



APPOINTMENT OF A

DEVELOPMENT OFFICER

FULL TIME



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 significant number move on to global top-10 universities; we also support pupils who wish to study at universities in North America, some of whom secure academic and/or sporting scholarships.

Our alumni network is extremely strong and former pupils remain very committed indeed to their School, in no small part due to the exceptionally warm and mutually respectful relationships enjoyed between Hampton staff and 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 sportsground, 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 a superb 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](#).



DEVELOPMENT OFFICER

We are looking for a dynamic individual to join our growing team and help us engage our alumni, families, and staff (past and present) to help us increase free places at Hampton.

Join a growing development office to help increase the number of free places for bright pupils at Hampton School. Hampton challenges and develops young minds, allowing pupils to progress as individuals in a kind and supportive environment where contributing to wider society is engrained in the culture.

Development at Hampton in its current form has been in place since the establishment of The Fitzwygram Foundation in 2016. Over this period, it has built up strong relationships within the School community and established excellent fundraising foundations.

The primary fundraising focus over recent years has been on raising funds for The Fitzwygram Foundation, to provide additional free places at the School. In total, 106 Senior School pupils are currently attending Hampton on completely free places, of which 17 are funded by the Foundation.

Our ambition, in the first phase, is to be able to fund an additional 50 free places via The Fitzwygram Foundation and this will be the focus of the development strategy and plan. This ambition is to be assessed and reviewed by the Development Director to determine realistic targets and associated expectations. Fundraising for capital projects and academic endeavours may also be part of the future fundraising plans.

Hampton is one of the country's foremost independent schools and equity, diversity and inclusion are fundamental to our ethos and the School has a thriving partnerships programme.

This position is full time and is based at Hampton School. The hours are 8.45am to 4.45pm, however, hybrid working may be permitted for one day per week during term time and additional flexibility during School holiday periods. A high level of flexibility, commitment and dedication is required and there will be some evening and weekend work to attend Fitzwygram Foundation and Alumni events, required.

The salary will be between £32,361 - £35,868 commensurate with years' experience and qualifications. Hampton also offers an attractive benefits package including free lunch, cycle to work scheme, fitness facilities and private health, subject to eligibility.

The School reserves the right to commence or complete the interview process at any time prior to the closing date so we encourage applications as soon as possible.



ROLE EXPECTATIONS

You would be responsible for supporting our community by:

- Creating a philanthropic culture through effective communications and events management alongside cultivating relationships with key stakeholders
- Inspiring and supporting pupils and young alumni through excellent management of the Hampton network and finding opportunities to create connections with the UCAS and Careers office
- Ensuring members of the Hampton community always feel welcome at the School
- Contributing to an effective and dynamic team culture through presence at events, leading tours, and involvement in the life of the School
- Supporting and calling on support from colleagues in fellow departments by working on shared projects with the Events, Communications, and Admissions teams.

A great Development Officer will:

- Have a commitment to the paramount importance of the safeguarding and wellbeing of pupils
- Be excited about working as part of a team in a school
- Have great attention to detail
- Have excellent communication skills, both written and verbal
- Be proficient in Office 365 and have experience with relational databases (the office uses RENXT; training provided)
- Have a degree or equivalent qualification or at least three years' work experience in a busy office environment
- Provide first class customer service, and enjoy building relationships
- Support the ethos and aims of The School.



OTHER

- To act as Fire Marshal and First Aider as required. Training will be provided
- Any other reasonable tasks required by the Bursar and/or The Headmaster in association with the above role
- You may be required to work outside of contractual hours to fulfil the responsibilities of the role and/or in emergency.

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.

TRAINING

- Where necessary, to undergo on the job training under the general direction of The Headmaster and/or the Bursar to increase competence, proficiency and safety awareness
- To attend INSET training outside the school, as required.

SALARY & BENEFITS

The salary will be between £32,361 - £35,868 commensurate with years' experience and qualifications. Salaries are paid by bank transfer on the 25th of the month. The Governors review salary Scales each year to ensure they remain competitive.

The Hampton School Trust Governors also currently offer the following non-contractual benefits to staff, subject to any terms and conditions and the School's eligibility requirements: private medical insurance; death-in-service benefit insurance policy; a Medicash healthcare cash plan; 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 that non-contractual benefits are provided at the discretion of the Governors.

HOURS & HOLIDAY

Normal office hours are 8.45am to 4.45pm, however, a high level of flexibility, commitment and dedication is required. Some weekend and evening work will also be required for events. Attendance at 12 events will be included in the salary and for any additional hours worked outside of normal working hours, time off in lieu may be approved at the discretion of the Line Manager in accordance with the terms outlined in our Guidelines for Time off in Lieu.

The position is full-time (52-week contract) and annual leave entitlement for full time employees is 26 working days per academic year. In addition, you will also be entitled to the following periods as holiday: Christmas School Holiday as notified (includes Christmas Day, Boxing Day and New Year's Day) All bank holidays plus an additional day in May.



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.

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

The School reserves the right to offer the post at any stage in the appointment process.

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 School's Safeguarding Designated Persons or to The Headmaster

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 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
call **020 8979 5526**.

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

www.hamptonschool.org.uk