APPOINTMENT OF A

HEAD OF CHEMISTRY

FULL TIME FROM SEPTEMBER 2027

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.

Established over 460 years ago, Hampton is one of the country's foremost, highest-achieving and best-resourced independent schools. Our community is vibrant, dynamic and happy, making it a wonderful place to teach and learn. Members of the Common Room are talented and hugely supportive of one another and their pupils; they share their love of learning with young people who are bright, intellectually inquisitive and aspirational.

Hampton is a lively, friendly and inclusive School community where we aspire to enable our boys to not only to make sense of the world, but also to want to go out and improve it. Above all, Hamptonians are encouraged and indeed expected to aspire to personal best while supporting those around them with kindness and respect.

Situated on a green-field site in a leafy suburb of South West London, we are fortunate to have 28 acres of playing fields within our spacious grounds. Pupils and staff alike benefit from first-class facilities across all areas of School life. These include a state-of-the-art 3G sportsground, a large and well-appointed Sports Hall, and the remarkable Hammond Theatre for the Performing Arts, along with an excellent library and specialist facilities for Art, Music, Science, Technology, Computer Science and Languages (Modern and Classical). Our older pupils enjoy impressive Sixth Form private study and Careers provision in The Barry Martin Centre.

The Millennium Boat House, shared with our neighbouring girls' school, Lady Eleanor Holles, has a prime location on the nearby River Thames, and provides the focal point for our popular and successful Boat Club.

Hamptonians' examination results and university entrance record consistently rank in the top echelon nationally and indeed internationally. Nearly all Hampton leavers go on to undergraduate courses at Russell Group or equivalent universities; around 25 pupils are offered places at Oxford and Cambridge annually, and a significant number move on to global top-10 universities. We annually support pupils who wish to study at universities in North America, some of whom secure academic and/or sporting scholarships.

Hampton's notably diverse, socially inclusive nature is an especially cherished part of our DNA and we as far from being a stereotypical public school as any setting in the independent sector. Currently, 7% of our boys (around 100 in total) attend on means-tested, free places, many of which are funded by a separate but closely linked educational charity, The Fitzwygram Foundation.

‘One of the most genuinely inclusive, diverse independent schools in the London area’.

Good Schools Guide

Our alumni network is extremely strong and former pupils (Old Hamptonians - OHs) remain deeply committed to their School, in no small part due to the exceptionally warm and mutually respectful relationships between pupils and colleagues here.

Hampton staff enjoy a range of attractive benefits, including generous holiday provision and salaries enhanced above maintained sector scales. Private health insurance cover is provided, along with free lunches in a dedicated staff dining room, and excellent CPD provision. Subsidised single accommodation within School-owned properties in the local area may also be available for new colleagues. Those with children who meet the Hampton Pre-Prep & Prep School and/or senior school entrance requirements are eligible for substantial fee remission. A reciprocal fee remission arrangement is offered to staff whose daughters meet the entry criteria for our neighbouring girls’ school, Lady Eleanor Holles.

We welcome applications from all backgrounds. Alongside those joining us from university PGCE courses or as experienced teachers, we recruit talented people from a variety of sectors, including post-doctoral research, universities, industry, and commerce. Successful candidates who are new entrants to the teaching profession are supported towards qualified teacher status (QTS) via an in-post PGCE course offered in conjunction with the University of Buckingham.

Hampton is a highly regarded name on any teaching CV and our School often acts as a professional springboard. Many colleagues have successfully moved on to middle or senior leadership roles; several former members of the Common Room have been appointed as HMC/GSA Heads over recent years.

We are especially proud to have been one of only a handful of schools nationally awarded the ISI's rare 'Significant Strength' endorsement, in recognition of our co-curricular programme and its impact on pupils' wellbeing, behaviour and achievement. Inspectors were struck by the curiosity, enthusiasm and kindness of our boys, and equally impressed by the expertise of Hampton's teaching and support staff. A copy of the full ISI report can be found here.

