



UCS Recruitment

UCS
HAMPSTEAD



Career
opportunities
at University
College School

Working at University College School

The success of any school or organisation depends largely upon the quality and dedication of its workforce – and at UCS we are fortunate to have such well-qualified, talented and committed teachers and support staff across our Foundation.

I am very thankful to work alongside colleagues who are so deeply invested in developing their practice in their respective subjects and fields. UCS is an educational foundation that spans the ages of 4 to 18. Initially founded by University College London in 1830 to promote intellectual curiosity, breadth of study and independence of mind, UCS remains highly academic. However, the pursuit and attainment of academic excellence is only made possible by teachers who are thoroughly dedicated to their craft and support staff who have a sharp focus on educational provision.

Moreover, by prizing outstanding pastoral care – enabling our young people to be confident and the best versions of themselves – kindness pervades the fabric of our three schools. We emphasise positive, open and professional relationships between all constituents – which, of course, includes staff and pupils. This particular strength was noted by The Independent Schools Inspectorate in 2021 who commented that, “much of the school’s success, especially in the sixth form is based on the strong, mutually respectful relationships between teachers and pupils”. It

follows that UCS is a happy place to work.

As well as a caring, respectful environment, newcomers to our Common Room can access our extensive programme of professional development with in-house educational research which keeps teachers up-to-date with the latest educational developments. Our investment in the professional development of staff includes support staff who can expect support which includes training via apprenticeships and sponsorship for professional qualifications.

You could describe UCS as a united community of individuals, and our happy and engaged pupils respond well to lively and imaginative classroom teaching; they achieve exceptional things. They also possess flair and creativity that make them highly desirable to universities and employers. More than that, the school nurtures in pupils a sense of social responsibility alongside respect for the individual. Our young people are taught humanity, understanding and empathy, guiding them to become positive, contributing members of society. They are wonderful to work with.

We wish you the best of luck with your application to work here.

Mark Beard, Headmaster





The UCS Junior Branch is located on a charming period site just opposite Hampstead Underground Station. This part of the UCS Foundation is home to boys in Years 3–6 with three classes per year group. The defining feature of the Junior Branch is its reputation as a warm and caring environment with excellent relationships between staff, pupils and parents. Academic standards are high, pupils are a delight to work with, and emphasis is also placed on the wider curriculum, including sport, art, Music, Drama and clubs. The school also runs a wide range of residential trips each year. Junior Branch staff are always very keen and indeed welcomed to be involved in these as well as extra-curricular activities.

Lewis Hayward, Junior Branch Headmaster



The UCS Pre-Prep is a place of creative learning, where children are inspired by specialist teachers and class-based teachers that work together in a happy, close-knit team. Staff are fully engaged in the wider Foundation through professional development as well as liaison with colleagues.

Teaching here is fast-paced, inspiring and practical. As part of a larger educational network, the Pre-Prep is well-resourced and teachers have creative and pedagogical research facilities to support their interests as well as the school’s development plan. At the heart of this enterprise are wellbeing and pastoral care. Each teacher promotes this in line with our everyday ethos.

Small class sizes and excellently resourced subjects enable staff to teach in a fun and imaginative manner. Altogether, the Pre-Prep is a warm, happy environment where talented staff work as a team to promote the fundamental principles of UCS through wellbeing and by nurturing creative, curious learners.

Zoe Dunn, Pre-Prep Headmistress

UCS Support staff work across all UCS sites and perform a vital role in ensuring that all school operations run smoothly and efficiently. Continuing professional development for all staff is a core tenet of ensuring we consistently provide a high level of service to everyone in the school with a sharp focus on the educational provision. We are a friendly and supportive team who play a full role in wider school life.

Helen Newman, Head of HR

“Pupils have excellent attitudes to their learning. They are also aspirational and highly motivated about academic and other achievement. The independence and initiative which characterise their approach to lessons and enrichment activities often suggest engagement on an undergraduate level.”

INDEPENDENT SCHOOLS INSPECTORATE, 2021



UCS Foundation

The UCS Foundation comprises three schools, all situated in Hampstead.

