



APPOINTMENT OF

HEAD OF

COMPUTER SCIENCE

FULL TIME FROM APRIL OR SEPTEMBER 2025





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.

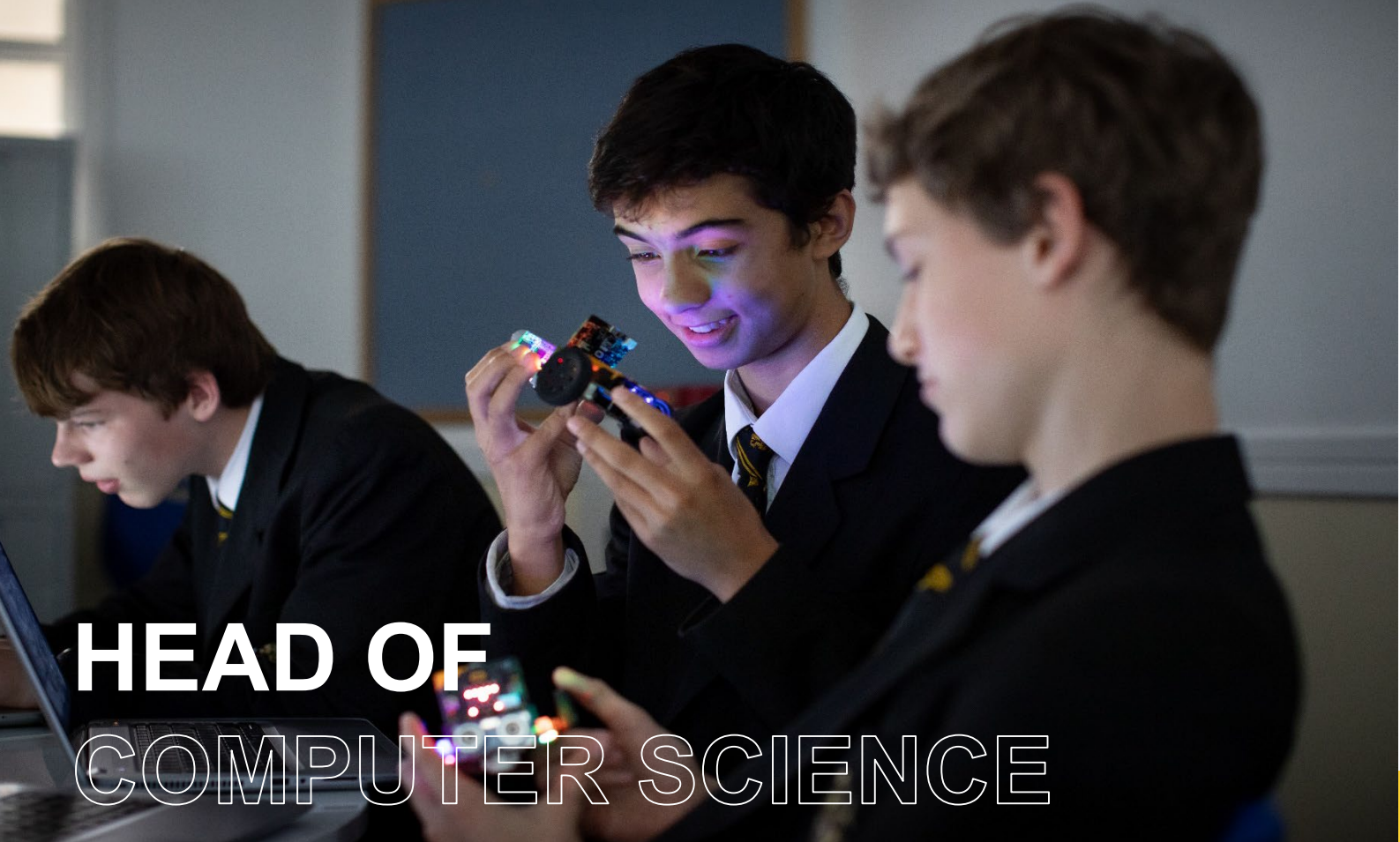
The School's examination results and university entrance record consistently rank among the best achieved anywhere. Nearly all Hampton leavers go on to undergraduate courses at Russell Group or equivalent universities. Around 20 Hamptonians are offered places at Oxford and Cambridge annually and a significant 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](#).



