

NEW STAFF INFORMATION

Ras Al Khaimah Academy Family of Schools



Required for August 2019

**Ras Al Khaimah Academy Family
of Schools**

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TEACHING POSITIONS

Ras Al Khaimah Academy family of Schools



Background

RAK Academy was established in 1975 as a not-for-profit organisation under the patronage of the royal family of Ras Al Khaimah working through a Board to oversee the development of the school - a status that exists to this day.

The group operates as a family of schools on separate five sites: all based within 40 km's of each other, offering a variety of curriculum pathways, including modified English National Curriculum, Primary Years Programme, IGCSE, A Level and IB Diploma, depending on location and individual preference. Presently, almost 4000 students from 101 different nationalities are educated at the five schools.

In the British schools, we offer Early Years Foundation Stage (EYFS) education from Nursery (3yrs) and the National Curriculum of England from Year 1 (5 yrs old) to Year 8 (13yrs) followed by IGCSEs (14-16yrs) and the A Level or IB Diploma programme in the Pre-University section (16 - 18yrs). Our International School in Khuzam offers the Primary Years Programme to Year 6 (11 yrs).

The RAK Academy Family of Schools is non-selective, and encourages a mixed intake. Academic results are good and

improving, with pockets of under achievement- the most recent IGCSE results exceeded the UK average pass rates in both progress and attainment. IB Diploma results are consistently above the world average.

Teaching staff specifications

It is expected that our staff will demonstrate a range of qualities, qualifications, skills and experience which will enable them to develop our schools' expertise and achievements.

Candidates will have experience of working happily and successfully in all, or with most of the following:

- A diverse student and staff body
- A school with an inclusive admissions and teaching and learning ethos
- A fast moving educational environment
- A school which expects the highest standards from all members of its community but offers compassion, understanding and support at all times
- An institution which develops, promotes and has a need to implement innovative education ideas and practices
- An institution which pursues holistic education and/or values based education, fitting our ethos.

Most importantly, the successful candidate is expected to have a successful track record in promoting highly-effective teaching and learning, to hold qualified teacher status, a good university degree related to teaching specialism (preferably a higher degree) and to show evidence of continuous professional development.

Skills

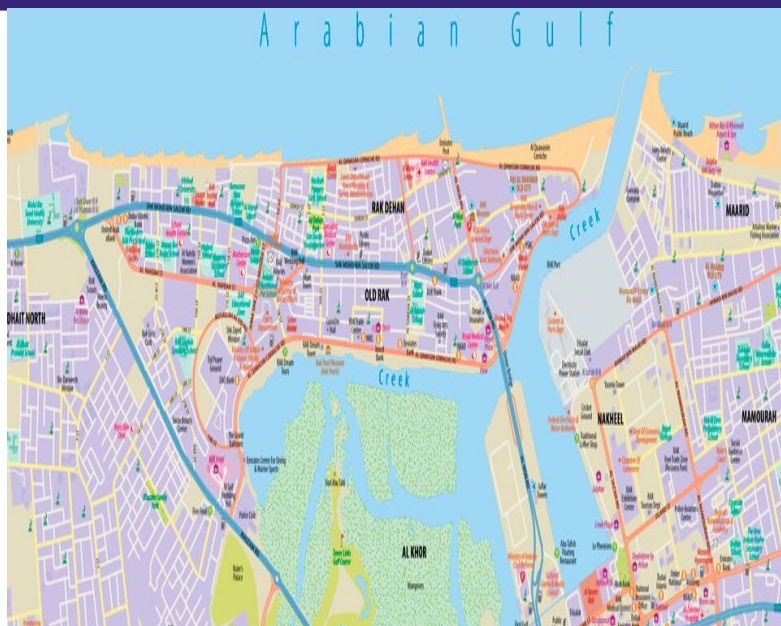
- Excellent interpersonal skills, including communication with a variety of audiences, but particularly young people
- Rapid and well-founded decision making;
- Clear and evidenced teaching and learning qualities.

Personal and Professional Qualities

- A positive, can-do attitude and real determination to succeed
- Flexibility and adaptability
- Resilience
- High level organizational skills
- A sense of humour and appreciation of diversity
- A deep interest in other people, a

APPLICATION PROCESS

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desire to create a strong team and a sense of mission to make a difference

How to Apply

Interested candidates are invited to email Steven Geraghty, Executive Principal, at staffrecruitment@rakacademy.org if they have any pre-application questions.

The deadline for receipt of application will be stated on the respective advertisement.

Please submit the following documents:

- A CV documenting your employment history to date, your qualifications and your personal information.
- A letter of application detailing why you wish to work here, the impact you have had in your current and previous roles and how this would be of benefit to the community.
- The additional 'Dependents Information Sheet' detailing dependants, health and any additional educational needs
- The names and contact details (including works email address and work telephone number) for three line management referees, one of whom

must be your present line manager.

The documents should be emailed to staffrecruitment@rakacademy.org in one single PDF file., quoting the job reference number in the email heading.

If you do not hear from us within 1 month (working days) of application, you should presume you have been unsuccessful but we do thank you in advance for your involvement in the process.

