



# ST. ANDREWS

## International School Bangkok

A NORD ANGLIA EDUCATION SCHOOL

*"Our mission is to provide an inclusive, international education in a happy, supportive and stimulating environment where all the needs of the individual learner are met. Students are inspired to be the best they can be, enabling them to become responsible global citizens."*

### **Teaching Staff Conditions and Benefits 2016-2017**

Our School's ethos is embedded in a desire to provide high quality education in a more intimate learning environment. This ensures that children are treated as individuals and that the curriculum can truly be child centred.

To provide you a flavour of what working for St. Andrews International School Bangkok would be like, we have compiled this booklet. As well as the terms and conditions of employment, it includes more personal insight into working abroad and at St Andrews in particular. It is important for the continued growth and development of the school that we employ teachers who are familiar with a range of teaching methods and approaches and who are themselves innovative and motivating. We would encourage you, therefore, to give consideration to how you would support our curricular approaches prior to interview, so that it can form the basis of our discussions.

Working in an international school is a fulfilling experience. It combines the best of the UK curriculum with the opportunity to adapt and develop styles of teaching and assessment that best suits the children we teach. A further dimension to working for St. Andrews is our inclusive nature. Often children with learning needs are denied the opportunity to benefit from the international education system. We operate an inclusive admissions policy supported by a professional Learning Support team. We welcome children from diverse educational backgrounds with needs such as Asperger's syndrome, dyspraxia, dyslexia, global learning delays and physical disabilities. Making up about 15% of the school's total population our children with additional needs are fully integrated into classes with additional support provided as necessary.

We look forward to discussing how you believe you could contribute to our development plans and help us deliver a stimulating and challenging curriculum.

### **About Us**

Our school website ([www.standrews.ac.th](http://www.standrews.ac.th)) gives you a lot of information about our school and our community. The following summarises some of the website information.

### **Our Campus**

St. Andrews International School Bangkok was founded in 1997. It was built on the site of an attractive house and gardens in the centre of the residential area of Bangkok. Easily accessible by sky train and road, the school has become popular with local families as well as the expatriate communities. The school hosts children from approximately 42 countries with an overall population of about 1,200. Our school has been continually growing from its inception, with the High School opening in 2001.

We continued to improve our facilities with a purpose built Nursery to Year 2 building being opened in September 2006. New primary facilities were opened in January 2009. All our Primary classrooms have SMART Boards with computers and data projector so these resources can be used for whole class teaching. All High School classrooms and laboratories have data projectors linked to computers and some rooms have SMART Boards.

Our curriculum is based on the UK National Curriculum, with our Early Years and Primary curricula made up of half-termly themes or topics through which Science and foundation subjects are taught. The Key Stage 3 curriculum is adapted to suit our international school community and our school's location in Thailand, and to prepare students for IGCSEs and International Baccalaureate Diploma Programme, the academic backbone to our Senior Studies programme. We have full international accreditation by CfBT Trust, which is a UK-based provider of accreditation services, INSET and educational programmes to schools in the UK and abroad, being rated Outstanding both overall and for each of the Standards in our most recent inspection in March 2015.

Over the years our school has continued to improve its facilities which has allowed for our development into a high quality international school. The breadth of the curriculum is assured through programmes in Sport, Music, Languages and Creative Arts. These provide opportunities for children to participate in a wide range of indoor and outdoor sports, gymnastics and swimming. There are also Art and Design Technology workshops and Science laboratories, as well as new kitchens and whole school canteen. August 2017 will be a very exciting time to join St Andrews, as we open our new 11-18 Campus.

From Year 4 up, all children learn a musical instrument and have the opportunity to perform on stage to various audiences in assemblies, concerts and talent shows. We have an extended specialist instrumental music teaching programme across the school. There is class based specialist taught music from Early Years to Year 3 in a specialist music room. We ensure that all of the children have opportunities to perform in Drama productions, musical productions and concerts; consequently we have a growing Middle and High choirs, drama clubs and several High School bands as the children are developing confidence in their own creative abilities.

Our school opens its doors to the wider school community regularly. In any one academic year we will celebrate International Day; religious festivals such as Loy Krathong and Songkran; Book Week; fund-raising events; parent training sessions; sports days; swimming galas; productions, international sports tournaments and musical concerts. Parents are welcome in the school environment and take a lively interest in the curriculum and its delivery.

### **Candidate Selection and Timeline**

Following our advertisement in the Guardian, on the Nord Anglia Education website and on our school website, the closing date for applications is **Friday 2<sup>nd</sup> December 2016**, though short-listing will begin before this date.

From the applications, candidates will be selected for initial Skype interviews, or invited to visit the school. Candidates selected for interview who have to fly in to Bangkok will have half their airfare and one night accommodation and breakfast at a local hotel reimbursed by the School. We will book a conveniently located hotel for the candidate. Following the interviews all candidates will be contacted by either telephone or email.

## **Pay and Conditions of Employment**

We wish to be seen as a good employer and we take the issue of staff retention very seriously. It is important, therefore, at the recruitment stage, for everyone to be clear about the salary and benefits package that accompanies a teaching position at our school. Please ask questions if there are any issues that you think need further clarification. The information below is just a brief summary of the detail contained in the standard contract of employment. If there is any doubt concerning the interpretation of this summary then the contract itself is the superior point of reference.

### **Salary Scales**

St. Andrews teachers receive a monthly salary paid in Thai baht into a local bank account. Entry to the 30-point salary scale is according to qualifications and experience. A teacher will receive an annual increment each year.

