



A Career at Hampton Court House



Recognising - Rewarding - Fulfilling

Welcome

Thank you for your interest in joining Hampton Court House School.

We are a distinctive independent school where academic excellence sits comfortably alongside creativity, curiosity and character. Set within a remarkable historic environment, we offer a modern, forward-thinking education that values independent thought, intellectual rigour and personal growth. Our students are confident, articulate and engaged learners, supported by staff who are passionate about teaching and committed to nurturing the whole child.

At the heart of Hampton Court House is a strong sense of community and a culture of purposeful informality. We believe that young people thrive when they feel known, valued and challenged, and this belief equally underpins how we support and develop our staff. Collaboration, professional trust and shared ambition define our working culture.

We place great value on the expertise, creativity and wellbeing of our staff. Teachers are trusted as professionals, given autonomy in the classroom and encouraged to bring their subject to life. Our small class sizes, excellent behaviour and engaged students allow teachers to focus on what they do best: inspiring learning and building meaningful relationships. Staff are supported through thoughtful leadership, high-quality professional development and a culture that recognises both excellence and balance.

We are academically ambitious, with strong outcomes and a curriculum that is broad, challenging and responsive to the needs of our students. At the same time, we are proud of our emphasis on experiential learning, pastoral care and personal development. Music, sport, drama, debating and leadership opportunities are central to school life, and staff play an active role in shaping these experiences alongside their teaching.


If you are someone who is passionate about education, motivated by the opportunity to make a lasting impact, and excited by the prospect of working in a supportive, intellectually vibrant and collegiate environment, we hope you will see Hampton Court House School as a place where you can grow, contribute and thrive.

We look forward to learning more about you and to welcoming new colleagues who will help shape the next chapter of our school's story.

A handwritten signature in black ink that reads "Kate". The signature is written in a cursive style with a long horizontal line extending from the end of the name.

Kate Vintiner, Principal



A photograph of three students walking through a hallway. On the left, a young boy in a blue jacket and glasses carries a folder. In the center, a girl in a white shirt and jeans carries a folder. On the right, another girl in a white shirt and black leggings carries a folder. The hallway is well-lit with two large lamps on a wooden cabinet to the left. In the background, an arched doorway leads to a bright area with a red wall and a green exit sign. The floor is made of wooden parquet tiles.

The cohesive leadership team successfully promotes a holistic and inclusive educational ethos where students are known and nurtured as individuals, which leaders term ‘achievement with heart’.

ISI Inspection Report, 2025

Going the Extra Mile

Here, our staff are valued. We are proud to have fostered a positive school and working climate that enables our teaching and support colleagues to flourish. We understand that the strength, dedication and expertise of our staff body is central to the success of our students.

Our network of staff is passionate and committed, and in joining us, you will bring your own enthusiasm, integrity and other essential qualities to the role. You will have the unique skill of motivating and inspiring our young people, and in return we will provide you with every opportunity for a rewarding career that supports personal fulfilment and long-term career development.

In choosing to join us at Hampton Court House, you will be entitled to a range of benefits designed to support you – from job satisfaction and career development to professional and lifestyle benefits.

We strongly believe that investing in our people will bring about the best opportunities for our students, and as such have curated benefits and incentives to enhance your day to day working life.

These include, but are not limited to:

- Discounted fees for children of staff
- Regular staff social events including summer and winter socials which are organised during the academic year
- Discount at local cafes and pubs within Hampton Court Village including Lion Gate Café and Prince of Wales pub
- Well-equipped staff room including complimentary tea, coffee and water
- Free lunches offered from our onsite caterers during term time
- Free onsite parking
- Eligibility to Blue Light Card and CostCo membership
- Opportunities for global travel including Finland, Madrid, Morocco and Thailand on school trips
- Cycle to work scheme
- Flexible salary exchange pension scheme
- Membership to WellHub with access to premium wellness apps for meditation, sleep, nutrition and persona training in addition to discounted memberships for over 22,000 gyms and studios globally, covering activities including yoga, CrossFit, swimming and dance.