UCS Pre-Prep

The Pre-Prep on the Finchley Road site joined the UCS Foundation in 2002, providing a happy, supportive and stimulating environment for boys aged 4–7.

UCS Junior Branch

In the heart of Hampstead Village on the Holly Hill site, the Junior Branch – for boys aged 7–11 – gives pupils the opportunity to develop academic and personal discipline, self-confidence, thoughtfulness and public spirit.

UCS Senior School

The largest single element of the UCS Foundation is the Senior School on the Frognal site. The school is for boys aged 11–18 and for girls aged 16–18. Usually, Junior Branch pupils transfer to the Senior School after Year 6, and are joined by about 60 boys from a range of independent primary schools as well as those in the state sector. The Sixth Form is co-educational and around 60 girls join the Year 12 cohort each September. The curriculum is enriching and academic in nature. Pupils progress to top universities with the confidence and motivation of exceptional independent learners.

“We love
the soul of
this school.”

TATLER SCHOOLS GUIDE



A Broad and Enriched Curriculum

A pupil's academic journey at UCS is a broad, stimulating experience. Lessons are lively, creative and imaginative and, in all subjects, resonate with the four UCS Learning Values: resourcefulness, resilience, relationships and responsibility.

In the Senior School, all Year 7 and 8 pupils follow a core curriculum that establishes a foundation of knowledge in a wide range of subjects, as well as broader disciplines such as Philosophy, Economics, Politics and Dance. Through this enriched curriculum, pupils cultivate a love of learning and effective study skills. These traits enable our young people to develop their own academic specialisms as they move up through the school, while also ensuring they receive a rounded education.

We offer over twenty subjects at both GCSE and in the Sixth Form. At GCSE, our core curriculum comprises English Language and English Literature, Mathematics, at least one Modern Language and one Science. Beyond these prescribed subjects, pupils have a free choice. Some boys want to specialise in a particular area; others take a more comprehensive approach. This freedom of choice gives pupils ownership of their academic journey.

The intellectual curiosity and independence of mind that will facilitate pupils' self-discovery and self-expression are nurtured from their time in the Pre-Prep. Pre-Prep pupils learn through a variety of activities including formal teaching and

structured indoor and outdoor play. Pupils are similarly inspired to chart their own intellectual paths in the Junior Branch, where again there is an expansive curriculum with specialist teachers in key areas. Across the Foundation, UCS's eager learners are challenged and engaged, developing strong critical thinking and reasoning skills in the process.

Teachers, too, get to innovate, being encouraged and invited to reach beyond the confines of exam specifications. One notable opportunity for transcending the syllabus is the Senior School's Academic Enrichment programme, consisting of regular lectures, symposia and seminars organised and put on by teachers, who readily share their expertise, alongside a range of renowned visiting speakers. Enrichment Weeks bring together subject departments and offer ample chances for teachers to dive deeper into their subject knowledge while also pursuing interdisciplinary lines of enquiry.

One recent Enrichment Week, for example, witnessed a collaboration between the Art, Classics, Computer Science and History of Art Departments which engaged pupils in designing and creating a trailer for a Classics-themed computer game. Opportunities such as this enable our ambitious pupils to experience the wider context of individual subjects and benefit from the broadest possible academic education.

“...a spirit of exploration, curiosity and free-thinking”

THE GOOD SCHOOLS GUIDE



Exceptional Teaching and Learning

At UCS, our pupils' innate sense of curiosity is nurtured and developed through dynamic and engaging teaching. Teachers are highly qualified, both in terms of their specific subject areas and as educators, and pupils thrive in the school's lively environment. Top exam grades are achieved as a matter of course, but these spectacular results are not secured at the expense of pupils gaining a love of learning for its own sake.

Pupils at UCS recognise that they are treated and respected as individuals – in and out of the classroom. Through personalised support and guidance, pupils are given the confidence and motivation to pursue their own passions and ambitions. Teaching is tailored to pupils' specific strengths and interests. Lessons are well structured, challenging and stimulating.