<b>Scale Point</b>	<b>Salary Scale (2016-2017)</b>
<b>1</b>	<b>90,418</b>
<b>2</b>	<b>93,117</b>
<b>3</b>	<b>95,817</b>
<b>4</b>	<b>98,686</b>
<b>5</b>	<b>101,669</b>
<b>6</b>	<b>103,916</b>
<b>7</b>	<b>106,616</b>
<b>8</b>	<b>109,316</b>
<b>9</b>	<b>112,016</b>
<b>10</b>	<b>114,716</b>
<b>11</b>	<b>117,415</b>
<b>12</b>	<b>120,115</b>
<b>13</b>	<b>122,815</b>
<b>14</b>	<b>125,514</b>
<b>15</b>	<b>128,214</b>
<b>16</b>	<b>130,913</b>
<b>17</b>	<b>133,613</b>
<b>18</b>	<b>136,313</b>
<b>19</b>	<b>139,012</b>
<b>20</b>	<b>141,713</b>
<b>21</b>	<b>144,412</b>
<b>22</b>	<b>147,112</b>
<b>23</b>	<b>149,812</b>
<b>24</b>	<b>152,511</b>
<b>25</b>	<b>155,212</b>
<b>26</b>	<b>157,913</b>
<b>27</b>	<b>160,614</b>
<b>28</b>	<b>163,314</b>
<b>29</b>	<b>166,014</b>
<b>30</b>	<b>168,715</b>

## Placement on the Scale

New teachers are placed on the scale according to their qualifications and their number of years of teaching experience. The maximum entry on the scale is Point 12.

## Posts with Additional Responsibility

These are awarded in the form of allowances from A to E. All positions carrying additional allowances are advertised within the school and appointments are made following interviews.

Allowances	
<b>E</b>	<b>20,000</b>
<b>D</b>	<b>16,000</b>
<b>C</b>	<b>10,000</b>
<b>B</b>	<b>6,000</b>
<b>A</b>	<b>3,000</b>

## Settling-in Allowance

Upon arrival in Thailand, each expatriate teacher will receive a one-off payment of 20,000 baht to assist with the purchase of essential household items for their new home. Any costs incurred with the shipment of personal effects must be borne by the teacher and these costs can be deducted from this amount.

## Repatriation Allowance

Upon leaving the company's employment each teacher will receive a repatriation allowance equal in value to the settling-in allowance they received on arrival.

## Bonus Payments

Assuming satisfactory performance, all teachers will receive a two-month net salary bonus upon completion of each two-year contractual period. This bonus payment is approximately 8% of salary and is considered to be equivalent to the UK employer's pension contribution.

## Flights

Expatriate teachers and their contractual dependents receive a one-way economy flight from their contractual airport to Bangkok at the start of their employment. Upon completion of the contract the teacher and contractual dependents will be entitled to the cost of a one-way economy flight back to their contractual airport.

During a two-year contract, the teacher and contractual dependents will receive the cost of a round trip economy flight between Bangkok and their contractual airport. The School will calculate the cost of this round trip and inform the teacher by the end of February each year. For mid-contract and end of contract flights, the amount is included in the teacher's March salary payments.

## Medical Cover

In Thailand there is very good health care available. The School has an international Medical Insurance Policy with BUPA worldwide. This is recognised as an excellent international insurance package. It covers the whole range of medical issues details will be given on request.

## Is It For You?

Consider your responses to the following issues:

1. Do you enjoy changes to your routines, living environment, eating and social life?
2. Do you welcome challenges in your professional life, including teaching children with English as an Additional Language, teaching children with learning needs, finding new material or approaches?
3. Are you able to present a professional approach to your work, ensuring high standards of preparation, delivery, assessment and evaluation?
4. Do you like meeting new people and exploring new cultures?
5. Do you like living in a bustling city environment?

If you have answered 'yes' to the above questions then you are likely to enjoy working in an international school.

Consider, for interview, how you would balance the following issues:

If you worked for St. Andrews you would be expected to work professionally with children from varied cultural, social, economic and educational backgrounds. You would need to consider the child's needs and learning approaches. Also, you would need to recognise differing cultural and social emphasis from the parents and adapt your communication with parents appropriately.

Despite working in a tropical climate and popular tourist destination, you would need to maintain a professional appearance and approach. Children in international schools deserve the highest level of commitment from their teachers. You need to balance your exploration of a new culture and country with your professional commitments.

Although South-East Asia is a long way from the UK, it is possible for families and friends to visit with offers from many airline operators. You do need, though, to be able to make friends from the colleagues you work with, as they will mostly be those with whom you also socialise.

A further dimension to working for St. Andrews is our inclusive nature. Often children with learning needs are denied the opportunity to benefit from the international education system. We operate an inclusive admissions policy supported by a professional learning support team. We welcome children from diverse educational backgrounds with needs such as Asperger's syndrome, dyspraxia, dyslexia, global learning delays and physical disabilities. Making up about 15% of the School's total population, our children with additional needs are fully integrated into classes with additional support provided as necessary.

Please consider the issues raised in this booklet which is just an introduction to the school and the environment in which it operates. Please feel free to contact us if you need to ask any questions about our information.

If you would like to apply for a position at our school please complete the application process through Jobtrain, accessible via the Nord Anglia Education website: <http://www.nordangliaeducation.com/careers/> If you require any further information, please email [recruitment@standrews.ac.th](mailto:recruitment@standrews.ac.th). The closing date for applications is **Friday 2<sup>nd</sup> December 2016**.

## Human Resources

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