APPLICATION PACK

ST.GEORGE'S SCHOOL MUNICH

APPLICATION PACK FOR THE POST OF

PRIMARY E.A.L. TEACHER

ST GEORGE'S SCHOOL, MUNICH

St George's School, Munich is a private, non-selective, co-educational, non-faith day school located in Munich, Germany. It is part of a group of three international schools spread across Germany which share a strong common ethos and structure. We strive for excellence in everything we undertake and place heavy emphasis on creating a positive, enjoyable and child-centred learning experience.

St George's School Munich is the youngest member of the St George's School family. The school opened as a primary school in September 2013 and has subsequently grown to welcome children aged 3-16. Within the coming years the school will grow to accommodate the full age range of 2-18 years.

The school already houses a flourishing community of over 300 pupils, and is expected to continue growing strongly over the next years. The school is not only an important option for ex-pat families in the area, but also for those in the local community who seek an inspiring and enriching alternative to the German education system. The school attracts families from a diverse range of backgrounds, with over 40 different nationalities represented in the school. Approximately one third of our pupils come from the local German community.

This diverse nature of the school makes it a vibrant and exciting place to both work and learn. The varied mosaic of cultures, languages and experiences which makes up the school community is however unified by a shared vision and shared values. Most importantly, St George's fosters an atmosphere of tolerance and mutual respect, in which each individual is valued. Furthermore, each member of the school community is encouraged to inspire and grow, challenging themselves to consistently develop their skills and talents, explore the unknown and aim for excellence.

The St George's curriculum is based on the National Curriculum, and we embrace the flexibility this provides to ensure that topics are relevant to pupils learning in an international context. English is the working language of the school, but we also appreciate and value the local culture. As such, German is a core subject alongside English, Mathematics and Science. First language German speakers follow the local curriculum for the language, and all German lessons are provided by specialist teachers.



In Upper School students prepare for IGCSE examinations in 8-10 subjects. The school is currently undergoing IB accreditation, and we intend to offer the International Baccalaureate Diploma Programme to Sixth Form students, aged 16-18 from September 2018. At both IGCSE and IB level, students will have a broad range of options to suit their interests and aspirations, which currently include local, national and international university destinations.

Throughout the school, the maximum class size is 20, and classes are typically smaller for specialised options, reflecting the school's pledge to provide to individualised care.

St George's firmly believes in the importance of the wider curriculum and is committed to providing a broad range of learning opportunities beyond the classroom. To this end, the school exploits not only the plethora of local resources at its disposal, but is also developing a range of broader national and international ties.

The school has recently moved from a temporary facility to a newly developed, purpose built site. Over the academic year 2017-2018 there will be on-going developments of the facility and grounds to ensure we provide a first class educational facility, which enables thriving sports and creative programmes, as well as providing for all academic needs.

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THE PRIMARY SCHOOL

St George's Primary School is a growing area of the school, currently comprising over 200 pupils, with 25 teachers and support staff. The primary area consists of 2 departments: Early Years Foundation Stage for pupils aged 3-7, and Lower School for pupils aged 7-11. In our new facility, each department has it own dedicated staff, facilities and resources, as well as sharing some communal areas. There is a strong shared ethos and positive working atmosphere.

Heads of Department are responsible for their respective areas, and the management structure will grow to incorporate Assistant Heads of Department and Curriculum Coordinators, as the school develops.



Each year group currently has one or two classes, with a maximum class size of 20. Ultimately, each year group will have 3 classes and a maximum of 60 pupils. There is a highly collaborative work ethic and teachers within a year group work closely with their counterparts on planning and preparation. More broadly, teachers willingly share their expertise and are highly supportive of their colleagues. There is a strong willingness to volunteer for extra responsibilities and to contribute to the life of the school, and all staff are dedicated to providing the best possible learning experience for pupils.

Pupils in the Primary School follow the Early Years Foundation Stage Framework between the ages of 3 and 4 and the National Curriculum from age 5 upwards. The curriculum incorporates the full range of subjects,



but there are some adjustments to accommodate a daily German lesson. We also ensure that topic coverage is relevant and meaningful to pupils from diverse cultural and linguistic backgrounds. Pupils explore topics on a local, national and international level and teachers are careful to ensure that pupils can build links between their learning and their daily lives.

Pupils' development in English is supported both through specialised lessons and in class support. We are building our EAL programme to better facilitate development in English and focus on pupils' individual needs. Teachers will be allocated to specific year groups, where pupils follow an intensive programme in English in the mornings, and are integrated into classes in the afternoons and for non-core lessons. In the afternoons, interventions take place for pupils with particular needs or to support their ongoing development in English, or teachers support pupils within class, to help them integrate into an English speaking environment.



