



# St Christopher's School, Bahrain

Appointment of

## Primary School Class Teacher



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# An introduction to St Christopher's

**St Christopher's was established in 1961 to educate small groups of expatriate children and has developed into a large, not-for-profit, internationally-renowned school at the heart of the community. St Christopher's provides an exceptional educational experience and is widely regarded as one of the world's leading British curriculum international school**

A vibrant community of over 2,300 students aged 3 to 18 and made up of more than 65 different nationalities, St Christopher's is a not-for-profit school, committed to developing *Role Models for the World*. We pride ourselves on maintaining a warm and mutually respectful atmosphere, where our children leave fully prepared and confident to meet head-on the challenges and vagaries of life in our rapidly changing world.

St Christopher's is a member of COBIS, BSME and AoBSO. The Principal is a member of HMC (Headmasters' and Headmistresses' Conference), and the Head of Juniors of IAPS (Independent Association of Preparatory Schools).

## Mission, Vision and Values

### *Education for a Shared Humanity*

At St Christopher's School Bahrain our mission is to provide an *Education for a Shared Humanity*. To ensure all our students will become *Role Models for the World* possessing the strength of intellect and character to take responsibility for their actions and contribute meaningfully to our global society.

We value all members of the St Christopher's community, upholding the core values of caring, honesty and mutual respect, as well as instilling the St Christopher's 6C's in all our students: Compassion, Confidence, Commitment, Courage, Creativity and Curiosity.

### *Learning to Engage, Engaging to Learn*

The St Christopher's community relentlessly models the school's Mission, Vision and Values as well as our Foundations of Learning so that our young people become autonomous learners and global citizens.

## Inspections

In February 2023 St Christopher's was inspected by Penta International, a leading provider of inspections for British Schools Overseas (BSO) as accredited by the UK Government. The School was awarded "Outstanding" in all standards, for the fourth BSO consecutive inspection. St Christopher's has also been rated as "Outstanding" in the Bahrain inspection system run by BQA and by the British Schools in the Middle East (BSME) accreditation system.

## An Introduction to St Christopher's (continued)

### Future Ready Curriculum

The Future Ready Curriculum is a dynamic, holistic framework which supports and engages the school community in achieving the mission and vision of St Christopher's. It charts a learning pathway, through the platform of a school scheme of learning, drawing on all aspects of the school. This journey has key learning activities to engage student centred learning within the context of the school community. It is our expectation that this Future Ready Curriculum will be a beacon for prospective parents and future employees and aid the school in future dynamic adaptation.

### Students

Students will understand and experience the interconnectedness of a holistic curriculum. They will develop skills, knowledge and attributes that will help them navigate a changing world. The professional collaborative nature of the dynamic platform will enable teachers and students to engage in deeper, developed and shared learning resources.

### Parents

The Future Ready Curriculum gives access for increased discussion between students and parents. Parents will understand more of the extent of their child's learning and education and partner with their child more effectively. The language of an holistic education will be more evident and can even extend to helping future parents see and understand why St Christopher's is a unique school.

### Teachers

Streamlined, holistic curriculum planning will aid effective learning and evaluation. Such mapping will facilitate interdepartmental and school improvements. As teachers explore, contribute and develop resources a forum for collective professional pedagogical practice will take place. Best practice will more commonly be shared between and across departments, thus strengthening the learning experience for students. In-coming teachers will experience the culture of St Christopher's Future Ready Curriculum explicitly through the programme of learning.





# Organisational structure

## Governance

The Board of Governors is responsible for the financial and high level strategic direction of the School, with the annual strategic priorities and operational running of the School delegated to the Principal. The Board meets several times a year and considers major agenda items such as the school's future development and investments, financial wellbeing and material issues on curriculum development and academic performance.

The Board of Governors includes up to four members elected by parents, with members elected from amongst the Founder companies, a Ministry of Education representative and the Dean of St Christopher's Cathedral as well as up to two members who may be co-opted for their specialist knowledge and experience.

## Leadership

The running of the School is delegated to the Principal, Dr Simon Watson, who in turn manages the Head of the Infant

School (Nursery to Year 2), the Head of the Junior School (Year 3 to Year 6) and the Head of the Senior School (Year 7 to Year 13).