Meet Sam

Maths Teacher, Year 11 Form Tutor & Duke of Edinburgh Manager

From the very beginning, Sam knew that a traditional office job wasn't for him. While studying at Loughborough University he undertook a year in industry at a private equity firm in the City of London, and quickly realised that his real passion lay elsewhere. "I wanted to use my maths skills to inspire others," Sam explains. "I didn't want to be behind a desk all day. I wanted to be active, to work with people, and to make a difference."

This desire led him to complete his PGCE at St Mary's University in 2016, followed by teaching roles at schools across the Richmond and neighbouring boroughs. It was there that his enthusiasm for teaching truly flourished.

When the opportunity arose to join Hampton Court House, Sam was immediately drawn to the school's unique setting. Situated in the heart of one of London's most beautiful Royal Parks, surrounded by lakes, ponds, and green space, the school's natural environment offered something special. "It's a beautiful place to work," he says. "The location encourages learning beyond the classroom - it's the perfect place to bring subjects like maths to life and to get involved in outdoor education through the Duke of Edinburgh Award."

The friendly, informal culture, where everyone is on a first-name basis and class sizes remain small creates a genuine sense of belonging, which has not only strengthened Sam's teaching practice but also deepened his connection to the school community. "Small class sizes mean you can really get to know every student," Sam explains. "You can tailor lessons to individual needs, see their progress up close, and celebrate every success. The environment here is purposefully relaxed but professional. It builds trust and allows positive relationships to flourish. You can focus on what really matters: teaching, learning, and helping students become the best version of themselves and achieve their very best too. It's incredibly fulfilling."

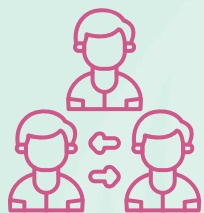
For Sam, the greatest joy comes from the relationships built with students. "They're kind, motivated, and a pleasure to teach. We eat lunch together, share stories and celebrate achievements. Seeing them grow from children into young adults, and then hearing from them years later about how their time at HCH shaped their journey - that's what it's all about."

Sam hopes to continue progressing in his career at HCH while remaining in the classroom, where his passion lies. "I want to keep inspiring students to enjoy maths, to challenge themselves, and to love learning. I'd like to take on further responsibility, but my goal will always be to stay connected to teaching, that's where the magic happens."

When asked what drives him, Sam's answer is simple: "It's those little moments, when a student finally understands something they've struggled with or exceeds their own expectations. Those moments are why I love what I do."



Where You Are Valued



Settling In

New starters benefit from a dedicated programme of induction, incorporating work shadowing and mentoring.

Prior to joining, new starters have the opportunity to tour the school, have 1:1 meetings with the Headteacher and HR and a full day of staff induction focused on key aspects of school life, ensuring that they feel prepared long before their first day, and are supported all throughout their time with us.



Leadership Teams

Leadership is forward-thinking and strategically focused, with a clear vision for the school's future. There is a strong commitment to empowering staff with ownership of their roles, underpinned by clear guidance and a genuine open-door approach.

Staff are regularly invited to contribute their views through structured surveys, ensuring that senior leaders remain responsive and that opportunities for development and improvement are continually identified.

Thoughtful gestures from the Headteacher further enhance staff morale, from welcome gifts for new colleagues to carefully chosen tokens of appreciation, reflecting a culture that values and celebrates its community.



What You Can Expect

Our staff package is designed with you in mind because we know that this is how we can support you to perform at your best. Within school, you can expect:

- Relationships between staff are based on mutual respect and developmental feedback
- A highly skilled, like minded and approachable network of colleagues
- Positive engagement with networks, professionals and families
- A bank of resources and personal laptop.



Investing in You

Career development plans are carefully curated and specific, to support you at every stage of your teaching journey.

Our CPD programme is continually reviewed and adapted to meet the learning needs of our students, and the teaching needs of our staff – we want everyone to feel empowered to develop their pedagogy and leadership skills.