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JOB DESCRIPTION

Job Title: Primary E.A.L. Teacher

Responsible to: Head of Department

Key Responsibilities

- To always act in the best interests of pupils.
- To support the school's ethos and aims.
- To act in accordance with school policy and the school's Code of Conduct.



Professional Learning Responsibilities

- To maintain thorough and current knowledge in the subject area(s) taught.
- To maintain a full overview of curriculum developments.
- To engage fully with professional learning opportunities, including INSET, working groups and professional learning communities, even where these fall outside core school hours.
- To work collaboratively and support the professional learning of colleagues.
- To engage with evidence and research to direct improvements in teaching and learning.
- To be genuinely reflective towards one's practice and pursue consistent improvement.
- To engage fully with structures that support professional learning, including appraisal and observation.



Teaching and Learning Responsibilities

- To teach an approximately 80% teaching timetable, with 20% of time dedicated to preparation.
- To maintain the highest standards of practice in planning, preparation, monitoring, assessment, reporting and feedback, in accordance with school and departmental policy.
- To employ teaching, learning and assessment strategies which meet pupils' individual needs and support differentiated learning.
- To create clear, challenging and achievable expectations for pupils.
- To create a secure learning environment, based on mutual trust and respect, in which pupils feel safe to explore and take risks.
- To ensure that all pupils make progress relative to their prior attainment and potential.
- To maintain a stimulating and well-maintained learning environment, paying due care and attention to the quality of resources and displays.



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JOB DESCRIPTION CONT.

Pastoral Responsibilities

- To always act in the interest of pupils' welfare, in accordance with the school's Child Protection Policy.
- To undertake the responsibilities of a class or form tutor, in accordance with school policy.
- To apply knowledge and experience in facilitating pupils' holistic development.



Administrative Responsibilities

- To complete all administrative tasks in a timely manner, in accordance with school and departmental policy. This includes the writing of reports, keeping of registers and maintenance of pupil data.
- To ensure that communication with parents is carried out in a professional and timely manner.



Wider Professional Commitments

- To make an active contribution to the on-going improvement of policies and procedures of the school.
- To attend and contribute to meetings, for example staff meetings, Parents' Evenings, departmental meetings, and individual parent meetings.



Other Duties and Responsibilities

- To take all reasonable steps to ensure a safe environment for staff, pupils and visitors.
- To carry out an appropriate share of the collective staff responsibility to cover absent colleagues.
- To carry out a share of supervisory duties in accordance with the published rotas.
- To contribute to the extra -curricular activities programme and other aspects of enrichment within the school, including after school clubs, school trips and events. These may be held after school, at the weekend or on holiday dates.
- To attend all school functions relating to teaching year groups or other year groups as part of the whole school programme.
- To assist with examination invigilation of internal and external examinations.
- To take shared responsibility for the tidiness of communal areas.
- To undertake any reasonable request from the school management, in line with your professional role and level of responsibility, to ensure the efficient and effective operation of the school.

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OUR VALUES

INSPIRE
Explore and develop what you enjoy
Awaken curiosity and question everything
Encourage everyone to be the best possible
Take risks and make learning an adventure
Set high standards and motivate others
Unlock potential and foster ambition

VALUE
Respect others and their opinions
Get involved and engage in our community
Embrace responsibility and develop self-esteem
Take pride in the environment we share
Endeavour to do the right thing
Make everyone feel accepted

GROW
Enjoy and share success
Achieve more than grades
Set your own goals and know where you are going
Move beyond your horizons and strive for excellence
Embrace and learn from the challenges you face
Succeed with integrity



OUR TEACHERS

All our teachers are fully qualified and hold either a teaching degree or post graduate teaching qualification. They demonstrate experience teaching in the relevant age ranges and are passionate about the subjects they teach. Specialist teachers hold bachelor's or higher level degree in their subject, or a closely related area.

They are dedicated professionals, who share the school's values. They always act in the best interests of our pupils and promote the safety and wellbeing of young people. Our teachers are committed not only to the development of young people, but also to the development of themselves as practitioners in education.

As a British International School, the majority of our teachers have had experience working in the UK, or in a similar international system. Familiarity with the National Curriculum is seen as a considerable advantage, as is an understanding of the demands associated with private education.

Our teachers demonstrate excellent interpersonal and communication skills and are able to relate well to all members of the school community with tact and diplomacy. They are well organised, able to prioritise tasks and remain calm under pressure. They represent the school with pride and maintain a professional standard of appearance appropriate to the role.

Many of our teachers are UK nationals or come from other English speaking parts of the world. Given that Germany is a foreign country for the majority of our teachers, they build a strong community, with close ties to the wider ex-pat community in the area. As all our teachers have taken the step to move abroad, they are welcoming and supportive to new members of the team.

All teachers are fully proficient in English, as this is the working language of the school. Knowledge of German is not a prerequisite for the role, but a willingness to learn is of course advantageous.