These last two adjectives sum up life at UCS – there is nothing stuffy or grandiose here, rather it is a determinedly friendly and often fun place to be, with an enterprising, energetic, multilingual and diverse staff who work collaboratively and generously.

Teaching and learning throughout UCS is complemented by a bespoke online learning environment that makes extensive use of the Google Suite for Education. Pupils can access curriculum resources, for individual support or for academic extension, both at home and at school and this encourages independence and curiosity.

Teachers throughout the UCS Foundation are committed to developing their practice. We

recognise the fundamental importance of continuing professional development; a bespoke programme runs through the year along with various subject-specific opportunities for reflection and improvement. Teachers undertake self-directed professional development projects and research; frequent CPD days afford them time to develop their expertise.

UCS is an aspirational school, a fact reflected in the abundance of options for teachers to hone their craft. In-house educational researchers undertake innovative research projects, helping colleagues stay up-to-date with educational trends. Half-termly Teach Meets are popular and well attended. Mental health training is available to line managers, whilst a thorough staff induction process helps newcomers feel at home, with ECTs and new staff further supported by a comprehensive mentoring scheme. Many teachers take their professional development one step further and are supported by the school to undertake higher academic and professional qualifications.

An important part of the school's strategic direction is the concerted effort by staff, led by the Senior Leadership Team, and pupils to embrace matters of diversity and inclusion. Drives to diversify reading lists, the range of visiting speakers and pupils' academic experiences have been prominent in recent years. Teachers are afforded opportunities to engage in CPD focusing on inclusion and recent sessions have included support on trigger and content warnings, as well as how to support gender-diverse pupils.

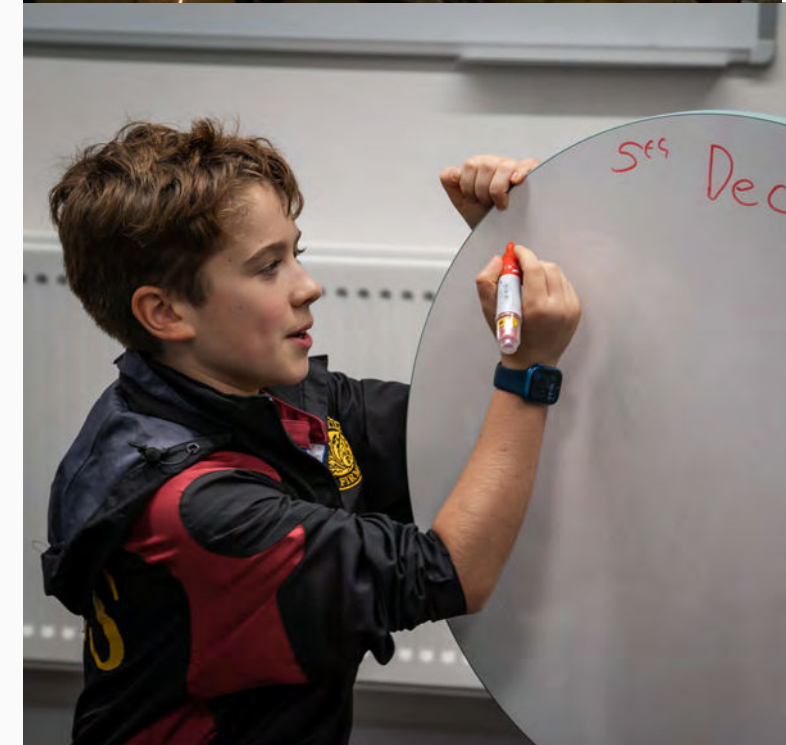
“Academic work is serious but offers infinite opportunities for thought, exploration and discovery.”

THE GOOD SCHOOLS GUIDE

All teachers are offered the opportunity to undertake coaching training to enable positive and supportive conversations between pupils and staff as well as between colleagues. Meanwhile, promotion to middle and senior leadership positions from within the staff body is a common occurrence and such professional ambition is encouraged and supported. Indeed, to facilitate teachers' career progression, the school operates its own bespoke leadership development programme.