Meet Janak: Director of Sport and Head of Senior (Upper)

A Journey of Growth and Leadership at Hampton Court House

Janak's professional journey is rooted in a deep personal commitment to wellbeing, balance, and long-term personal development. He has devoted himself to understanding health and resilience, spending eight years in the fitness and wellbeing sector supporting individuals in demanding environments including HM Treasury and the Royal Courts of Justice. Alongside this, he pursued his passion for creativity, completing a Fine Art degree at Chelsea College of Art and Design and exhibiting his work across London.

His work with professionals navigating high-pressure careers led to a crucial realisation: positive habits and strong personal foundations must begin early. Motivated by this, Janak transitioned into education, driven by a desire to give young people the tools, support, and environment they need to thrive. Now, this belief sits at the heart of his work at Hampton Court House.

Since joining HCH as a sports teaching assistant, Janak has flourished in roles that allow him to work closely with students both in the classroom and through pastoral support. His career trajectory is a strong example of the trust, opportunity and progression available at HCH, from teaching assistant to Head of Boys Sport, to Director of Sport and now Head of Senior, he enjoys a uniquely varied position: teaching, coaching, mentoring and supporting students through key stages of their development. It is this blend of academic, pastoral and personal connection that makes his role especially meaningful. Each step reflects both his dedication and the school's willingness to invest in staff who show initiative, potential and care.

For Janak, the value of HCH lies in its culture and the privilege of building strong relationships: small class sizes that enable meaningful connections, a staff body who collaborate deeply, and a leadership team who trust their teachers to innovate and grow. Students across the school from ages 2-18 benefit from the same ethos — they are known as individuals, celebrated for their strengths, and supported to develop into confident, compassionate young adults.

During his time at HCH, Janak has been consistently supported by senior leaders, colleagues and the school's HR team. Regular meetings with the Principal empowered him to shape the school's vision for students' wellbeing and personal development, reflect on his practice, and prepare for leadership roles. The open-door culture ensured he always felt respected and listened to, while HR provided thoughtful support during both professional and personal challenges.

HCH has also invested significantly in his professional development, supporting his PGCE, the Dukes ECT programme, and the Leadership & Management Skills Programme (LAMS). A placement at Radnor House further expanded his leadership experience and broadened his understanding of whole-school systems across the Dukes Education family.

“What makes Hampton Court House so special is its people. As a member of staff, you are supported, trusted, and encouraged to grow — not just in your role, but as a person. Senior leaders genuinely listen, colleagues collaborate openly, and the school invests in professional development at every stage. And for students, it is a truly exceptional place to learn: small classes, a nurturing environment, strong pastoral care, and a culture that celebrates individuality mean they feel known, valued and inspired to aim high. HCH is a community where both staff and students can discover their strengths, build meaningful relationships, and become the best version of themselves.”

In Partnership



A collection of some of the UK and Europe's finest independent nurseries, schools and colleges, in addition to summer schools, day camps and consultancy services, Dukes Education unites institutions in a shared passion for nurturing students and helping them thrive.

Hampton Court House School joined Dukes Education in 2021. As part of the group, our staff have access to:

- A wealth of opportunities to draw from a collective pool of expertise
- Constant sharing of best practice among our schools
- High standards upheld by a wide team of senior leaders who combined, have an exceptional record of experience in education
- The opportunity to have their voice heard in annual staff surveys
- Award ceremonies and celebrations

Learning and Development

The Dukes Learning and Development Framework encourages growth in a variety of ways – programmes are designed to help staff deepen their skills, gain confidence and become a more effective professional.

The Dukes Hub

The Learning Hub allows users to tap into a wealth of knowledge across our network, leveraging the expertise across the Dukes family. It enables collaboration through forums and allows communities to form and share ideas beyond face-to-face interactions.