Hampton and Lady Eleanor Holles (LEH)

In September 2026, Hampton and our neighbouring girls' school, Lady Eleanor Holles (LEH), formalised their longstanding partnership, building on decades of close collaboration to create even more opportunities for pupils. Each School retains its own identity, leadership and governing board, while pupils benefit from an enhanced programme of joint clubs, competitions, leadership initiatives and shared facilities. More information can be found here.

The Hampton Schools' Trust

In September 2026, Hampton also announced the formation of the Hampton Schools' Trust, bringing together Hampton, Hampton Pre-Prep and Prep, Newland House School and Kew College Prep - four strong, like-minded charitable schools in South West London. The Trust will formally come into effect from January 2027, with each School retaining its own name, leadership and governing board. More information can be found here.

THE ROLE

Hampton School is seeking to appoint a well-qualified, enthusiastic and driven Head of Chemistry with strong leadership and motivational skills. You will be responsible for the vision and strategic direction of the Chemistry department and curriculum, to promote outstanding learning and teaching.

Chemistry is a core subject up to GCSE and around 120 Sixth Form pupils study OCR Chemistry A level.

All staff in the Department are subject specialists and there is great scope to make your mark on the development of the department. The successful applicant will be committed to delivering genuinely imaginative, varied and challenging courses at all levels in the school including stretching the most able up to Oxbridge level.

The Chemistry Department currently consists of 11 full-time teachers and 4 technical staff. The subject is taught in ten well-equipped laboratories, each with the facility for data projection. There is also a large department office and all members of staff are provided with laptops.

The successful candidate will be expected to teach up to 26 (40 minute) lessons per week, which may include a games afternoon and a form tutor period. Chemistry is taught as a separate science subject from the outset. In the First and Second Year, pupils are taught in Form groups for one double period per week.

From the Third to Fifth Year, pupils follow the AQA Chemistry GCSE course and are taught for three periods per week. All pupils are entered for GCSEs in the three separate sciences. Results are excellent, with a phenomenal 74% of pupils achieving grade 9 in GCSE Chemistry in 2026.

In the Sixth Form, sets of around 12 pupils are taught by two teachers who work in parallel. Pupils are taught for seven periods per week in the Lower Sixth and eight periods per week in the Upper Sixth. Extension classes are offered to those applying to Oxbridge and to Chemistry-related courses and the School has tremendous success in the Chemistry Olympiad and Cambridge Chemistry Challenge (two Roentgenium award winners in 2026). The department also runs two Sixth Form elective courses: Further Chemistry, where pupils cover first year undergraduate chemistry (solid state chemistry, molecular orbital theory and functional group levels in organic chemistry) and undertake an independent project; and Biochemistry, where pupils investigate the chemistry of a wide variety of biological molecules. Results in the Sixth Form are outstanding; in 2026, 40% of pupils achieved an A*, 80% A*/A and all pupils achieved at least a B grade.

Specifications:

GCSE	AQA	Chemistry
A level	OCR	Chemistry A

A contribution to the wider life of the School is also expected from staff at Hampton and Teachers may be responsible to other colleagues in their work, (e.g. a Form Tutor will have the Head of Year as their immediate line manager for pastoral work).

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

KEY RESPONSIBILITIES

Strategic Direction and Development

- To develop a clear vision and strategy for the department and curriculum
- To produce an annual Departmental Development Plan, in keeping with the whole-School Development Plan and Hampton's Aims and Ethos
- To monitor and assess the progress made towards achieving the aims of the department Development Plan
- To promote the Chemistry department at Open Day and other events
- To keep up-to-date with academic developments in the subject and changes to the National Curriculum
- To establish and promote departmental policies in line with whole-School policies
- To submit an annual departmental review of public examination results to the Deputy Head (Academic),
- To keep the Departmental Handbook under review and to ensure that an up-to-date version is made available to colleagues at the start of each academic year
- To ensure that Health & Safety policies are up-to-date and followed and to attend termly Health & Safety committee meeting
- To attend Heads of Department meetings.

