



PRAESTAT OPES SAPIENTIA

# HAMPTON SCHOOL

## JOB DESCRIPTION

### TEACHER OF PSYCHOLOGY FULL TIME FIXED-TERM CONTRACT

**JOB TITLE:** Teacher of Psychology - required September 2021

**REPORTING LINE:** Head of Psychology

#### ABOUT 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, where 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.

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.

We hope you share our vision for an inspiring, modern and exciting education. Further information for applicants can be found within the [Hampton School Prospective Teacher Brochure](#).

## **THE ROLE**

This is an excellent opportunity to join a vibrant and highly successful department in an outstanding School.

The role involves planning inspiring lessons and dealing with marking and reporting. Hampton is an academically selective school; the challenges include stretching the most able pupils up to Oxbridge level. Some contribution to the wider life of the School is also expected from staff at Hampton.

## **THE DEPARTMENT**

Psychology at Hampton is now well established after having started over ten years ago and is only available at A Level. The numbers taking A Level are growing each year, with the boys attracted by a combination of the stimulating, novel subject matter and innovative, engaging teaching. The vast majority of boys secure A\* - B grades and an increasing number are going on to study Psychology at UK universities, including Oxbridge, which is a key indicator of the department's success.

The course offers a fascinating introduction to aspects of psychological theory, research and current practical applications. It provides an insight in to why we behave the way we do and uncovers fundamental human processes that act upon us on a daily basis. The subject matter is wonderfully diverse and the relevance to the Hamptonians is immediately recognisable.

The aims of the AS and A Level Psychology courses are to encourage the learners to engage with the world as Psychologists. Pupils learn about how the mind and behaviour are governed by both intrinsic and extrinsic forces, and how to apply the rules of many psychological approaches to different situations. They study theories, empirical evidence and practical applications which include treatments for Schizophrenia, Obsessive Compulsive Disorder (OCD) and Depression.

Although full guidelines and support material are provided for the course that 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.

There are currently three members of the Department, however, due to changes in part-time working hours and expanding numbers of students there is a need for a fourth member of staff. The post advertised is therefore a new, part-time position. It is anticipated that the person will be required for 18 periods in the week (0.6 timetable) over 3 days (to be agreed), and will teach Upper and Lower Sixth groups.

### Co-Curricular Activities

It is hoped that the person appointed will take an interest in the development of our pupils and will be encouraged to provide Gifted and Talented pupils with further stimulation outside the classroom. 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.

## **MAIN RESPONSIBILITIES**

- To teach Psychology throughout the age range (The Psychology 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 Psychology on resources required to enable effective teaching
- To develop a continual updating of knowledge and understanding of the Psychology 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 Psychology and School policies
- To deliver teaching of a high standard and to maintain standards of achievement across the department
- To run one lunchtime support Clinic for students who need additional help
- 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 is likely to be able to demonstrate the following skills, qualifications and experience:

### **Essential Criteria:**

- A commitment to the Safeguarding and wellbeing of pupils
- A good Psychology honours degree from a reputable university
- An enthusiastic commitment to all aspects of the Psychology Department's programmes of academic and co-curricular activities, up to Sixth Form
- Excellent communication skills, oral, written and in the use of ICT (Microsoft Office) - 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
- 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
- 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 extra-curricular programme of the School
- Enjoy rising to the challenge inherent in a school environment

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 and Non-Contractual Benefits**

Remuneration will be commensurate with the seniority of the role and the experience and qualifications of the successful candidate.

The Hampton School Trust Governors also currently offer the following non-contractual benefits to teaching 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; the Teachers' Pension Scheme, personal accident insurance, School fee remission, cycle to work scheme, lunch in private staff dining room, sports facilities and counselling.

### **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. If in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the Schools' Designated Safeguarding Person/s or to the Headmaster.

### **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 are required to attend an interview, please inform the School.

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

*Hampton School Psychology Department, May 2021*