“Pupils benefit from demanding yet supportive teaching. Teachers know their pupils well... In addition, pupils have high aspirations and strive for intellectual development in response to the taught curriculum and the challenging provision beyond the classroom.”

INDEPENDENT SCHOOLS INSPECTORATE, 2021



Dedicated Pastoral Care

UCS pupils develop self-confidence and self-esteem thanks to a pastoral care system founded on open, cordial and professional relationships between teachers and pupils. These strong and longstanding ties enable staff to help our young people through their formative years.

Pupil wellbeing is paramount, and the importance of nurturing good mental and physical health is at the heart of the Senior School's provision. Pupils can rely on a network of support, starting with their Form Tutors and Heads of Year, Section and House and continuing through the School Counsellors, School Nurse, Director of Wellbeing and Head of PSHE, to other members of the pastoral team.

The provision of excellent pastoral care is just as valuable as the attainment of outstanding exam grades. Continuity of care is a crucial factor, and in Years 7 and 8, pupils work with the same Form Teacher and Head of Year. In Year 9, they join Houses (known as Demes), with the Head of House overseeing pupils' development for the rest of their UCS careers. This network allows staff to know their pupils well, and to develop the mutual respect that characterises pastoral care at UCS. Ultimately, all teachers contribute and the links between the pastoral and academic systems ensure that the support offered remains cohesive.

However, when there is a matter that pupils feel they cannot discuss with an adult, they also have the fall-back option of the Student

Support Service, through which they can speak confidentially to a trained Year 12 volunteer. Furthermore, pupils are given the skills and knowledge to look after their own mental health and that of their friends through the Peer Education Project which coaches Year 12 pupils to act as mental health mentors to Year 7 pupils.

An equally supportive and communicative atmosphere pervades the Junior Branch – where there is a strong framework to nurture and uphold positive mental attitudes, including a gratitude scheme, learning characters, peer mentoring, buddy programmes and awards for acts of kindness. As at Frognal, support also comes in the welcoming form of the school Houses, Form Teachers and dedicated specialist staff.

Pastoral care is the most important aspect of the school lives of our youngest children, too, with their wellbeing put at the very heart of the Pre-Prep. Teachers play central roles in ensuring that this is always the case by knowing, valuing and celebrating each individual pupil; likewise, staff members are valued as part of a happy and vibrant community of excited learners.

Overall, our intention is that pupils should leave UCS as well-balanced, self-assured young people. We want them to have the confidence and motivation to stand alone as individual learners. We also want them to retain a deep connection with the school, serving as testament to their experiences.

“The school is exemplary at preparing [pupils] for the real world with dedicated teachers who get to know their pupils.”

PARENT IN THE SPECTATOR SCHOOLS SUPPLEMENT

In 2021 The Independent Schools Inspectorate assessed the quality of the pupils' personal development as excellent and found that the “prevailing school culture was rooted in strong relationships, and that the school is successful in fostering positive interactions.” Kindness is central to everything we do.

UCS is fully committed to safeguarding and promoting the welfare of children in our care. Those applying for positions must undertake an enhanced check for Regulated Activity from the Disclosure and Barring Service (DBS) before a formal offer of employment is made. We also undertake checks with previous employers and referees to confirm applicants' identities and professional records. To read our Safeguarding Policy in full, please see: <https://www.ucs.org.uk/about/policies-inspection-reports/>



Outstanding Co-Curricular Provision

UCS is a busy and exciting place to work. Our extensive co-curricular programme is as integral to the educational experience here as classroom lessons.

Accordingly, the programme runs on the energy and eagerness of teachers who lead the 70-plus lunchtime clubs and societies (anything from Model United Nations to coding or pyrotechnics) available to pupils. The focus of these clubs is influenced and informed by the pupils themselves, sometimes as a response to their academic interests, leisure pursuits or even their sensibility to inclusion and representation issues.

The Pre-Prep is no different and boasts over 50 morning and after-school clubs run by both staff and external club providers. These vary from traditional clubs like chess, sport and academic pursuits, through to cheer-leading, sewing, cooking and the Kapla construction game. Children also have a range of cross-curricular and co-curricular subjects such as food technology, sport and enrichment through arts, Drama and STEAM.