The Application Process

- Selected candidates will have preliminary face to face or Skype long list interview week commencing in **January and February**
- Selected shortlist interviews are planned, whether by distance or at a convenient centre in person, within 3 weeks of first interview.

RAK Academy Group is committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced Disclosure and Barring Service (formerly CRB) check, satisfactory references and medical

clearance.

The Employment Package

The salary package reflects our commitment to ensuring we attract applicants of a high calibre:

- Attractive salary and benefits package (The United Arab Emirates is also a tax free environment)
- Gratuity Payment upon departure
- Settling in and baggage allowance
- Up to a maximum of two free school places at the school
- Housing and utilities allowance
- Annual travel allowance

Visas and Immigration

Upon appointment, the school's HR department will be in contact with you to arrange all of the necessary visas and to take you step by step through the immigration process. Employees will arrive on a temporary visa, but will usually have their permanent visa finalised within 3 weeks of arrival.

Please note that you will be required to

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Housing

As housing is provided by the school in the first year, the Maintenance Department will deal directly with the landlord, and organise the payment of rent, deposits and the provision of utilities.

After you have moved in, full support is provided. Repairs are organised directly by Maintenance (in conjunction with the landlords of course), and the bills are taken care of by the school. Furthermore our staff try hard to be available on an ongoing basis (including during holidays) to deal with any issues that arise. Basic furniture is provided, along with a starter pack of basic groceries, pots, pans, crockery, cutlery and bed linen etc.

Upon Arrival

Your flights will be booked and organised by HR, and a member of the staff will meet you at the airport. From there, you'll be taken to your accommodation. Within your house, Logistics will have provided a small shopping basket of standard items (milk, bread, butter, cereals, coffee, tea etc), but will also contact you a few days before to see if there's anything specific

you'd like to order in advance. You'll be given a cash advance to deal with any incidental expenses during your first month.

Staff buddies will then support you in the first few days, by taking you to shopping malls and showing you some local restaurants and some of the tourist sites and hotels. There is no obligation for this support, and you are free to dip in and out as you wish.

Child care is available in school when you first arrive. Please let us know if you would need to take advantage of this service.

Domestic Help

Many staff employ help on either a full time or part time basis. If you decide to employ a full time maid, then you will need to complete a series of paperwork/visa requirements, but as with everything else, we can advise.

A full time maid can be 'live in', though some do have accommodation of their own and travel to and from work each day. A full time maid will normally be expected to do the household cleaning, washing, ironing and cooking, and many are also happy to undertake childcare duties. However, it is

important to agree expectations at the start for everyone's benefit.

Finding dependable help can be stressful, particularly if you want someone who will support with childcare. However, there is a good grapevine within school, and failing that there are several agencies who will help for a small fee.

Finding part-time help can often be problematic since they will be employed by someone else, who will need to be willing to share them. However, many agencies have their own work force of part-time help who are available for approximately 30 Dhs per hour.

General help

Moving to a new country can be a very daunting experience and we understand that 'wobbles' are a natural occurrence. All we ask is that you keep us fully informed of any doubts or worries you may have which could affect your arrival. Asking for help is not a sign of weakness, more an intelligent way of ensuring that you and your family are more fully equipped to deal with issues.

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Things to do in the country and region

Ras Al Khaimah emirate has its own charms, including world class beaches and hotels, the world's longest zip line, mountain and wilderness hiking opportunities and, for the shoppers, some great shopping malls. The pace of life and cost of living is more attractive than in its more famous neighbour, Dubai.

However, there's no getting away from it - its proximity to Dubai is a boon in that you have one of the world's premier travel destinations within one hour's drive of the school; Dubai has so much to recommend it!

Perhaps its most convenient attraction and again so near to home, is Dubai International Airport and the easy and cheap air travel it provides. Staff regularly visit many overseas destinations. Even without longer distance air travel, Abu Dhabi and Muscat are accessible by car. Abu Dhabi is little over two hours' drive away, and this opens up further travel opportunities. The UAE serves most worldwide destinations.

Most top range hotels are represented in RAK, with have top quality eating opportunities. Other restaurants are numerous and it is legal to buy a tippie from a range of licensed shops and restaurants.



Outdoor Exercise

There's no getting away from it, the abundance of outdoor pursuits opportunities gives most staff the chance to get fit. In the cooler times of the year, hiking, cycling, sports, are a great way to unwind, while the hotter times can be tolerated in the plentiful gym club membership opportunities, together with beach access.

There is a wide array of sports available in RAK although most don't advertise themselves very well. As always, it's a case of asking the right questions to secure the right information. There are some excellent golf courses, along with sailing, football and all manner of sports in between. You have to be prepared to go looking for what you'd like.

If fitness or a spa is more your thing, then a five star hotel family membership may be what you're looking for. Membership fees range from 3000 to 5000 AED per year and include gym and private beach access, plus an array of discounts on treatments, food and suchlike.

Indoor Exercise

Shopping is plentiful in RAK and even more so in Dubai. Rak malls contain most well-known chains including H and M, Marks and Spencer's, Zara, Top Shop, Debenhams, plus the multitude of multi national restaurants and an array of different brands. Prices are reasonable and close to what you would pay in the UK or other suchlike places.



