

# BRAMPTON COLLEGE

INDEPENDENT SIXTH FORM COLLEGE

HEAD OF SOCIOLOGY



## THE COLLEGE



Brampton College continues to be one of the best performing sixth form colleges in London and has remained at the top of the Department for Education league tables for over twenty years.

As a specialist sixth form college, we provide our students with outstanding teaching and a wide variety of A level options, enabling them to choose subjects that appeal to their interests and fit their skills. This leads to an enthusiastic and dedicated group of young people whose confidence and performance flourishes.

We are proud of the college's continuous tradition of academic excellence. The Principal, John Wilson, appointed in 2023, is only the second person to hold this post in the history of the college, which was founded over thirty years ago by Bernard Canetti. The college is family-owned, not part of a group or trust, and staff enjoy a range of attractive benefits. Small class sizes and a high level of student engagement offer a teaching experience you are unlikely to find elsewhere, and the low level of staff turnover makes the college a very stable environment for all who work here. We have exceptional amenities, including four recently refurbished laboratories, a stunning art and photography studio and a supervised library for quiet study. Our team of dedicated teachers, enhanced by a group of specialist support staff, allow us to focus on students as individuals to offer a unique and extremely positive educational experience.

There are approximately 230 students on roll each year across three year groups: AS, A2 and one-year A level students, as well as a small GCSE cohort.

### Location & Facilities

We are situated in attractive period buildings in Hendon, North West London. The buildings have been designed to meet our requirements and include excellent computer facilities, library, main hall, staff rooms and student common room.

### Our Results

In 2023:

- ◆ 44% A\*/A grades
- ◆ 74% A\*- B grades
- ◆ 64% of students achieved a place at a Russell Group university
- ◆ 8 students achieved a place to study Medicine, and many students gained places on competitive degree courses such as Law, Engineering & Economics
- ◆ We currently have students holding places for Medicine at Oxford, Law at Birmingham, Maths at Cambridge and Engineering at Manchester

Brampton College has a long history of achieving outstanding A level results.

In 2020 the DfE placed the College in the top 2% of schools and colleges in the country and 5th in London, for the A level Progress Score, which measures how much progress students have made from GCSE to A level – an exceptional achievement.

### ISI / Ofsted Inspection

Our most recent ISI inspection was in December 2021, where the academic and other achievements of the students, as well as their personal development and the governance of the College were all judged to be excellent.

A few highlights from the inspection report,

*'Pupils attain highly and make excellent progress across the school.'*

*'Excellent identification of individual targets assist pupils' focus upon key areas'*

*'The quality of the pupils' personal development is excellent....due to the strong commitment of senior leaders and staff to providing high levels of pastoral support.'*



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## JOB DESCRIPTION

**We are seeking an exceptional teacher of Sociology to maintain the tradition of excellent achievement in the subject.**

The role provides the opportunity to take the lead in one of the most successful subjects in this high-achieving sixth form college, working with ambitious and motivated students, encouraging them to develop a love of the subject and the skills required to succeed at A level and beyond. We are also looking to appoint a candidate with a strong record of successful pastoral work with students. The ability to teach another science subject, for example, Psychology, may also be an advantage.

Each year we have a thriving cohort of Sociology students, who secure the highest grades at A level and typically go on to study a range of sought-after courses at top destinations. For example, our 2023 cohort took up places at UCL (Global Humanitarian Studies), Glasgow (Philosophy & Sociology), Business Management (Sheffield) and Birmingham (Sociology).

We welcome applications from those for whom this would be their first leadership position as well as current heads of department. We expect the successful candidate to inspire their students and to ensure that we continue to deliver lessons and a Sociology curriculum of the highest calibre. The Head of Department is responsible for promoting high standards of teaching and learning and ensuring that both teachers and students receive appropriate help and support in their work.

In particular, the duties include:

- planning, implementing and reviewing the subject curriculum, including devising schemes of work for members of the department;
- monitoring student performance throughout the department, liaising with Personal Tutors and reporting regularly to Senior Leadership;
- monitoring fortnightly and weekly testing within the department as well as the weekly setting of homework;
- organising mock exams and assessments;
- organising individual programmes for students when necessary, either through academic tutorials or otherwise;
- managing and developing the departmental resources (including textbooks) and display materials;
- attending Heads of Department meetings as required;
- meeting with the members of the SLT on a regular basis to review departmental progress;
- liaising with the SLT over timetable matters;
- taking part in the organisation of and participation in college-based professional development programmes, including promoting good practice and working with the SLT to identify useful external personal development courses;
- co-ordinating and submitting to the Exams Officer all examination entries in the department;
- contributing to the selection for appointment of new teachers for the department, as well as their induction, assessment and ongoing professional development;
- preparing the departmental development plan as well as the annual departmental review;
- acting as a referee for some of the students applying for department-based courses for their UCAS applications;

