NORTH LONDON COLLEGIATE SCHOOL DUBAI

Seeks a

SUPPORT TEACHER / SEN TEACHER

Effective August 2020

THE UK SCHOOL

North London Collegiate School (UK) was founded in 1850 by Frances Mary Buss in order to offer an academically ambitious education to girls, similar to that available to their brothers. The School has pioneered women's education for over 160 years and remains among the highest achieving schools in the UK. Exam results consistently top the UK league tables and the School has repeatedly outperformed other prestigious schools in terms of Oxbridge success rates. The Sutton Trust has rated NLCS as first in the UK for success in placing students at competitive universities and NLCS is one of only two schools to have been twice named by the *Sunday Times as* 'Independent School of the Year', which described it as 'Possibly the best advertisement for girls-only education in the country'.

INTERNATIONAL SCHOOLS

In 2011, North London opened its first international 'branch' school in South Korea – NLCS Jeju. Working with an agency of the South Korean government, the school was the first of a number of international schools to be built as part of an ambitious project to transform the island of Jeju into a global 'hub', The School opened with over 400 pupils and, now entering its ninth year of operation, has nearly 1400 on the roll. NLCS Jeju offers the IB Diploma to all students in the Sixth Form and has achieved outstanding results since its first cohort of graduating students in 2014. The average IB Diploma score in 2019 was 37, with two students achieving a perfect 45.

In September 2020, NLCS Singapore will open its doors to students widening the NLCS community and opportunities for families and staff around the world.

THE DUBAI SCHOOL

We aim to be the top-performing IB World School in the UAE, supporting the aspirations and abilities of all students; as a result, they and their families will choose to stay in Dubai throughout their Primary and Secondary schooling.

North London Collegiate School Dubai offers an academically ambitious education in keeping with the aspirational ethos of NLCS (UK), and the same impressive range of extra-curricular activities, to foster well-rounded individuals who are capable of becoming leaders. The School is a coeducational day school for pupils aged 3-18 years, situated within the prestigious Hartland development in Dubai. The School was built and is funded by our partners in the project, a leading Indian property development company, Sobha.

While ensuring academic excellence and intellectual challenge, NLCS Dubai is equally concerned with supporting the development of the whole person and aims to inspire confidence, individuality and self-esteem.

NLCS Dubai is an English-speaking school, and is authorised as an IB continuum school for the Primary Years Programme, Middle Years Programme and Diploma programmes. A number of lessons per week are devoted to the teaching of the Arabic language, UAE Social Studies and Islamic Education. (Islamic Education is compulsory for Muslim students only.)

Unlike many UK independent schools, NLCS has a firm commitment to ensuring close links with its overseas 'branch' schools. Every effort is made to replicate the ethos and standards of NLCS overseas. Wherever possible, staff for overseas schools are interviewed in London and by NLCS (UK) staff, as well as staff from our overseas schools. All teachers, once appointed, are invited to travel to London for induction and training at the UK school and this is generously funded by our partners. Once an overseas branch is open, it is regularly monitored and inspected by the UK school, and close links are formed through pupil and staff exchanges, joint departmental projects, educational visits and extra-curricular activities, such as videoconference debates and jointly produced student publications.

As the NLCS family of schools expands (with a further overseas school opening in Singapore in 2020), it is hoped that partnership activities will expand so that each school in the group develops links with the others. We also hope to see staff join the group in order to build their career with us and benefit from the many professional development and career-progression opportunities, which a group of world-class schools such as ours can offer.

THE ETHOS

The ethos of NLCS Dubai echoes that of NLCS (UK) – every effort is made to recreate the ethos of the UK 'parent' school, whilst taking into account and remaining sensitive to the local culture and context.

We provide a first-rate ambitious academic education for every child, which inspires a life-long love of learning and gives students the knowledge, attitudes and confidence to flourish.

At North London Collegiate schools, academic success is gained not through an emphasis on results but by creating an atmosphere of rigorous scholarship, where pupils are encouraged to study beyond the examination syllabus in order to develop their intellectual independence and love of their subjects. The pastoral well-being of students is of the utmost importance and good relationships are fostered between pupils and staff, as well as between the pupils themselves.