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OUR NEW CAMPUS

In September 2017, St George's School Munich moved into a newly built facility. The new campus is located at Heidemann Strasse 182, in the area of Schwabing-Freimann. This lies to the north of Munich city centre, with good access to the U6 metro line, as well as the A9 motorway.









The campus is being developed to the highest of standards. Facilities include:

- Bright, spacious classrooms throughout the school.
- 8 fully equipped science laboratories, with additional preparation facilities.
- 2 full-sized sports halls, with spectator seating.
- A fully equipped gym.
- A rooftop sports pitch.
- A fully equipped design and technology workshop.
- A spacious central library and learning zone.
- A theatre and dance studio.
- Fully equipped art and design studios.
- A music suite, including practice rooms and recording studio.
- Numerous IT suites and innovative classroom IT facilities.

Further outdoor sports facilities are located just a short work from the school .



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LIFE IN GERMANY

Germany is a diverse and fascinating country, lying at the heart of Europe. It has a rich history, breath-taking landscapes, vibrant cities and an open-minded, multi-cultural society. Germans enjoy a high standard of living, strongly supported by a prosperous economy, and German cities are regularly ranked among some of the most 'liveable cities' in the world.

In many ways, daily life in Germany is no different to life in other western European countries. Political and economic stability, robust infrastructure and a caring society mean that you can concentrate on enjoying the more important things in life. However, life in Germany also has its quirks and individual charm, as Germany boasts a unique and regionally diverse culture. Discovering this is all part of the appeal, and makes a move to Germany a thoroughly enjoyable and rewarding experience.



Image courtesy of Mister GC at FreeDigitalPhotos.net

Language

German is the most widely spoken first language in Europe and one of the top 10 most spoken languages in the world.

German is neither renowned for its beauty nor the fact that it is easy to learn. Fortunately, this is more myth than reality. German shares a lot in common with the English language, which gives English speakers a head start. German courses are widely available within Germany, suited to all levels and with adaptable time commitments.

However, knowledge of German is not a prerequisite for living in Germany. Many Germans have an excellent understanding of English and it is entirely possible to get by in Germany without speaking the language.

Food and Drink

German cuisine is easily stereotyped. However, Germany is a cosmopolitan, multicultural society, and the average German has a sophisticated palette. In any city, you are likely to find more Italian or Asian restaurants than traditional '*Brauhäuser*'. There is something for every taste. Supermarkets stock a wide range of international produce and there are very few home comforts that ex-pats have to search hard to find.

Of course, Germany does have its culinary traditions, but with strong regional variations. Each area has its specialities, and there are many delicacies to discover, including fine cheeses, wines and beers, as well as varied baked and meat products.



Image courtesy of noppasinw at FreeDigitalPhotos.net

Culture

It is impossible to summarise Germany's rich and diverse culture in a few short words. However, lying in the centre of Europe places Germany firmly at the heart of European cultural tradition. Germany broadly shares much in common with its neighbours, and for those moving to Germany from elsewhere in the western world, much will be familiar.

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LIFE IN MUNICH

Munich is the capital of Bavaria and the gateway to the Alps. Home of BMW and Bayern München, Germany's third largest city is on one hand a bustling, cosmopolitan metropolis, on the other a green idyll with a rich history, strong sense of tradition and irresistible charm.

Located in the south of Germany, Munich is closer to the Mediterranean than the North Sea, closer to Prague than Paris. Although it can easily fulfil all German stereotypes, the cultural landscape of this city is also heavily influenced by its proximity to southern and eastern Europe. Rapid transport links connect the city to Austria, Switzerland and Italy, as well as to all major German cities. Munich airport is a major international hub, and offers flights to destinations across the world.



Image courtesy of meepoohfoto at FreeDigitalPhotos.net

Munich grew from a medieval settlement of monks, from which its name originates. It grew rapidly into an important centre and was chosen by the Bavarian Duke's as their capital. The grand architecture of the city centre pays testament to its royal status, and the foundation of the Kingdom of Bavaria in the nineteenth century sealed Munich's status as a cultural centre of global importance.

Although Munich was heavily damaged during the war, it was meticulously rebuilt and retains much of its pre-war character. It is however to all intents and purposes a very modern city, which offers its inhabitants a high standard of living and rich variety of pursuits. The city's shops can rival those of any major European city, and its restaurants and bars account for every possible taste. On the banks of the Isar lies the 'Deutsches Museum', the world's oldest and largest science museum, but just one of the many hundreds of cultural establishments in the city, including over 50 theatres, 40 museums, 80 cinemas and several concert halls.