The Executive Leadership Team comprises the Principal and the three Heads of School (Infant, Junior and Senior), the Director of Learning and the Director of Finance & Operations.

## Staff

St Christopher's employs 400 teaching and non-teaching staff. It is the largest employer of British nationals in Bahrain and also employs approximately 100 Bahrainis.

St Christopher's is extremely successful in attracting and retaining high-calibre staff who bring considerable experience of British-style education from both the UK and other leading British international schools around the world. A strong emphasis on continuing professional development for all staff is a key strength of St Christopher's and this is reflected in both the popularity of the School and in the low levels of staff turnover.



# Academic excellence

**St Christopher's has a clearly defined educational philosophy and prides itself on supporting each individual student to achieve their potential in the classroom. High calibre teachers blend traditional and innovative teaching methods to create a stimulating and stretching learning experience.**

The School is a vibrant learning community and aspires to be a world leader in understanding and applying the evolving body of evidence about effective learning and teaching. At St Christopher's we believe that learning happens through the design of purposeful activities that engender joy, foster curiosity and challenge students who are conscious of how they learn.

Our learning promotes intellectual rigour, social responsibility and personal wellbeing. These three strands thread their way through our curriculum. The intellectual not only encompasses the academic curriculum but brings a focus to intellectual pursuits that will fire the synapses and bring critical thought to each and every situation.

St Christopher's students consistently achieve outstanding results in formal examinations. In the last examination series in 2023, the post-sixteen results at A Level, IB Diploma and BTEC were 55% at A\*/A grades. A Level grades were 71% at A\*-B. The IB results are consistently significantly higher than the world average. At GCSE, 95 per cent of St Christopher's students typically achieve results which are on target or higher and in 2023, 63% of grades were 9-7.





## Beyond the classroom

**St Christopher's is committed to the value of an all-round education and students benefit from a diverse range of opportunities to explore their talents and develop as people beyond the classroom. A wide-ranging programme of activities, societies, events and trips sits alongside the academic curriculum and exists to challenge students to take risks, set high expectations and broaden their horizons.**

### Sport

St Christopher's has a thriving sports programme with opportunities for students to participate across a range of pursuits and at all levels. Throughout the School there are keen inter-house competitions in various sporting events, including swimming, athletics, football, basketball and volleyball. St Christopher's is a member of the Bahrain Private Schools Sports League (BPSSL) and students also participate in competitions organised through the BSME.

Water sports are popular in Bahrain's climate, and St Christopher's has a particularly successful record in this area. The School has an indoor swimming pool at the Saar site and an eight-lane, open-air pool at Isa Town. There are regular school-based and inter-Gulf swimming competitions.

In addition to the large extracurricular activity programme, the school also runs a sport and recreation academy (SPARTA), which employs a range of specialist coaches. These activities run in the late afternoon, evenings and weekends.

### Creativity

Music, drama and the creative arts are an integral part of life at St Christopher's. Each school year brings an extensive programme of events and performances offering students a vast range of opportunities to develop their talents on and off-stage. Recent productions, bringing the departments together, include Charlie and the Chocolate Factory and Peter Pan in the Junior School and West Side Story and Hairspray in the Senior School.

BSME and ISTA (International Schools Theatre Association) events provide opportunities for students to showcase their skills on a wider stage. St Christopher's Music Festival is open to students from any school in Bahrain and the prestigious Young Musicians of the Gulf competition hosted by St Christopher's brings together more advanced musicians from schools around the region.

The school runs an extensive instrumental music programme, with full-time teachers in strings, brass, piano, guitar and woodwind, with other, part-time staff, to support these and other instruments.

## Exploration

A St Christopher's education also includes a myriad of opportunities for students to explore and connect with their world both within Bahrain and globally.

Numerous educational visits take place each term and there is a particular focus on giving students appreciation of Bahrain's 5,000 year history of civilisation from the Dilmun era to the present day.