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Things to do in Ras Al Khaimah (cont.)

Cinema

Films tend to be released in English around the same time as the US release date, often considerably in advance of the UK release date. A family trip to the movies, including tickets, drinks and popcorn costs around the same as similar elsewhere.

Eating Out

A popular pastime in RAK and most staff eat out (or order a take-away) on a regular basis. There's a wide array of cuisines on offer, including Lebanese, Indian, Thai, Chinese, Cantonese, Malaysian, Arabic, Italian and a few UK options (such as UK style Fish & Chips), if you know where to look. A main meal costs less than equivalent quality eateries in Europe and North America, depending upon where you choose to eat. And although UAE is a Muslim country, it is possible to get Pork products in supermarkets in special sections.



The RAK Academy Family of Schools

The RAK Academy Family of Schools has five schools across the emirate of Ras Al Khaimah, in the north of the United Arab Emirates. Our schools have different features and are attractive to parents, students and staff for different reasons

British School Al Hamra

Recently opened in August 2018, BSAH offers the British National Curriculum from the Foundation Stage to Year 6/Grade 5. Based to the south of Ras Al Khaimah, the school serves communities down to Sharjah. Maximum capacity is 500 students.

British School Al Rams

Also opened in August 2018, BSAR offers the British National Curriculum from the Foundation Stage to Year 6/Grade 5. Based to the north of Ras Al Khaimah, the school serves communities in the northern

surrounding area, into the Omani territory of Musandam. Maximum capacity is 500 students.

British School Al Khuzam

Opened in 1975 BSK offers the British National Curriculum from the Foundation Stage to Year 6/Grade 5. Based in the Education Zone of Ras Al Khaimah City, the school serves communities over a wide area of the emirate. Maximum capacity is 1500 students.

International Primary School Khuzam

Opened in 2007 IPSK offers the International Baccalaureate Organisation's Primary Years Programme (PYP) to Year 6/Grade 5. Based in the Education Zone of Ras Al Khaimah City, the school serves communities over a wide area of the emirate. Maximum capacity is 1400 students.

International Secondary School Khuzam

Opened in 1975 ISSK offers the UK National Curriculum from Year 7 (Grade 6) to Year 9 (Grade 8), followed by the Cambridge International IGCSE in Years 10 and 11 (Grades 9 and 10). Our pre-university choice in Years 12 and 13 (Grades 11 and 12) is the UK Advanced Level (A Level) or the International Baccalaureate Diploma. Both are 'gold-standard' qualifications and ensure entry to the majority of higher educational institutions in the world.

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Cost of Living

Living in Ras Al Khaimah is much less expensive than Dubai. If you've read up to this point, you'll have realised that RAK is a rapidly developing emirate which already has an array of positives on offer to keep residents happy.

The UAE is ranked 50% LOWER THAN London in the current Cost of Living Index produced by Numbeo. In turn RAK is 10% lower than Dubai. This places the country at a lower cost of living than most major western cities. In contrast, GDP per Capita places the UAE 30th in the World.

Once the cost of house rental (which is covered by the school) is taken into account, the local purchasing power for residents is very high. Most teaching couples (including those with children) enjoy a very favourable lifestyle with lots of travel opportunities, yet they still manage to save a reasonable amount of money each year (some save one salary each month).

Banking

Upon arrival, the school will assist new employees in opening a bank account. This is the same banks as are used by the school and

therefore salaries are transferred in a timely manner each month and can be immediately sent back to country of origin, if required. As with all modern banks, the bank offers the full range of online banking, as well access the credit cards and loans for its customers.

Some teaching couples opt for a joint account, whilst other opt for two individual accounts. Either is acceptable, and the school will arrange for a representative of the bank to sit with you and talk through the various options available.

Creature Comforts

Most teachers have a yearning for something from home when they join an International School. Staple foodstuffs with international brands can be bought in most supermarkets (as many are made across the Middle East under license), genuine versions of goods from Waitrose and Tesco are freely available at reasonable prices

It's possible to buy all manner of well-known brands and great fresh meat and vegetables, at prices similar to home country costs.

Weather

For at least 5 months of the year, Ras Al Khaimah enjoys a temperate climate, with temperatures in the mid-20's and evening lows of 18 on a regular basis. However, as summer approaches, the sun heats the desert and temperatures regularly hit high 30's. The upside is that air conditioning is plentiful and electricity prices relatively low!

Sun coverage charts suggest that it is a very dependable, bright country, but this does not tell the whole story... it does rain on rare occasions and that is a sight to behold as the desert starts to bloom!

Overall, weather patterns are so dependable that you can plan weeks in advance, be it barbecue, hike or beach day. Grey days do not exist, making it a magnet for expats from those countries which have no dependable weather patterns.

Summary

Hopefully this brochure has given you a flavour of what the Region, the Emirate and the school has to offer and what to expect as a resident. However, it is only a flavour - the true beauty of Ras Al Khaimah has to be experienced to be appreciated!