



APPOINTMENT OF A

TEACHER OF FRENCH

FULL TIME

MATERNITY COVER FROM JANUARY 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 teaching 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](#).

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. This is not a merger — each School retained its own identity, leadership and governing board - but it aims to bring pupils an enhanced programme of joint clubs, competitions, leadership initiatives and shared facilities. By the end of their Sixth Form years, pupils at both Schools will have forged life-long friendships and developed the confidence to thrive at university and beyond.



THE ROLE

The opportunity has arisen for an enthusiastic and motivated Teacher of French to join our dynamic and popular Modern Languages Department covering a period of maternity leave. Pupils' enthusiasm for the study of Modern Languages is encouraged by imaginative, varied and challenging courses at all levels of the School, up to and including Oxbridge preparation.

The ethos of the Department revolves very much around spoken confidence and fluency, but this is always underpinned by promoting a robust understanding of grammar. Classes are generally in the target language where appropriate, with plenty of emphasis, particularly in junior classes, on role play and debating skills.

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

The successful candidate will be expected to teach up to 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.

The Modern Languages Department offers a wide variety of trips and exchanges across all age ranges – a total of 12 visits abroad annually which are strongly supported by all the languages staff, and sometimes run jointly with Lady Eleanor Holles School, a well-known independent girls' school next to Hampton. The visits abroad are conducted exclusively on an opt-in basis during the school holidays, with exchange schools visiting us during term-time. Details of all Modern Languages trips are posted on the School website. Regular theatre, cinema and gallery visits are also organised. Fifth and Sixth Form linguists are also addressed periodically by visiting speakers.

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 - Sport, Music, Drama, the Adventure Society and many more.

We encourage applications as soon as possible however the School reserves the right to offer the post at any stage in the appointment process.



THE DEPARTMENT

In the First Year, boys may choose French, German or Spanish as their main language, which they study as part of their core curriculum to IGCSE level. In the Third Year, all boys opt for a second - and in some cases, third - language. French, German and Spanish are available, as well as Russian and Mandarin Chinese. All of these may be continued to IGCSE and beyond. Many boys choose to keep up their second and/or third language as an IGCSE option subject for the Fourth and Fifth Years and they achieve very good results.

Our results at (I)GCSE are very good, with over 80% of candidates achieving grades 8 or 9. A Level results are also very good with over 80% A* or A. Many of our A Level pupils have gone on to study Modern Languages at university, often in combination with other academic subjects.

Our teaching philosophy centres on the development of good oral skills, and so classes are generally in the target language where appropriate, with plenty of emphasis, particularly in junior classes, on role play and debating skills. At the same time there is also a strong emphasis on grammatical accuracy from the outset.

We are extremely proud that our French debaters have won the regional debating competition three times in the last six years and have twice been national champions in recent years.

The Modern Languages department is a large and vibrant department consisting of more than twenty Teachers, Assistants and a Languages Resources Coordinator.

Teachers within the department who are Form Tutors usually have their own form room which tends to be a Languages teaching room. There are also two Modern Languages offices; one for French and Spanish teachers and another where colleagues in the German, Mandarin and Russian departments are located.

The department has a large number of dedicated classrooms, all of which contain data projectors and equipment to allow audio-visual and listening materials to be played effectively from the school laptop. Some of the rooms are in the newest part of the School and feature interactive whiteboards or more recent interactive panels.

The Modern Languages Resources storerooms and staff SharePoint pages provide a wide and regularly updated range of materials to support teaching and learning. Target language magazines and newspapers are available via PressReader, alongside a collection of books and reference materials.

A large DVD collection supports aural practice, cultural study and wider enrichment, particularly for older pupils. Teachers are encouraged to make use of streaming services including Amazon Prime Video, BBC iPlayer, ITV, Channel 4 and ClickView, which all offer access to a broad range of films and documentaries across all taught languages.

All pupils have a laptop enabling them personal access to online resources at home and in the classroom.



KEY RESPONSIBILITIES

- To teach the French curriculum to an excellent standard and to promote and contribute to the overall provision within the Modern Languages Department e.g. Language Exchanges, Trips, Clubs and competitions, as well as to the School's extra-curricular programmes
- To continually update knowledge regarding 'best practice' in the teaching of French through personal reading, 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 according to the expectations of the Deputy Head (Academic) and the School's policies
- 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 Modern Languages curriculum
- To undertake any other reasonable tasks required by The Headmaster or Head of Department in association with the role.



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 from a leading university
- An enthusiastic commitment to all aspects of the Modern Languages department's programmes of academic and co-curricular activities across the age range
- A teaching qualification and previous teaching experience
- Excellent oral and written communication skills
- Excellent IT skills - 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 in an academically selective school setting
- The ability to work collaboratively as part of the team
- A professional approach that inspires confidence in pupils, parents and colleagues
- 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 departmental activities, visits and trips
- Assiduous and willing to avoid the '9 to 5 approach'
- Commitment to the all-round ethos of the School, including its co-curricular activities and pastoral approach
- A willingness to organise and lead French day visits and residential trips
- An understanding of appropriate Health and Safety requirements.

Desirable Criteria

- A higher degree or experience of educational/subject-specific research
- Experience of external examining
- Experience of preparing pupils for Oxbridge entrance and/or DELF B1 and B2 exams
- 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 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

The School has its own salary scale and offers generous non-contractual benefits, well above the maintained sector, to attract high-calibre candidates. Accommodation may also be available.

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; death-in-service benefit insurance policy; a Mediacash healthcare cash plan; enrolment in 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. 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.

Hampton School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, contractors and volunteers to share this commitment.

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



Further details about the post and an application form are
available on the School website's vacancies page.

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

www.hamptonschool.org.uk