Across the Foundation, our teaching staff relish the chance to work with pupils outside the classroom setting, and this applies also to the sporting arena where

they are invited to take and coach teams in various sports, or even to start up new activities.

There is sport for all at UCS, with an emphasis on healthy living, hard work, putting the team first and always striving to improve. Rugby, football, netball, hockey and cricket are the main seasonal sports; however, the overarching aim is for every pupil to fulfil their potential and to appreciate the lasting benefits of a physically active lifestyle.

In a similar vein, the Music and Drama Departments provide myriad opportunities for pupils to hone their creative talents, and they regularly collaborate to enable pupils to perform to sell-out audiences in the school's Lund Theatre. The quality of plays, musicals and concerts is exceptional, and performances regularly earn award nominations.

Junior Branch pupils, too, produce impressive Music, Drama and Art while also enjoying a variety of sports from the most popular to the lesser-sung sporting disciplines. The boys pursue their interests in numerous clubs and societies, and the wealth of co-curricular opportunities is further enriched by trips, outings and residential stays.

The Duke of Edinburgh's Award is hugely popular at Senior School level as pupils recognise the skills which completing the DofE allows them to develop. UCS pupils are also renowned for their entrepreneurial spirit, and this is enhanced by giving them the responsibility of running co-curricular clubs alongside a teacher.

Such an approach extends to charity fundraising. There is a wide array of pupil-led initiatives which typically generate over £50,000 each year, and which culminate in the Community Action fundraising campaign. The success of these schemes highlights the forward-thinking and outward-looking nature of the UCS community.

Our trips programme is diverse, presenting pupils with opportunities to extend their learning beyond the classroom on assignments in London and the surrounding area, as well as further afield and overseas. Sports tours have visited South Africa, Australia, Italy, Spain and the Netherlands, whilst Sixth Formers have carried out voluntary work with charities in India and Romania.



A Commitment to Access and Community

From its origins as an educational pioneer with a distinctively liberal ethos, UCS has had at its core a commitment to wide access and this remains a touchstone of our educational approach. We take very seriously our responsibility to offer fee assistance, insisting that the education we provide should not be restricted solely to those who can afford it.

UCS consistently ranks at the top of independent schools in London for the number of 100% means-tested bursaries awarded annually, and last year we provided £1.2 million in bursary support. We have approximately 60 pupils on bursaries in the Senior School, with ambitious plans to raise this number significantly by 2030, and we also offer Music Scholarships through competitive auditions.

One of the many benefits of the bursary programme is that it encourages mutual exchange, empathy and an appreciation of cultural differences, and increasing the diversity of the pupil population is one of the school's most important aims for the next period of its development.

The school recognises that it has an integral role to play in the local community. We currently work in partnership with more than a dozen maintained schools, and a number of events run throughout the year enable pupils and staff from UCS and partners to collaborate on mutually beneficial projects. Pupils in almost every year group take part in voluntary work with local organisations. These initiatives range from teaching Maths to local primary children in weekly breakfast clubs, to playing lunchtime recitals in care homes, to organising an annual collection for a food bank each September.

Our pupils are notably enthusiastic charity fundraisers. The majority of this activity takes place during the second half of the Autumn Term, a period known as Community Action, when pupils have the chance to design, organise and lead a variety of fundraising projects. Their passion for charity work is remarkable, and letting them lead the fundraising, under the guidance of teachers, affords the opportunity to develop skills in event management, public speaking, marketing, publicity, and accountancy.



Outstanding Facilities

Across the Foundation, UCS pupils and staff benefit from first-class facilities, not just for high-quality teaching and learning, but also for the extensive co-curricular programme that is also key to our pupils' personal and social development.

The impressive Great Hall at the Senior School is the physical heart and soul of UCS. The Senior School congregates here every week for assemblies, and concerts held in the Great Hall are always unforgettable experiences. Plays for all year groups, meanwhile, are performed in the Lund Theatre, which seats audiences of up to 200. Teaching colleagues are warmly welcomed to attend school productions and concerts, all of which are performed to the highest standard.