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## PERSON SPECIFICATION

*The experiences, skills and qualities set out below capture the ideal requirements to successfully meet the criteria for the role. In practice, if a candidate does not meet all these requirements but demonstrates the potential, adaptability and ambition to grow into the role, this may still enable them to be successful.*

### Essential characteristics

- A high-calibre graduate of Sociology (or related subject);
- QTS preferred;
- excellent teaching ability and a strong record of exam results at A-level;
- excellent pastoral skills ;
- ability to deliver inspiring lessons to A-level students across the ability range; to stretch the most able and support the least;
- excellent collegial skills and people management skills: the ability to provide clear, effective guidance to colleagues, based on careful planning and sensitivity to the strengths and needs of the individuals;
- the ability to work with the SLT to enhance the Department's capacity;
- commitment to the protection and safeguarding of young people;
- an enthusiasm and interest in the College's well-being programme.

### Personal Qualities

- commitment to individual student needs;
- reliability;
- resilience, a sense of humour, flexibility and a positive, 'can-do' approach;
- commitment to working in a team.

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## THE SOCIOLOGY DEPARTMENT

Sociology at Brampton is an exceptionally strong subject. The current Head of Department, Nicole Kypker is a highly experienced teacher and examiner of the subject, who provides inspirational guidance to her students, who invariably achieve excellent A level results on the AQA specification, with very high percentages of A and A\* grades every year. From the last three sets of full public examinations (not including Covid-affected years) 71% of Sociology students achieved A\*- B.

A key element of the Department's offer is a hugely successful one-year intensive A level, typically taken by students with a year or two of A level experience already behind them. We anticipate that there will be two first-year and two second-year A level groups in September, in addition to the one-year intensive A level students.

The Department is well stocked with online and more traditional resources, which allow for inventive and stimulating lessons, and a regular Sociological Discussion Group meets at lunchtimes to consider a range of topical issues under Nicole's guidance. Classes are supplemented by regular individual consultations for students who need additional help. Visiting speakers on topics such as knife-crime come to address the students every year, and the Department organises visits to sociological conferences and university open days.



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## WHAT MAKES TEACHING AT BRAMPTON SPECIAL?

**Brampton has a uniquely friendly, informal atmosphere and new members of staff can be sure of a warm welcome.**

You will enjoy a wide range of benefits (some of which are listed below), including, importantly, the overall support and encouragement you can expect from your departmental colleagues, SLT and the wider college team.

We recognise the pivotal role that our teachers play in giving our students an outstanding educational experience, and in inspiring them to achieve excellent results and places at top universities. But, more than that, we recognise the role they play in ensuring our students leave the college as well-rounded young people ready to take on the challenges of university life and beyond.

What we offer:

- ◆ Excellent pay - in excess of Teachers' Salaries (which includes the State sector) and highly competitive in the independent sector
- ◆ Annual bonus
- ◆ 50% remission of fees to staff for any eligible children
- ◆ Small class sizes
- ◆ Courteous students - there are rarely behavioural issues
- ◆ Comprehensive and supportive staff induction programme
- ◆ Career progression opportunities
- ◆ Support for staff completing NQT, NPQ and other training after joining the college
- ◆ Engaged and dedicated students focused on excellent results
- ◆ Staff are encouraged to share good practice and observe each others' lessons
- ◆ Clear internal communication, including a weekly staff newsletter, collaborative staff meetings and live college calendar
- ◆ Well-equipped purpose-built classrooms and labs
- ◆ Laptops for all teaching staff and smart screens in many classrooms
- ◆ The autonomy to deliver lessons in your own style and to develop strong working relationships with your students.
- ◆ The opportunity to collaborate with and learn from experienced colleagues
- ◆ Staff Wellbeing Committee
- ◆ Staff counselling service
- ◆ Mindfulness courses
- ◆ Summer and Christmas staff parties and other events throughout the year
- ◆ And, most importantly... Tea, coffee, fruit and biscuits provided in the staff room!



## What our students say about the teaching at Brampton

[College Life](#) | [Independent College](#) | [Brampton College](#) Take a look at our videos about college life

*"Brampton has given me more than a second chance. They've set me up for my future. The teachers here turned things around for me. They are so passionate and make the topics so interesting. I never experienced this elsewhere and I didn't want to let them down."*

Georgie Done obtained A\*AA and a place to study History at UCL.

