



APPOINTMENT OF

# TEACHER OF ART



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](#).



**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.**

The opportunity has arisen for an enthusiastic and motivated Art teacher to join the dynamic and popular Art Department. We welcome applications for this post to join the current team of 4 full-time Art teachers and a full-time Art technician. The Art Department at Hampton prides itself on creating an environment for creativity to flourish and for self-expression to be developed as pupils progress through the school. Strong examination results are achieved through inspiring projects to motivate and encourage independent and personal work from our pupils.

Art at Hampton School is renowned for its quality and diversity. We are a vibrant department with teachers who offer a broad range of expertise: from 3D, Ceramics, Printmaking, Painting, Drawing to Photography and IT (Graphics).

The successful candidate will be expected to teach around 30 (40 minute) lessons per week, which would usually include a games afternoon and a form tutor period.

The role involves planning appropriate lessons and dealing with marking and reporting. In this academically selective school, the challenges include stretching the most able up to Oxbridge level.

Hampton is one of the country's foremost independent schools and is rated 'exceptional' by the Independent Schools Inspectorate (ISI) for pupils' achievements and learning. Inspectors also praised the School for fostering a culture "*in which the individual matters and everyone's contribution is valued.*" Equality, diversity and inclusion are fundamental to our ethos and the School has a thriving partnerships programme.

A contribution to the wider life of the School is also expected from staff at Hampton and the successful candidate will be welcome to take part in the wide range of co-curricular School activities - Games, music, Adventure Society and many more.



# THE DEPARTMENT

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The Art department currently has five members of teaching staff and a full-time Art Technician. It has a strong team feeling, with staff fully involved in developing policy and taking responsibility for various areas of the Art curriculum and the running of the Department.

## **Sixth Form Art**

There are currently up to 15 pupils studying Fine Art in the Sixth Form. Lessons take place in a purpose-built Sixth Form Studio. Boys work thematically at A Level using a wide range of materials and enjoy Life Drawing as an integral element of their studies.

Results are impressive and in 2019, 83.3% of boys achieved A\*/A

## **Art at Key Stages 3 and 4**

All pupils study Art in the First and Second Year (Years 7&8) and is taught in half-size and groups of 12 – 14). These groups are mixed ability. Art Club also allows for further development of creative work in addition to formal lessons.

## GCSE

In the Third Year Art is an option subject. There are between six and eight teaching groups, with up to 15 boys in each class. Art is a popular subject at GCSE with up to 70 boys studying it in the Fourth and Fifth Years. At GCSE 57% of boys achieved A\*/A and 100% A\* - C.

## Resources

The Art Department is housed in five adjacent teaching studios. Four general purpose studios with print-making and ceramics (kiln) facilities, a Sixth form Studio and a central Gallery space. There is also a purpose-built darkroom. All Art Teachers are provided with a laptop. Members of the Department are supported by the ICT Department and Art Technician.

## **Extra-Curricular Activities**

It is hoped that the person appointed will take an interest in the development of our younger 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.



## KEY RESPONSIBILITIES

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- To teach the Art curriculum to an excellent standard and to promote and contribute to the overall provision within the Art Department e.g. clubs and competitions, as well as to the School's co-curricular programmes
- To continually update knowledge regarding 'best practice' in the teaching of Art through personal practice, 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 students
- 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 Art curriculum.



# PERSON SPECIFICATION

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**The successful candidate will be able to demonstrate the following skills, qualifications and experience.**

## **Essential Criteria**

- A commitment to the Safeguarding and wellbeing of pupils
- A good Art honours graduate from a reputable university
- An enthusiastic commitment to all aspects of the Art Department's programmes of academic and co-curricular activities, up to sixth form
- Enthusiasm for the subject 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 students and a commitment to fostering high academic achievement
- The ability to work independently and as part of a team and a willingness to contribute to departmental resources
- 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.



## OTHER

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- 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

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- 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

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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 an appropriate 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

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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.

## SAFEGUARDING

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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.

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 [recruitment@hamptonschool.org.uk](mailto:recruitment@hamptonschool.org.uk) or call **020 8979 5526**.

Further details about the post are available on the School website 'Work with Us' page.

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[www.hamptonschool.org.uk](http://www.hamptonschool.org.uk)