The AKO Centre library was opened in 2019, offering a state-of-the-art space for creative learning which has proved hugely popular with pupils of all ages. Teaching staff can enjoy the interactive learning space by booking to take their lessons in the AKO Classroom, a room that has been specially designed for project and collaborative work. Science, Art, DT and Modern Languages are taught in purpose-built accommodation, and pupils enjoy seeing their work displayed alongside the work of visiting artists at exhibitions staged in our on-site gallery.

Senior School pupils of all ages have lunch together in the charming Edwardian refectory while Sixth Form students have the advantages of the café, study areas and social areas of the superb new Sixth Form Centre, which opened in 2021.

The adjacent Sir Roger Bannister Sports Centre provides pupils with exceptional sports facilities at the Senior School. A mile away from Frognal lie the UCS Foundation's playing fields. The fields underwent significant redevelopment in 2019 and the quality of the playing surfaces has subsequently received UEFA endorsement. Moreover, our state-of-the-art pavilion contains first-class changing and hosting facilities for all sports fixtures.

It goes without saying that Prep-Prep and Junior Branch pupils and teachers make use of the full range of facilities existing within the Foundation, including the AKO Centre, sports fields, swimming pool, allotment, pond and gymnasium.

“The new facilities are outstanding. The new sports pavilion, fields and the AKO Centre library are used regularly by our children and they certainly enhance their education.”

PARENT IN TATLER SCHOOLS GUIDE SURVEY





A Committed, Talented Staff Body

UCS has its own competitive salary scale. Remuneration for posts is dependent upon qualifications and experience, but is always above the national scale. Aside from competitive salaries, UCS staff enjoy a range of additional benefits including:

- *A competitive pension scheme*
- *Life assurance cover*
- *Free use of the Roger Bannister Sports Centre during school hours*
- *Heavily subsidised membership of our health club, UCS Active*
- *Interest-free loans to help with house purchases*
- *Season ticket loan*
- *Private health care*
- *Private dental care*
- *Free breakfast and lunch each day*
- *Cycle to Work scheme*
- *Eye care voucher*
- *Employee Assistance Programme*
- *33% School fee discount*

UCS places a high value on staff wellbeing and in addition to the benefits listed above we have family friendly policies and enhanced maternity pay. We regularly review staff workload to ensure we are supporting our staff to operate at their best. For support staff, we offer a total of 40 days' holiday per year (including bank holidays and seven shutdown days).

All opportunities at UCS Hampstead are publicised on our website at <https://www.ucs.org.uk/about/work-at-ucs/>. To find out more about current vacancies and our recruitment process, please contact the Human Resources Team on 020 7433 2110.

How to find us

By Road

Our sites are easily accessed via the M1, A1 and North Circular. Parking is available at the Senior School on request. There is no off-street parking for visitors at the Junior Branch and UCS Pre-Prep, but there are Pay and Display facilities in the area. Disabled parking is available at the Junior Branch and the Senior School by prior arrangement.

By Bus

Many buses stop in Hampstead or at Finchley Road & Frognal Station including: 13 (from Golders Green to Central London); 46 (from Queens Park, Maida Vale and Kentish Town); 82 (from North Finchley); 113 (from Edgware, Mill Hill and Hendon); 268 (from Belsize Park); C11 (from Archway, Parliament Hill and Gospel Oak); C11 (from Tufnell Park); 603 (from Muswell Hill).

By Underground

Our Junior and Senior Schools are close to both Hampstead Station on the Northern Line and Finchley Road Station on the Metropolitan and Jubilee Lines. UCS Pre-Prep is equidistant between Swiss Cottage on the Jubilee Line and Finchley Road Station.

By Train

Finchley Road & Frognal Station is on the North London Line which connects Richmond, Kew, Acton and Willesden with Camden, Highbury and Islington.

