



## Information for teaching applicants

Thank you for your enquiry into employment possibilities with HSV. The following notes will provide some background information about the school.

Haagsche Schoolvereeniging (HSV) offers a unique opportunity to teach in a vibrant international environment while having the privilege of feeling part of the host community and culture. The international stream at our Nassaulaan location works closely with our Dutch stream in a beautiful listed building in the centre of The Hague. Our other locations, at the Koningin Sophiestraat (Bezuidenhout) and Van Nijenrodestraat (Benoordenhout) are within easy reach of the centre. The school's international community is made up of a highly supportive and involved set of parents who come from over 50 different countries. What they offer the school in terms of culture and resources is rich and invaluable.

The Hague is known as the 'international city of peace and justice' and is home to over 150 international organisations as well as a high number of foreign embassies and government ministries. This creates a very cosmopolitan atmosphere.

The Hague is a wonderful city in which to live. There are many and varied cultural events to enjoy, wonderful parks to relax in, excellent sports and leisure facilities, and a bustling beach only a short distance from the city centre. Some of the world's most famous paintings, including Vermeer's *Girl with a Pearl Earring*, Frans Hals's *Laughing Boy* and Rembrandt's *Anatomy Lesson of Dr. Nicolaes Tulp*, are normally displayed in the Mauritshuis, a small but grand museum located next to the parliament buildings, and only a short walk from the school. The Gemeente Museum and the Escher Museum also provide opportunities to see great works of art.

Integrated transport links make travelling around the city and country easy and affordable. And, of course, The Hague is a wonderful jumping-off point for exploring the rest of continental Europe. Paris and Brussels, for instance, are easily accessible by train. In the summer you can even put your car on a sleeper train and wake up the next morning in Italy, Spain or France.

In February 2007 the Netherlands came at the top of a United Nations assessment of the well-being of children in twenty-one of the world's most advanced economies. The indicators used were material well-being, health and safety, education, peer and family relationships, behaviours and risks, and young people's own subjective sense of well-being. In the same report the United Kingdom and the United States were ranked at the bottom of the table.

Judging by the number of people who have stayed long-term, there is a good chance that, once you have settled in The Hague, you will not want to leave again.

### **Status of the school**

Thirty years ago the Dutch government pioneered a programme to establish International education within its own state system. At both secondary and primary level, International Departments were established to deliver education in English.

There are currently twelve such 'Internationally orientated' Primary (Dutch/International Primary Schools - DIPS) schools across the Netherlands. All these school have Dutch children and a cross section of international children on roll. The school receives a subsidy from the Dutch government towards the funding of the International Department. There are similar schools for secondary aged pupils (DISS). A full list of all international schools in the Netherlands can be found on [www.sio.nl](http://www.sio.nl)

The International department of the Haagsche Schoolvereeniging (HSV) primary school falls under the HSV Foundation. The foundation has three schools under its umbrella. At present the Foundation accommodates these three schools in seven premises, which are all located in the Dutch city of The Hague. The Foundation is run by an independent Board of Governors; it is co-educational, non-selective and non-sectarian [www.hsvdenhaag.nl](http://www.hsvdenhaag.nl) .

### **Organisation of the HSV**

Within the organisational structure of the HSV there are classes for Dutch national (NA) children rising 4 through to 12, and International Department (ID) classes for children aged 4 to 11. The International Department has seven discrete year groups – ID Reception through to ID6. The HSV currently manages three locations in The Hague. One location on the road Nassaulaan houses both Dutch and International pupils, the other two locations have international students only; and are similarly known by their street names as Koningin Sophiestraat (KSS) and the Van Nijenrodestraat (VNS) which opened in August 2010.