Beyond Bahrain, Junior School and Senior School students benefit from participation in a wide-range of overseas trips – with up to 25 trips in some academic years. These include sporting fixtures and cultural events in the Gulf; skiing in the Alps; Duke of Edinburgh's Award expeditions; World Scholar's Cup; drama trips to London plus trekking and service opportunities in Thailand among many others.

## Pastoral care

St Christopher's is a caring school committed to the highest standards of pastoral care. The pastoral system is designed to support the development of the whole person.

The building blocks of the school community are the four

Houses named after birds of prey (Falcon, Kestrel, Merlin and Osprey). Every student is a member of a House and Houses promote contact between the different age ranges, with students enjoying inter-house competitions in sporting and other pursuits.

St Christopher's is proactive in its approach to mental health and wellbeing and the School employs two dedicated, full-time counsellors.

## Campuses and facilities

St Christopher's has two campuses, one in Saar and one in Isa Town.

The Saar campus opened in 2005 and is home to impressive, purpose-built facilities for the 1,150 students in the Infant and Junior Schools. The Principal's office staff and central administrative functions are also located on this campus.

The Senior School is based at Isa Town and currently serves 1,150 students from Year 7 to Year 13. The development of a new, world-class, senior school facility is a major strategic priority for St Christopher's and the realisation of this exciting aim is a key objective. A 100,000m<sup>2</sup> site has been identified and building work should commence soon.





## Role description

### The opportunity

St Christopher's is a dynamic school with many impressive strengths and significant ambition. A highly successful organisation, the School has flourished under the leadership of Dr Simon Watson and is entering an exciting new phase in its evolution.

St Christopher's aspires to operate at the forefront of international education. **We are seeking to appoint an exceptional, passionate and motivated Primary School Teacher to join our successful Primary School.** This position would be suitable for a dynamic and enthusiastic teacher seeking a new and exciting challenge at a highly reputed British international school. **A passion for Drama to lead school productions would be advantageous.**

### The Primary School

At St Christopher's, we believe that a curriculum should be exciting, varied and stimulating in order to meet the needs of children of all abilities. Innovative teaching methods, daily challenges and homework are all geared towards encouraging the children to work in an independent way.

We lay the strongest foundations for the total development of each individual through a nurturing and child-centred approach. This is achieved through creative and integrated learning opportunities in a stimulating environment where children feel valued, confident and independent.

In Reception, Year 1 and Year 2 students work predominantly with their class teacher and receive specialist teaching in native or non-native Arabic, Music and PE, enjoying swimming as part of the curriculum.

As children progress to the Junior School, the emphasis is placed on the further acquisition of skills and understanding in all curriculum areas with the addition of specialist teaching from Year 4 in Art, Computing, Design Technology and French.

Our creative and integrated curriculum is underpinned by a structured approach to teaching the core subjects of English, Mathematics, Science and ICT and a commitment to high standards. Cross-curricular links are made, where appropriate, to make the learning meaningful and relevant. An extensive extra-curricular programme extends learning beyond the classroom.

We hold true to the overarching principles of the English National Curriculum which provides a framework for our key teaching and learning intentions, we firmly believe in equipping our young 21st-century learners with the relevant skills and knowledge.

## The Standards expected of Teachers at St Christopher's

### Exceptional Expectations

*Set high expectations which inspire, motivate and challenge students*

- set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- model consistently the positive attitudes, values and behaviour that are expected of learners
- establish a safe and stimulating environment for students, rooted in mutual respect

### Outstanding Outcomes

*Promote excellent progress and outcomes by students*

- be accountable for students' attainment, progress and outcomes
- be aware of and build upon students' capabilities and prior knowledge
- guide students to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- encourage students to take a responsible and conscientious attitude to their own work and study

### Curriculum Cohesion

*Demonstrate excellent subject and curriculum knowledge*

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy, oracy and the correct use of English, whatever the teacher's specialist subject or year group
- take full responsibility for the continuous development of the curriculum within your team. This includes the vertical and horizontal alignment of knowledge, skills, understandings and dispositions
- make significant contributions to and take full responsibility for the written curriculum as defined by the school

- contribute to the design and provision of an engaging curriculum within the relevant subject area(s) or year group

### Pedagogy and Planning

*Plan and teach well structured lessons that meet the needs of all students*

- impart relevant knowledge, skills and develop students' understanding through highly effective use of lesson time
- promote a love of learning and of students' intellectual curiosity
- set homework (where appropriate), plan and contribute to other out-of-class activities to consolidate and extend the knowledge, skills and understanding students have acquired
- model the dispositions and values that are reflected in the School's curriculum, mission and vision
- continuously reflect systematically on the effectiveness of lessons and approaches to teaching and make adjustments where necessary
- Use high-quality resources to help students learn and ensure that knowledge is clear and accessible.