Collaborative Learning

One core benefit of being part of the Dukes family is the ability to collaborate, share and learn from each other. This collaboration is driven and fostered by the Dukes Community Coordinators, who bring the community together to facilitate innovation and learning, host meetings to share new thinking, establish best practice, share ideas and solve problems together. They also create, collate and curate existing content for their subject area on the Dukes Hub community pages.

Course Calendar

An extensive range of workshops, training days and long-term courses are available across all areas including Leadership and Management, Teaching & Learning, Pastoral, Wellbeing & Safeguarding, Little Dukes, Operations and On Demand Learning, offering something for everyone, no matter their role or seniority.

Highlights from the 2025/26 calendar:

Leadership and Management

- Communicating with Impact
- Managing Performance and Appraisal
- Foundations of Leadership
- Thriving as a Subject Leader.

Teaching and Learning

- Teach like a Champion Series
- Teaching and Learning Masterclasses: AI Summits, Metacognition, Foundations of Coaching Practice
- SEND Training.

Pastoral, Wellbeing & Safeguarding

- Development Days
- Mental Health and Counselling Skills Series
- Unlocking Your Resilience: Thriving Through Challenges
- Teaching RSE/PSHE as a Non-Specialist.

Little Dukes

- The Power of Talk in Early Years
- Preparing for Inspection
- Forest School Level 3
- Pedagogical Principals Programme.

Operations

- Data Protection Training
- Sustainability Champion Day
- Estates and Facilities Training
- Finance Managers Development Day
- HR Development Day
- **Marketing and Admissions Masterclasses:** half-termly training covering all aspects of marketing and admissions for schools, colleges and nurseries with guest speakers, techniques to improve admissions and marketing within your settings and practical strategies to grow student numbers
- **Admissions Leadership and Marketing Leadership Programme:** the MLP and ALP is a yearlong programme, accredited by The University of Buckingham and covers key advanced modules via university level training, resulting in a professional certification.



Wellbeing

We recognise that education is both deeply rewarding and inherently demanding. The commitment, care and professionalism of our staff is fundamental to the success and happiness of our students, and we are steadfast in our commitment to creating an environment in which every colleague feels supported, valued and respected.

At Hampton Court House, we want our staff to feel nurtured and cherished, enabling them to flourish alongside the young people in our care. Staff wellbeing sits at the heart of our ethos and, together with our commitment to developing talent from within, this underpins our approach to staff retention.

We place great importance on thoughtfully managing workloads and time pressures, fostering flexible and sustainable working practices and providing strong professional support. Through meaningful recognition, positive working relationships and a genuine sense of community, we strive to promote and sustain the mental and physical wellbeing of all our staff.

These include, but are not limited to:

- Generous PPA time which can be taken offsite, and all teachers are provided with their own classroom in addition to dedicated staff and social spaces
- A scheduled calendar for staff, published in advance, with a commitment to remaining under directed time
- Access to the school Employee Assistance Programme, offering a 24-hour helpline from Health Assured and workplace wellness tool My Healthy Advantage, offering mental and physical health support, personalised content, expert articles, perks and discounts and counselling for holistic wellbeing
- Generous special leave allowances
- Trained Mental Health First Aiders.



Meet Our Staff



Ellie

Director of Performing Arts

"From the moment I walked into HCH on my first day, I was struck by how friendly and welcoming both staff and students were. I immediately felt included and supported, knowing I could turn to anyone for help if needed.

Their warmth made my transition seamless, and now I feel completely immersed in the HCH community. One small joy that still feels like a novelty is the provision of a delicious lunch each day — a simple but meaningful reminder of the school's thoughtful culture and care for staff wellbeing."



Tom

Head of Faculty: Humanities

Tom was drawn to teaching because he believes education shapes not just knowledge, but confidence, character, and opportunity. "I'm motivated by working with young people at a formative stage in their lives and helping them develop the skills, curiosity and self-belief they need to succeed," he says.

Since joining, Tom has grown from teacher to Head of Department and now Head of Faculty, supported by the school through funding his MA in history, external CPD, and the Dukes LAMS leadership programme. One career highlight was leading a GCSE and A-level history trip to Berlin, seeing students connect deeply with the subject.