Image courtesy of Tuomas_Lehtinen at FreeDigitalPhotos.net

The 'English Garden' is Munich's green and tranquil heart and one of the world's largest city parks. It is where the locals enjoy a Sunday stroll or refreshment in its sprawling beer garden. Beer lovers will however be most interested by the world famous 'Oktoberfest', which attracts millions of visitors to the city in late September, to sample the local speciality.

The surrounding area offers breath-taking scenery and endless opportunities for outdoor pursuits in all seasons. Lakes and rivers provide welcome refreshment from the summer heat, whereas the mountains are the draw in winter months. Whether a simple walk in the hills or something more adrenalin fuelled, the Munich area provides a vast amount to see and do.

St George's School is located in the district of Schwabing-Friemann, to the north of the city centre. The site is well connected to the local transport network and is easily accessible by car or public transport. The school also enjoys good access to the city ring road, which connects all major routes in the city, as well as the motorway network. Munich airport is located approximately 30 kilometres to the north of the area.

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REMUNERATION AND CONTRACT

St. George's offers teachers the ideal working environment to embrace their vocation and grow professionally. The schools' locations in Germany offer not only a high standard of living, but a range of opportunities for travel, cultural discovery and personal growth.

Salary
The school operates a salary scale based on experience. Teaching salaries range from €35,000 to €54,000 gross per annum. Tax and other deductions vary depending on your personal situation. Social security contributions include health, pension, unemployment and disability insurance. These are deducted directly from your salary, and are supplemented by a contribution from the school as your employer. A full payroll calculation is available on request.

Contract
First contracts are typically for two years, with a six month probationary period. Permanent contracts are issued following this period, based on mutual agreement between both parties.

Relocation
We offer a relocation allowance of €1500 gross to support your move to Germany. Given the wide range of different accommodation options available, we do not find accommodation on your behalf. However, we will provide you with guidance and support in finding housing, as well as support in making your first steps living in Germany.

Holiday
The school operates on a British term system, with three terms in the year. The school has a 38 week calendar. Typically there are 2 weeks holiday at Christmas and Easter, 5 or 6 weeks in summer, plus one week in October, February and May for half term. There are also numerous religious and public holidays throughout the year.

HOW TO APPLY

All applications should be made using our online application process. Simply visit our website, and select 'Register' to begin an application:

www.stgeorgesschool.de/st-george-s-schools/careers/welcome

Once you have registered with us, you can log in as often as you wish to build up your profile. When this is completed, you simply need to click "Apply Now" to send your details to us.

You are requested to submit a copy of the following documentation to complete your application:

- Degree certificate and teaching qualification
- Your passport information page

Please also submit the following, where available:

- Recent police clearance
- A valid work permit, if you are not an EU resident

All applicants should hold a **valid teaching qualification**. We consider a degree in education (e.g. B.Ed./M.Ed./Lehramt), or postgraduate teaching certificate (e.g. PGCE) as valid. English language teaching certificates (e.g. TEFL/IELTS/CELTA) are not sufficient.

If you have any questions about this post or the application process, please do not hesitate to contact Mr Christopher Lewis on +49 2233 80 88 70 or email at recruitment@stgeorgesschool.de .



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REFERENCES

Please include with you application the names and contact details of three professional referees. One of these should be your current employer.

We will collect full references before shortlist interviews. If you prefer that we do not contact one or more of your referees, please notify us of this. However, references must be provided before an offer is finalised.



QUALIFICATION, BACKGROUND AND IDENTITY CHECKS

We are committed to the safeguarding of children and operate safer recruitment practices. As part of this, you will be asked to provide documentation at interview as proof of your identity and qualifications.

If you are successful at interview, you will also be required to undergo relevant background checks. Updated police clearance (e.g. DBS certificate/ Führungszeugnis) will be requested for all those appointed. If you have recently lived in another country, clearance from this country will also be requested and a certified translation may be required.

THE SELECTION PROCESS

We read every application carefully to identify the key skills and qualities we are looking for. These include:

- A commitment to the school's values
- Relevant teaching experience
- A passion for learning and developing young minds
- Reflective practice
- An international outlook
- Willingness to contribute to the wider life of the school
- A commitment to the safeguarding of children and young people

Applicants without a teaching qualification or with a poor command of English will not be considered.

First round interviews take place via an online meeting platform or telephone conversation. First round interviews allow us to determine whether you would be a right match for the school. It also allows you an opportunity to ask any questions you may have about the role or the school.

Shortlisted candidates are invited to Germany for a second round interview. All interviews involve the following:

- A formal interview with the school director and senior managers.
- An observed lesson. The lesson objective and background information will be provided in advance.
- A tour of the school and insight into how the school and department operates.
- Opportunities to meet future colleagues.

Candidates based outside Europe will have a second round interview with the school's management team via Skype, if travel to Germany is not feasible. You may be asked to provide further evidence to support your application, such as video footage of you teaching, observation feedback or reflection on your practice.