The extra-curricular life of NLCS schools is vibrant, both in academic and non-academic fields. Students participate in a wide range of subject-focussed clubs and societies, from weekly book groups to Debating, to 'Mad Scientists' and 'Model United Nations'. In the UK School, over forty academic clubs and societies operate weekly meetings and events led by the Senior Students, in order to give every opportunity to develop their intellectual curiosity, independence of thought and genuine love of subject; there are a large number of student-produced academic journals which reflect the particular interests of these societies.

Non-academic activities also thrive as the School aims to create an environment in which the whole personality can grow. Extra-curricular Sport, Music, Art and Drama are all of excellent quality and over seventy activities take place at lunch times and after school each day, with large numbers of students involved.

In the UK, the School has produced sports players at national and regional level as well as nationally recognised musicians, composers and actors. Since the opening of a state-of-the-art Performing Arts

Centre in 2007 in the London school, productions and concerts have benefited from this professional standard facility with over 40 performances a year in this venue alone. NLCS Jeju and Dubai also have state of the art Performing Arts Centres that places the creative arts at the centre of our extra-curricular, and events programme. This culminates in our Arts Festival during the last week of the academic year.

THE CURRICULUM

NLCS Dubai is an "IB Continuum School" offering the IB Primary Years Programme (PYP) in the Junior School, Middle Years Programme (MYP) in Grades 6 to 10, and Diploma Programme in the Sixth Form. NLCS Dubai is authorised in all three programmes. The curriculum reflects the academic ambition and aspirations of NLCS (UK), and schemes of work will broadly reflect the curriculum of NLCS (UK).

As mentioned above, an extensive extra-curricular programme of Sport, Music, Drama and other activities, which closely reflects that at NLCS (UK), are provided to enrich and broaden the education offered, developing the talents and confidence of students.

LIFE IN DUBAI

Dubai is a thriving international hub, where approximately 90% of the 9.6 million residents are expatriates living alongside the local Emiratis. The successful candidate will be sympathetic to and considerate of the culture of a Muslim country, in both their personal and professional life.

THE POSITION

NLCS Dubai is seeking a dynamic, energetic, well-qualified and highly committed person to take on the newly-created role of Support Teacher across the Junior / Senior School. The appointee will serve as a role model, coach and professional mentor for classroom teachers, promoting the understanding of inclusion, sharing good practice, and ensuring appropriate curriculum adaptations are made so that every student makes progress.

They will spend around 25% of their time working with individuals or small groups of students, and 60% of their time supporting teachers in improving their inclusive competence. They will support teachers through lesson observation, reviewing data and co-planning, and will also co-teach and model good practice.

The successful candidate will also ensure that the qualities of the IB Learner Profile and the core academic skills of research and inquiry are embedded within the curriculum. Previous experience of the IB Middle Years and/or the IB Diploma are an advantage; of prime importance is an ability to motivate and inspire students in order to ensure that academic provision is consistently of the highest standard.

The appointee will support the learning and pastoral needs of individual students, in keeping with the School's aims and values. All members of staff are also expected to be involved in pastoral care within the School community, usually in the role of form tutor or co-tutor, and also to contribute to the extra-curricular life of the School.

QUALIFICATIONS & QUALITIES SOUGHT

Please see Person Specification

TERMS AND CONDITIONS

North London Collegiate School Dubai has its own salary scale: salary and benefits will be highly competitive and commensurate with the successful candidate's qualifications and experience.

LOCATION

This post will be based in Dubai.

TENURE OF APPOINTMENT

Initial three year contract

PARTICULARS OF THE SEARCH

Applicants are invited to submit:

1. a letter of application, addressed to the Principal of NLCS Dubai, Mr James Monaghan
2. a fully completed application form - available from the school website www.nlcsdubai.ae

The application form should contain the name, email address, postal address and daytime telephone number of two referees who may be contacted with the candidate's permission; these should be direct supervisors or persons in senior positions of responsibility – not peers - who can validate the applicant's suitability for the role.

E-mail: recruitment@nlcsdubai.ae

The closing date for applications is 08.00am (UAE time) on Monday 27th January.