*I've especially valued the personal relationships you develop with teachers here at Brampton. They helped me beyond my academic studies. I've been reassured by my teachers and given a sense of self-belief I never had before.*

An amazing result of A\*A\*A\*A for Joyce Kam who went on to study Medicine at King's College London.

**The college's most recent ISI inspection report, 2021, states,**

*'A very large majority of pupils and parents commented on the help and encouragement they receive from supportive, experienced and dedicated staff.'*

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## OUR TEACHING ETHOS

**Our aim is to help each individual student succeed in their aspirations and achieve the best possible exam results. To this end, the College places an emphasis on individual support. Class sizes are small, with an average of seven, and weekly tutorials are available in all subjects to review coursework and tests, discuss areas of difficulty and to prepare for exams.**

Weekly or fortnightly tests are an integral feature of all courses and a critical factor in the success of our students. They identify areas of weakness and help students gain the confidence and techniques for succeeding in exams. Heads of Department supervise progress using these weekly test and homework marks, and these records are then passed on to each student's Personal Tutor to discuss with them in their weekly meeting. Communication and collaboration with parents is highly valued and so this detail is summarised in the students' reports which are available to parents on a regular basis.

The UCAS programme is a critical and central part of the College's operation. We offer a superb service, which ranges from providing careful guidance and expertise in choosing the right university course to helping with writing personal statements and interview preparation. There is also a special programme for applicants to medical science degrees, including a weekly Medical Forum. This programme consists of seminars, lectures, mock interviews and preparation for the UCAT and BMAT examinations. We also offer a comprehensive Oxbridge programme.

But, more than this, we are concerned with broader educational objectives, such as developing students' confidence, self-motivation and the capacity to think for themselves, as well as teaching them how to study effectively in preparation for university education.

With this in mind, we work hard to ensure our students feel supported and we take the wellbeing of each of our students seriously. Each student is assigned a Personal Tutor who provides support for both personal and academic matters. The College has a Head of Learning Support, a Student Welfare Officer as well as an in-house Student Counsellor and an Educational Psychologist who are available for individual consultation should the need arise.

Our wellbeing programme has evolved, and now encompasses increased staff support and guidance due to the recent addition of an in-house Adolescent Psychotherapist, whose role is primarily to provide support to staff in working with students under their care, as well as any work-related concerns.



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## FURTHER DETAILS

### Start Date

Wednesday 14th August 2024, although a September start would be considered.

### Remuneration Package

- An attractive remuneration package which compares favourably with the Teachers' Pay Scale.
- Annual bonus and generous pension contributions.
- Substantial remission of fees to staff for any eligible children.



## HOW TO APPLY

### Closing Date for Applications

**Monday 15th April 2024**

### Submitting Your Application

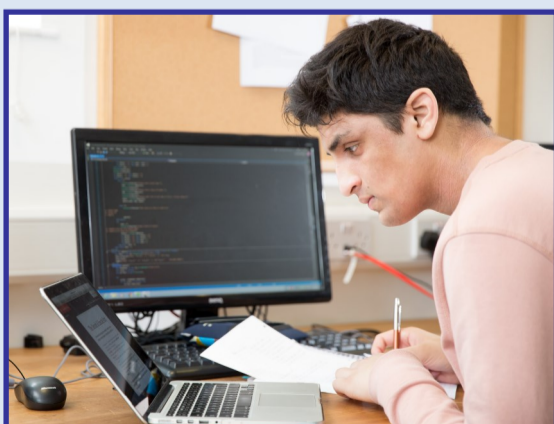
**We ask that you complete the Brampton College Application Form**, a copy of which can be downloaded from TES.

Applications should be made to the Principal's PA, Josie Mulkerrin via [jmulkerrin@bramptoncollege.com](mailto:jmulkerrin@bramptoncollege.com), no later than **6pm on Monday 15th April 2024**.

For an informal discussion about the post, please feel free to telephone Mike Wheeldon, Vice Principal, on **0208 203 5025** or via email to the Principal's PA: [jmulkerrin@bramptoncollege.com](mailto:jmulkerrin@bramptoncollege.com)

### Interviews

**The College may choose to interview prior to the closing deadline, so early applications are strongly encouraged.**



*Brampton College is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, the receipt of an enhanced DBS certificate and other relevant registrations and clearance.*

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## HOW TO FIND US