At the time of writing, the current distribution of ID classes is as follows:

<b>Age group</b>	<b>NSL</b>		<b>KSS</b>	<b>VNS</b>
	<b>NA Classes</b>	<b>ID Classes</b>	<b>ID Classes</b>	<b>ID Classes</b>
11 rising 12	NA-8			
10 rising 11	NA-7	ID-6	ID-6	ID-6
9 rising 10	NA-6	ID-5	ID-5	ID-5
8 rising 9	NA-5	ID-4	ID-4	ID-4
7 rising 8	NA-4	ID-3	ID-3	ID-3
6 rising 7	NA-3	ID-2	ID-2	ID-2
5 rising 6	Kleuters	ID-1	ID-1	ID-1
4 rising 5		ID-R	ID-R	ID-R

## **Vision and Mission**

### *Global Citizenship, Lifelong Learning*

The school offers a safe, caring and stimulating environment, in which all children are encouraged to develop to their full potential within a multicultural, international background.

## **Curriculum**

Class teachers have a full contact timetable and deliver approximately 75% of the curriculum. Literacy in English and Mathematics (approximately 25% each) are taught as 'stand alone' subjects.

IPC (International Primary Curriculum) modules deliver integrated units of work. This constitutes a further 25% of the curriculum see:

<http://www.greatlearning.com/>.

Specialist teachers deliver the final 25% comprising PE, Music, Handicraft, and Dutch (DFL) lessons.

Support Teachers work in collaboration with the class teacher to support students who have identified learning needs, or who have begun classes with limited proficiency in English.

Standards in English and Mathematics are discussed with reference to the UK's National Curriculum expectations. The majority of our core learning materials are purchased in the UK.

The curriculum in the International Department at HSV is liable for inspection by Dutch Educational Ministry officials.

## **Pupils**

Class sizes are limited to 20 in each year group. There are currently waiting lists for most year groups. Pupils are admitted to the school as soon as a vacancy becomes available. This means that new children can arrive at any point in the school year. There is no requirement for pupils to speak English when they enter the school.

There are more than 50 different nationalities represented amongst the pupil body with no dominant ethnic group. Many families are in the city with international organisations such as the War Crimes Tribunal, The European Patent Office, the UN Chemical Weapons Inspectorate, Interpol or the European Space Agency.

Students in the ID make a contribution towards their tuition at the rate of approximately €4,750 per year.

## **Staffing**

There is stability amongst the staff. The majority of current classroom teachers are female, who have previously trained and taught in the UK however, teachers from Canada, Australia, New Zealand, South Africa and the USA have joined them in recent years. It is necessary to have both residency and work permits for the Netherlands. These are significantly easier

to obtain for EU residents. It is CRUCIAL that teaching qualifications are recognised by the Dutch Ministry of Education. They make a clear distinction between grade levels and it is not possible to work in an DIPS (Dutch/International Primary School) school without specific Primary school (under 11 years of age) certification.

You can refer to the following website to:

<https://duo.nl/particulieren/international-student/your-qualifications/working-as-a-teacher.asp>

### **Professional Development**

Just as pupils will never finish learning, neither do teachers. It is important that they continue to follow educational developments and always work on extending their expertise. Therefore teachers are expected follow further training not only in The Netherlands but also abroad or 'online', and we also organise professional development tailored to our own needs. New teachers not yet familiar with IPC will receive IPC training in the first term.

In the school year 2015/16 professional development has included:

- IPC training
- Dutch lessons
- Joint Dutch/International schools curriculum days
- Linking literacy and Science
- Improving provision for highly able pupils
- Teaching Mathematics in line with the new UK curriculum
- Attending International Education Conferences
- Bilingualism and language acquisition
- In-house staff meetings and training on assessment and science
- Zand Erover- process to help with tackling bullying
- First Aid training
- Access to local Dutch teacher professional development is also available to those teachers that speak Dutch

### **Terms and conditions of contract**

All appointments are initially made for twelve months and Dutch Ministry conditions apply. Qualifications and previous experience must be documented and certificates sent to the central ministry for approval. Without appropriately recognised certificates it is not possible to work at HSV.