HEAD OF COMPUTER SCIENCE

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.

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

Computer Science is taught to all year groups, and the Department runs several co-curricular activities such as Coding Club, Lego Robotics, and Student Robotics, and enters competitions such as BEBRAS and BIO.

All staff in the Department are subject specialists and there is great scope to make your mark on the development of the department. The role involves planning and delivering innovative and high-quality lessons and the challenges include stretching the most able up to Oxbridge level. The successful applicant would be expected to contribute to the development of further GCSE and A Level resources.

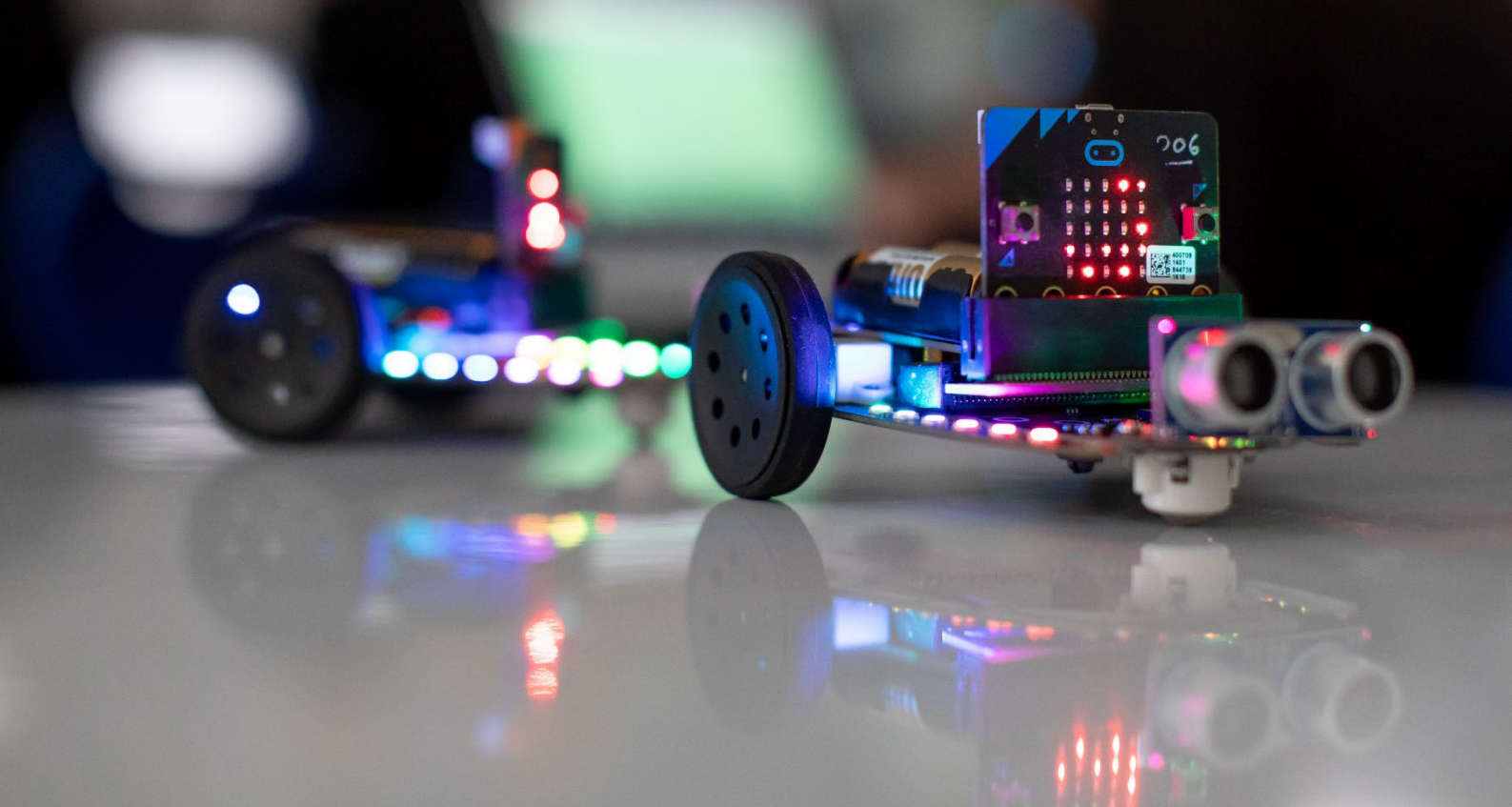
The successful candidate will be expected to teach up to 22 (40 minute) lessons per week, which may include a games afternoon and a form tutor period.