Tom recommends HCH to anyone who wants to teach thoughtfully, make a real impact, and continue developing professionally. "It's a place where staff are trusted, supported, and empowered to do their best work while helping students thrive," he says. For Tom, the relationships, opportunities, and purposeful environment make HCH a place where he is proud to grow his career.



Eve

Head of Faculty: The Arts

"The best thing about working at Hampton Court House is the creative freedom. I'm able to approach the curriculum in a new way each time I teach it, and I feel genuinely supported to grow as a teacher.

Like any teacher, my aim is to instil a lifelong love of my subject — whether students go on to practise art or simply appreciate it, its value endures. Seeing former students return and hearing all they've achieved is incredibly rewarding.

Hampton Court House has given me the confidence to change career direction, take on leadership, and develop creatively in a place where you feel truly valued and inspired — and that's why I love working here."



Maritza

Deputy Head of Early Years

With formal qualifications in Child Care and experience in bilingual early years settings, Maritza joined Hampton Court House 13 years ago and immediately felt aligned with the school's warm, nurturing ethos. Since then, she has flourished as part of the nursery team, benefitting from continuous professional development, collaborative practice, and the opportunity to grow into her role as Deputy Head of Early Years. Looking ahead, Maritza hopes to keep strengthening her practice and further expand her expertise in bilingual education.

"Hampton Court House is a place where children feel safe, happy, and inspired—and where staff are trusted to grow and thrive. It is a privilege to be part of such a nurturing community."

A Royal Location

Nestled within the London Borough of Richmond, Hampton Court is a village of enduring charm and distinction. Renowned for its illustrious royal past, magnificent gardens and parkland, excellent transport connections and a flourishing independent community, it sits gracefully on the banks of the River Thames. Little wonder, then, that a former King of England chose this remarkable setting as his home.

History

Hampton Court Village has grown in the long shadow of one of England's most storied royal residences, its character shaped over centuries by the presence of Hampton Court Palace and the gentle authority of the River Thames. From its Tudor origins as a service settlement to the Palace of Henry VIII, the village evolved as courtiers, craftsmen and merchants established homes and enterprises nearby, drawn by proximity to the Court. Over time, graceful Georgian houses, inns and riverside dwellings emerged, creating a place that balanced royal influence with the rhythms of everyday life, and fostering a strong sense of community rooted in tradition and continuity.

Today, Hampton Court Village retains this rare blend of historic gravitas and lived-in elegance. Much like Hampton Court House itself, the village offers a refined dialogue between past and present: heritage carefully preserved yet animated by modern life. This enduring character continues to define Hampton Court Village as a location of distinction, where history is not simply observed, but gracefully inhabited.

Leisure and Entertainment

Well connected by rail and road, Hampton Court offers the opportunity to enjoy historic surroundings, outdoor leisure and cultural richness, while remaining within easy reach of London's business districts and world-class attractions, making it an inspiring and enriching place to live and work.

At its heart is the magnificent Hampton Court Palace, one of the UK's most iconic historic landmarks, set within 60 acres of formal gardens and parkland. The surrounding Home Park and nearby Bushy Park provide expansive green spaces ideal for walking, cycling, running and picnics, with the added delight of free-roaming deer and tranquil waterways.

The River Thames plays a central role in local life, with scenic towpaths, rowing clubs and riverside pubs creating a relaxed yet vibrant atmosphere. Leisure facilities are well catered for, with Hampton Pool offering a heated outdoor swimming pool, gym and regular cultural events, while nearby leisure centres provide fitness classes, sports courts and swimming facilities.