During the initial 12-month period, teachers will be observed and appraised by the Location Leader and the Director of the ID. Subject to satisfactory performance then a permanent contract is offered. This gives security and full employment rights as a Dutch civil servant.

Salary is not negotiable. Scales govern the rate of pay in all government schools. There are no financial incentives given for extra responsibility taken by teachers.

It is **obligatory** in Holland to have **private medical insurance**. There are currently no tuition fee charges for staff children attending the HSV. School

makes no contribution to accommodation, child-care provision or living expenses. This is a 'salary only' appointment and the cost of housing in the Netherlands/Hague area is high.

**Salary scale:** The remuneration package is specific to a candidates experience and personal circumstances based on the Dutch CAO (union agreements). Below are the beginning and end salary scales.

Experience	Salary scale	Gross basic salary per month
1 year	LA1	€ 2346
5 years	LA 5	€2647
10 years	LA 10	€3009
15 years	LA15	€ 3482

However, when calculating salaries, it is important to take into account the benefits outlined below as they make a significant difference to take home pay.

### **Additional Salary**

Employees are also paid an additional salary bonus twice a year – end year bonus ( $\pm 6\%$  of the annual salary) in December and holiday-payment (8% of the annual salary) in May. Both payments are on top of the normal salary. Both payments are also based on a whole year in service. They will be reduced proportionately if staff have worked less than a whole year. Please ask if this is not clear.

### **Relocation costs**

You have a right to moving costs if:

- a. You move to within a radius of 20km of the school
- b. If your partner does not have a right to relocation costs. If s/he does but it is lower than the amount that you have a right to then the difference may be claimed.

What do you have a right to:

- a. A reimbursement for transport and furnishing costs: €2,124.41
- b. A reimbursement for other costs: 12% of the year salary

The costs will be reimbursed after the move and when the appropriate forms have been completed and signed.

Relocation costs have to be paid back to the school if your contract is terminated during the first **3** years.

During the period between moving and your employment date you have the right to claim 90% of your rental costs to a maximum of €359.76 per month.

The school will pay for all permit costs, related to your appointment and may make some contribution to private professional study (in addition to normal Inservice development and subject to certain terms).

Once through the probationary period of your contract, there are significant employment rights inherent in being a civil servant.

### **Teaching time**

Teaching time is 8:30 am to 3:00 pm on Monday, Tuesday, Thursday and Friday and 8:30 am to 12:30 pm on Wednesday. Teachers are expected to be in school at least 30 minutes before and one hour after the children (2pm on Wednesdays). Staff are expected to attend weekly Staff Meetings on Tuesdays or Thursdays which finish by 5:15 pm at the latest.

Due to Dutch Ministry regulations for civil servants (including teachers), there is an arrangement for regular paid leave (Compensation Leave). Based on the member of staff working full-time, then a total of 10 extra days leave is available throughout the school year. Dates are arranged with staff in June/July for the coming year.

### **Curriculum Planning**

It is the responsibility of the teacher to complete planning for the school year in line with school guidelines. Guidance and support will be available from colleagues and management.

The School continues to strive towards close cooperation with the Dutch education system. It would be hoped that the successful applicants would make a full professional contribution to this work.

### **Moving to The Netherlands and starting work**

If you are successful, it is expected that you will relocate to The Netherlands at least 2 weeks before the new school year begins (for 2016-17 the school year will start on 21<sup>st</sup> August, so candidates should move over during the week of 7<sup>th</sup> August). You will need one week to settle housing and paperwork and then a week in school to set up your classroom and attend induction and team meetings. If you need assistance with finding affordable accommodation then the school can put you in touch with a real estate agent (Makelaar).

You will be sent a copy of the staff handbook and you are expected to read this before you start.

Kind regards,

A handwritten signature in cursive script that reads "Lorraine Janet Dean".

Lorraine Janet Dean  
Director of the International Department