Learning and Teaching

- To encourage innovative and imaginative curriculum work, pedagogy and the sharing of teaching resources
- To establish high standards for teaching and learning within the department and to carry out regular intra-departmental lesson observations
- To assist with the regular evaluation of members of the department
- To keep schemes of work under regular review and to ensure at the start of each academic year that appropriate guidance is available for members of the department
- To organise the academic setting and coordinate the marking of internal examinations
- To attend parent and pupil meetings, as required.

Leading and Managing

- To advise the Deputy Head (Academic) of departmental training needs
- To manage and support departmental colleagues, wherever and however appropriate (e.g. in the development of classroom management strategies)
- To maintain clear records of all pupils' progress including internal assessments, examinations and external examination results
- To schedule and organise public and internal examinations in liaison with the School's Examinations Officer
- To chair regular, minuted departmental meetings
- To field and generate communication with parents by letter, email and telephone
- To resolve parental concerns and complaints
- To use performance data for pupil target setting and progress monitoring.

Efficient and Effective Deployment of Resources

- To produce timetable requirements including the allocation of classrooms in consultation with the Deputy Head
- To participate in and advise The Headmaster on the appointment of new Chemistry department staff
- To prepare and oversee the annual Chemistry department budget and deploy it sensibly
- To oversee all Chemistry trips and outings
- To ensure that Chemistry teaching rooms, furniture, equipment, wall displays, etc. are maintained to a high standard, in order to create an effective and stimulating learning environment
- To oversee the issue and return of learning resources etc. to pupils, maintaining stock appropriately and to liaise with the Librarian regarding library requirements
- To oversee the Chemistry area of Sharepoint, our website and Social media.

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 ideally in Chemistry but possibly in Engineering, Mathematics, Natural Sciences or Technology
- A keen eye for detail and a high level of administrative and organisational ability
- A professional, collaborative approach which inspires confidence in pupils, parents and colleagues
- The ability to have a strong vision for the future of Chemistry
- Enthusiasm for Chemistry and the ability to convey this to pupils, up to Sixth Form
- The ability to demonstrate characteristics of outstanding teaching practice
- An awareness of the demands of teaching bright pupils and a commitment to fostering high academic achievement in an academically selective school setting
- An understanding of the nature of independent education and high expectations
- Awareness of the nature of the School and prepared to commit to its all-round ethos, extra-curricular activities and pastoral approach
- The ability to work independently and as part of a team and a willingness to contribute to departmental resources
- 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 Chemistry activities, visits and trips
- Assiduous and willing to avoid the ‘9 to 5 approach’
- A teaching qualification and previous teaching experience
- The ability to develop and maintain effective relationships with all members of the School community and outside agencies
- An understanding of appropriate Health & Safety requirements.

Desirable Criteria

- A higher degree or experience of educational/subject-specific research
- Experience of leadership and management of people and resources
- Experience of external examining
- Experience of preparing pupils for Oxbridge entrance
- Knowledge of the requirements and operation 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 attend INSET training or undergo other on the job training under the general direction of Deputy Head (Academic) or training outside the school to increase competence, proficiency and safety awareness.

SALARY

The School has its own salary scale and offers generous non-contractual benefits, well above the maintained sector, to attract high-calibre candidates. There is a very strong commitment at Hampton to supporting the continuing professional development of colleagues.
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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; death-in-service benefit insurance policy; a Medicash healthcare cash plan; enrolment in an appropriate Pension Scheme, personal accident insurance, School fee remission, cycle to work scheme, lunch, sports facilities and counselling.

Hampton School is pleased to be a London Living Wage employer.

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 call **020 8979 5526**.

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

www.hamptonschool.org.uk