Living in Hampton Court

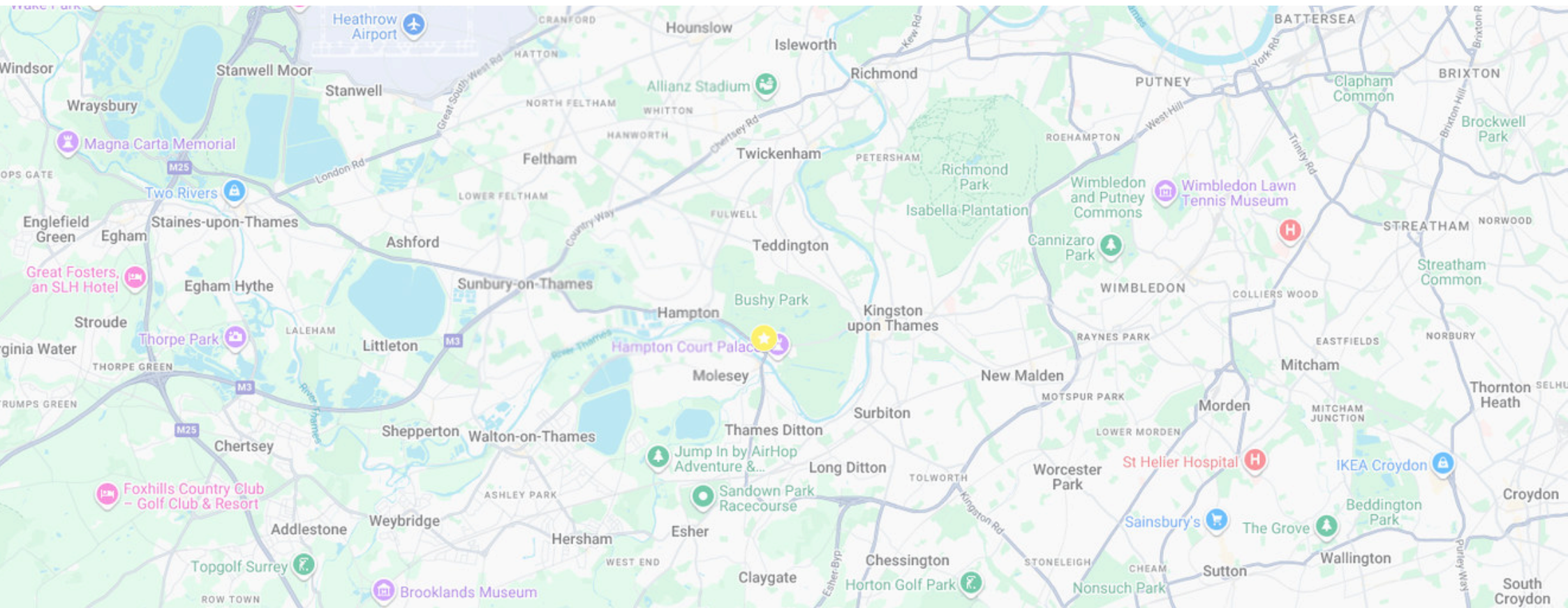
Hampton Court is known for being a desirable residential area, offering a blend of historical charm and modern amenities, with a relatively low crime rate. Popular with families, professionals and retirees, people are drawn to the area's charming character, riverside location and proximity to local hubs including Kingston, Richmond and London.

There are a range of properties available including historic homes, modern apartments and townhouses, with more affordable housing options only a stones throw away in Kingston and surrounding areas. Average housing prices are thought to have fallen in recent years, reported to be within the region of £450-870,000 and upward for flats and homes, whilst the rental market average for a one-bedroom flat is £1,750 per month, rising to £3,500 for a three-bedroom apartment.

Transport

Perched on the edge of southwest London, Hampton Court strikes the perfect balance between a peaceful riverside living and leafy streets, whilst still being within commuting distance of central London.

Located just 35 minutes from the capital, we are well connected with excellent transport links. Hampton Court station is located only moments away, served by National Rail and the numerous bus routes operate within the area, providing easy access to other areas of London and the surrounding region. For those who prefer to cycle, there are several cycling routes in the area including the Thames Path National Trail and the village is located just a short distance from the A3. You can even jet off for a long weekend away via Heathrow Airport.





Hampton
Court House



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