue to feel supported by my colleagues across the school. Unquestionably, the best thing about working at Hampton is the pupils. There is an overwhelming sense of enthusiasm from the boys who are good humoured and hardworking.

I have children at the prep school and my son will soon join the senior school. There are obviously a number of benefits to this: having the same term times as my children has made the school holidays significantly easier as a working mum, and of course the fee reduction is helpful. My advice to anyone looking to work here is to go for it!



SOUTH WEST LONDON: A WONDERFUL AREA TO LIVE & WORK

Hampton School and Hampton Pre-Prep & Prep School are situated in the leafy surrounds of Hampton village, close to Bushy Royal Park and the River Thames.



The nearby neighbourhoods of Hampton, Hampton Hill and Teddington offer a village-like atmosphere with numerous independent shops, restaurants and thriving sports clubs and arts associations. Slightly further afield, the riverside towns of Richmond and Twickenham, and the larger towns of Kingston, Wimbledon and Guildford have much to offer and are easily accessible. Central London is a 40-minute train ride away. The boroughs of Richmond upon Thames, Kingston and Spelthorne are ideal for families, with a broad choice of schools.

Accommodation

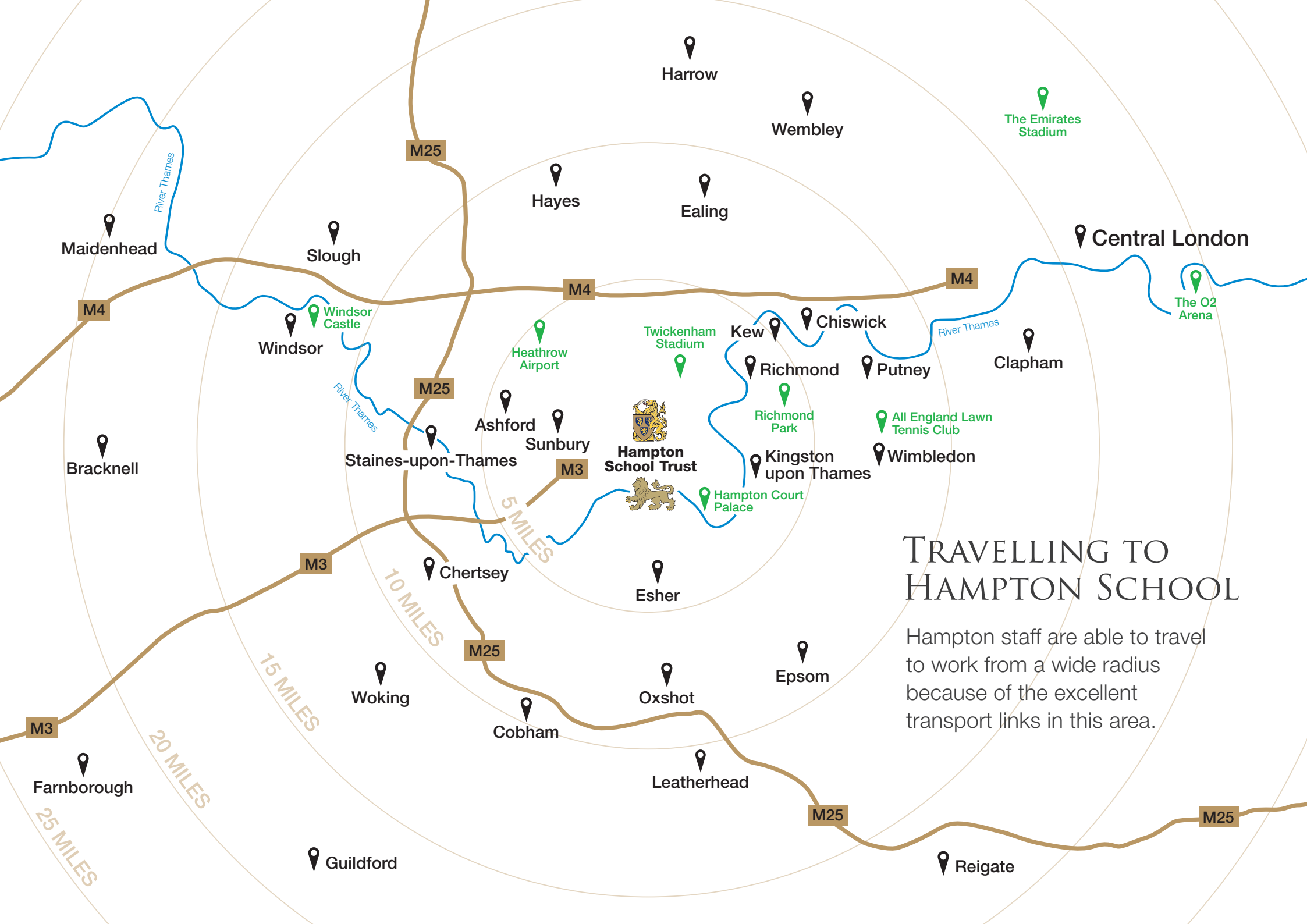
Richmond, Kingston and surrounding areas offer a wide range of affordable rental accommodation. The School can also offer a limited number of staff subsidised accommodation in the School's house, which was newly renovated in 2017. Situated within walking distance of the School, the property has 5 en-suite bedrooms, a kitchen, two reception rooms, a garden and parking.