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).

Hampton 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.

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 very strong commitment at Hampton to supporting the continuing professional development of colleagues.

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.



THE DEPARTMENT

Computer Science at Hampton taps into and nurtures pupils' natural fascination with computer technology.

Technology plays an ever-increasing role in all our lives and the School views it as fundamental responsibility to give pupils the skills, knowledge and awareness that will enable them to safely navigate through and embrace the technological developments that lie ahead.

Computing and Coding is taught to First, Second and Third Years at Hampton. We ensure that all pupils are computer literate and learn how to use the internet safely with discernment and good judgement. Information and communication technology plays an important role in the study of the majority of academic subjects.

As the boys move up the School the focus is on computational thinking and developing key programming skills. Pupils are introduced to more advanced programming languages such as Python and encouraged to use coding on projects specifically geared to engage their interest. These may include building computer games, websites, or robotics. A Level students are also introduced to SQL, Haskell, assembly language and Java.

Healthy numbers of pupils take GCSE and A level Computer Science and about half of A level candidates go on to study Computer Science at top universities.

Lower School

In the First and Second Years the students are introduced to basic Office skills, the principles of algorithmic thinking, and programming through graphical languages such as Scratch, and using turtle in Python. These ideas are further developed using Microbits and BitBots. In the Third Year the students are introduced to Computer Science ideas such as flowcharts, binary numbers and hardware, and introduced to programming using Python. In the Lower School Computer Science is taken by all students.

GCSE

At the end of the Third Year students may choose to continue with Computer Science as an optional GCSE subject. This has proven to be a popular option with Hampton students, with eight or nine GCSE classes across the two year groups. The Edexcel Pearson GCSE (1-9) (2020) is taught.

A Level

There are usually three to four A Level sets across the Sixth Form studying Computer Science. Many students go on to study Computer Science at University. The AQA Computer Science A Level is taught, and involves the students working on a large software project.

Resources

There are three dedicated Computer Science teaching rooms, and all students and staff have their own laptops. Extensive resources have been developed for use within the Department and are available through the School intranet. You would be expected to contribute to the development of GCSE and A Level resources.



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 Computer Science 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 and Safety policies are up-to-date and followed
- 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 meetings of the Computer Science department
- To hold 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 Mathematics department staff
- To prepare and oversee the annual Mathematics department budget and deploy it sensibly
- To oversee all Mathematics trips and outings
- To ensure that Computer Science 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 books etc. to pupils, maintaining stock appropriately and to liaise with the Librarian regarding library requirements
- To oversee the Computer Science area of the School's VLE, 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 in a numerate or computer science subject
- 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 Computer Science
- Enthusiasm for computing and the ability to convey this to pupils, up to Sixth Form
- Knowledge of at least one high level programming language, and the willingness to learn 'Python' if not already known
- 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
- A professional, collaborative 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 Computer Science activities, visits and trips
- Assiduous and willing to avoid the '9 to 4 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
- Commitment to the all-round ethos of the School, including its co-curricular activities and pastoral approach
- An understanding of appropriate Health and Safety requirements.

Desirable Criteria

- A higher degree or experience of educational/subject-specific research
- Experience of leadership and management of people and resources
- Evidence of successful project management, incorporating planning, successful implementation and effective evaluation of strategies
- 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 the Head of Department 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.

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