### Individualised Intent

*Adapt teaching to respond to the strengths and needs of all students*

- know when and how to differentiate appropriately, using approaches that enable students to be taught effectively
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these factors
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

## The Standards expected of Teachers at St Christopher's (continued)

### Accurate Assessment

*Make accurate and productive use of assessment*

- know and understand how to assess the relevant subject and curriculum areas according to the school's assessment policy
- make use of formative and summative assessment to secure students' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give students regular feedback, both orally and through accurate marking, where appropriate, and encourage students to respond to the feedback

### Respectful Relationships

*Create a safe and secure environment for all students to flourish. Establish positive relationships with all students based on mutual respect*

- have clear boundaries and sensible routines in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the School, in accordance with the School's behaviour policy
- create a stimulating and engaging physical space in which students learn
- have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly, in line with the School's behaviour policy
- manage classes effectively, using approaches which are appropriate to students' needs in order to engage and motivate them
- maintain excellent relationships with students and act decisively when necessary
- treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position

### Professional Profile

*A teacher is expected to demonstrate consistently high standards of personal and professional conduct*

- make a positive contribution to the wider life and ethos of the school, including, being a Form Tutor (Senior School), running ECAs, contributing during meetings and working collaboratively with colleagues
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- be fully engaged in the school's Professional Development Portfolio process
- communicate effectively with parents with regard to students' achievements and well-being
- show tolerance of and respect for the rights of others
- maintain a professional regard for the ethos, policies and practices of the school, and high standards in attendance and punctuality



## STRATEGIC INTENTS

AIM HIGH,  
WORK SMART,  
CARE DEEPLY

# Person specification

### Qualifications and Experience

Bachelor's Degree or higher or Bachelor of Education

A recognised qualification for teaching in schools

Teaching experience of the age range. Experience of English National Curriculum is desirable

### Knowledge and skills

Commitment to Professional Development

Competent in the use of Information and Communication Technology

Google Certified Educator Level 1 (this should be completed prior to taking up the position)

Knowledge of G-Suite (formerly Google Apps for Education)

### Commitment to

Safeguarding and child protection

Showing respect for all members of the school and wider community

Promoting St Christopher's mission, vision and values



# Terms of appointment and how to apply

*In alignment with Bahrain laws, Diversity, Equity and Inclusion is integral to the values of St Christopher's School.*

*St Christopher's School is committed to safeguarding and promoting the welfare of children and young people in our care. We follow safe recruitment practices and appointments are subject to vetting including reference checks, identity checks, social media checks, internet checks and criminal record checks. Further details can be found in our Safeguarding Children and Safer Working Practice Policy.*

## Terms of appointment

An excellent package with comprehensive benefits, including up to two free school places for dependent children, will be offered.

## Appointment process and how to apply

**Applicants are encouraged to apply as soon as possible through our recruitment portal**

<https://bit.ly/StChrisRecruitment>. Applications should consist of a full CV and covering letter addressing the criteria set out in the role description and person specification. St Christopher's reserves the right to interview and appoint before the published closing date. The deadline for applications is **midnight GMT on Saturday 6 January 2024**.

## Key dates

<b>By 14 January 2024</b>	Applicants longlisted and invited to submit a video
<b>14-25 January 2024</b>	Applicants shortlisted and invited to interview online
<b>By end January 2024</b>	Appointments made
<b>20 August 2024</b>	New staff arrive in Bahrain
<b>25 - 29 August 2024</b>	Staff Induction week

It is our policy to obtain two references prior to applicants being shortlisted, one of whom should be from your current Principal.