UCS Pre-Prep

36 College Crescent
Hampstead
London
NW3 5LF

UCS Junior Branch

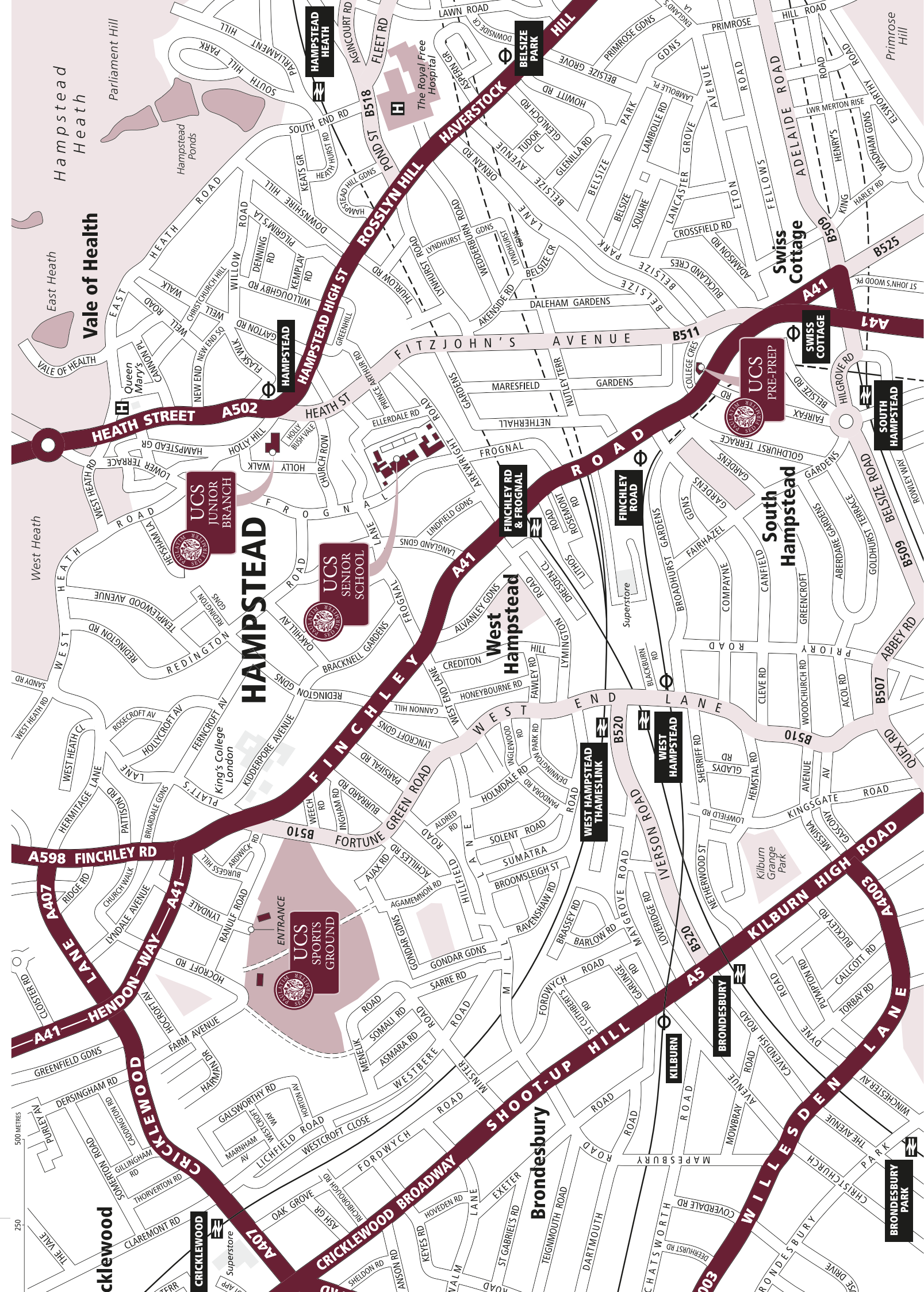
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Hampstead
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NW3 6QN

UCS Senior School

Frognal
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NW3 6XH

UCS Playing Fields

Farm Avenue
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Ranulf Road)
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