All UAE based candidates shortlisted will be invited to NLCS Dubai for interview and to teach a lesson. UK based candidates may be invited to NLCS London for interview and to teach a lesson.

PERSON SPECIFICATION

SUPPORT TEACHER / SEN TEACHER

North London Collegiate School Dubai

NLCS Dubai seeks an enthusiastic and highly-qualified **Support Teacher / SEN Teacher** to work with students across the Junior and/or Secondary School.

Professional Qualifications and Experience

- Teaching qualification
- A qualification in SEND, e.g. NASENCO/Masters in SEND (preferable)
- Successful experience of teaching at Secondary or Junior School level
- A successful and strong track record in Inclusion
- Understanding of the Knowledge and Human Development (KHDA) requirements for SEND (preferable)
- Knowledge of CEFR, IELTS, TOEFL and IB curricula, their delivery and assessment (preferable)
- Excellent teaching and learning practice
- Evidence of continuing professional development, research and training

Knowledge

- Awareness of current educational developments, initiatives and research relating to inclusion
- Thorough understanding of managing planning, assessment and record keeping and how these affect optimal pupil progress
- Thorough understanding of how children learn, safeguarding legislation, and safer working practices.
- A sound knowledge of major curriculum issues across the IB programmes, and inclusion.
- Evidence of CPD related to the role
- A good knowledge of ICT and an understanding of its use to support inclusion and personalised learning.
- Ability to analyse data to raise attainment of pupils with SEND and EAL students.

Personal Qualities and Skills

- Native speaking level of fluency in written and spoken English
- Ability to cope with the fast pace of life in the School, while placing a premium on close team work, flexibility and good communication skills
- Willingness to take part in the curriculum development of the School
- Ability to remain calm, a good sense of humour and the enthusiasm to enjoy the challenges of the role are essential
- All members of staff are expected to make a contribution to the varied extra-curricular life of the school
- The ability to integrate technology to produce exciting and academically stretching and knowledge rich lessons

JOB DESCRIPTION

SUPPORT TEACHER / SEN Teacher

North London Collegiate School Dubai

The responsibilities include:

- Fostering and supporting the School's ethos, values, rules and guidelines, and championing Inclusion within the School
- Ensuring provision throughout the School is consistently of the highest standard
- Meeting regularly with teachers to lead discussion and development
- Working collaboratively with SEND and EAL teaching staff
- Ensuring the effective use of resources and strategies to support SEND and EAL provision

Core Responsibilities of the Post

- Support and implement the whole-school strategy for Inclusion, ensuring the School's provision is outstanding
- Observe lessons and review teaching and learning provision
- Work with teachers in a professional partnership to build goals which enhance the provision for students with specific needs
- Regularly review SEND in the classroom to identify and implement strategic goals that will facilitate the creation of exceptional learning experiences for students
- Provide support to teachers in developing and implementing strategies to support students with SEND and EAL students, and in evaluating their effectiveness
- Implement effective strategies to track and monitor the progress of students with SEND, and co-ordinate interventions where appropriate
- Build and maintain excellent relationships with parents of SEND students
- Liaise with tutors and Heads of House/Phase as appropriate
- Carry out assessments of students' needs, and provide support in the admissions process
- Assist in the identification of SEND students through observation in the classroom, individual screening and assessment of reports
- Provide individual support to students as required, either one-to-one, in small groups, or within the classroom setting
- Maintain a thorough and up-to-date understanding of the current SEND Code of Practice in the UK, the Executive Council Laws and Legislation of the UAE pertaining to education of people with SEND, and ensure compliance with the IB, KHDA, and MoE guidelines
- Be aware of the KDHA inspection framework and work to evaluate practice across the School
- Maintain accurate and up-to-date records
- Assist in the delivery of a programme of CPD for Inclusion
- Champion the 'Every NLCS teacher is a teacher of SEND' agenda and ensure teachers are equipped to support such students
- Ensure regular and time bound monitoring and evaluation processes inform targeted improvement strategies and measures of impact
- Monitor the work produced by SEND students and work with teachers to improve this
- Ensure the timely and accurate completion of forms and reports related to effective provision for SEND students

As with all posts, the Principal will reserve the right to vary the precise responsibilities should needs change and opportunities arise.