Transport

Bus, road and rail links to all School sites are excellent. Hampton Station is on the Shepperton Branch Line and is a comfortable 10-minute walk from the prep school and 20 minutes away from the senior school site. There is a regular train service to Hampton from Waterloo, Clapham Junction, Wimbledon and Sunbury. Buses from Kingston, Twickenham and Richmond stop outside the School and both the Prep and senior school sites are just a few minutes' drive from the M3 and M25. Staff can also use the School coach network which offers 22 routes across London, Surrey and Middlesex.

'All the lessons we observed were lively and led by dynamic teachers, many of whom have grammar school backgrounds themselves and like the down-to-earth ethos of the school.'

The Good Schools Guide 2016



TRAVELLING TO HAMPTON SCHOOL

Hampton staff are able to travel to work from a wide radius because of the excellent transport links in this area.

ADDITIONAL INFORMATION

Salary

The School has its own generous salary scale which is significantly above that found in the maintained sector. The Governors review salary scales each year to ensure that they remain competitive.

Non-contractual Benefits to Staff

Pension

The Teachers' Pension Scheme is provided for all teaching staff and a money purchase scheme is offered to support staff.

Death-in-Service Benefit

In addition to any Pension Scheme benefits, the School currently has a policy which pays two years' salary in the event of the death of a member of staff to a nominated dependant(s). Restrictions apply.

Health Care

Health Care provision is available for all members of staff earning above an annual threshold. T&Cs apply.

School Fee Reduction

Children of teaching staff at Hampton School or Hampton Pre-Prep & Prep School may, upon passing the entrance assessments, be eligible at the discretion of the Governors for a substantial reduction on the basic tuition fees. Currently, the School also has a fee-reduction agreement with the neighbouring girls' school, Lady Eleanor Holles. Further information can be obtained from the Bursary.

Cycle to Work Scheme

Those staff on an employment contract of 12 months or more may purchase a bicycle to ride to work through the "cycle to work" scheme.

Childcare Vouchers

The School allows staff access to a childcare voucher system by means of a 12 month salary sacrifice scheme.

Personal Accident Insurance

Staff are covered for permanent disability resulting from an accident at School or on School trips.

Drinks and Snacks

Hot drinks and light snacks are provided for staff throughout the day.

Lunch

Staff are provided with complimentary lunch in a well-appointed staff dining room. A range of hot and cold meals are offered and there are soup, salad and sandwich options for those preferring a lighter meal.

Sports Travel Expenses

Staff involved in accompanying teams to weekend sports fixtures can claim expenses for travel to and from School.

Private Vehicle Use

Subject to approval, staff can use their private vehicle for School journeys during working hours. The insurance will be under the School's insurance scheme and staff can claim for mileage.

Counselling

School Counsellors are available throughout the week to see members of staff. If prolonged counselling is required a charge may be made.

Sports Therapy

The School has a member of staff specialising in Sports Therapy who may be able to assist with sports injuries on a limited basis. If prolonged therapy is required a charge may be made.

Multi-Gym

Staff can use the School multi-gym at certain times.

Sporting Facilities

Staff can use the School's sporting facilities at certain times.

Parking

Free on-site parking, subject to availability.



HAMPTON SCHOOL
GROUNDS



SOME FINAL THOUGHTS

- Working at Hampton should be joyful and fun! I thoroughly enjoy being here every day, so do our boys, and we want this to be their teachers' experience too.
- Hampton has an unapologetic culture of high achievement and we collectively celebrate boys' and colleagues' successes in the academic sphere, in sport and the arts.
- We place particular value on the importance of kindness to others (and indeed ourselves) and cherish the mutually supportive, respectful and compassionate atmosphere for which Hampton remains renowned.
- There is a strong sense of community responsibility at Hampton and we work hard to ensure that our boys see themselves as part of wider society. Hamptonians are encouraged to give generously of their time and talents to support the School's various outreach programmes.
- The staff and pupils at Hampton lead very full and committed School lives and there are many rewards to working here. Everyone is expected to work hard, to contribute enthusiastically to our co-curricular programme and to support those around them.
- We want members of our Common Room to feel suitably challenged. Sharing the day-to-day company of 1250+ highly intelligent, lively and enthusiastic teenage boys certainly fulfils this aim.

'If this feels like your kind of School and you share our belief in the importance of providing an inspiring, forward-thinking and stimulating liberal education for today's young people, we shall welcome your application to join us at Hampton. A warm, sincere and personal welcome awaits you from prospective colleagues and pupils alike.'

Kevin Knibbs MA (Oxon)
Headmaster

To see the latest vacancies at Hampton click here





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