The British School of Bahrain (BSB) Infant School



Full-time teachers required for August 2021

The British School of Bahrain is committed to providing a high quality, international education for expatriate and local pupils in the Kingdom of Bahrain. The school is a selective, coeducational, independent Nursery-through-Year 13 school. The curriculum is based on the National Curriculum for England and Wales, with some adaptations to the local context and offers IGCSE and A Level/BTEC examinations. The language of academic instruction is English. BSB is a truly international school and the pupils and staff come from a wide variety of backgrounds.



BSB is a member of the Inspired global group of schools, which aspires to the highest standards in private education. Integrating innovative, challenging and enriching programmes in the academic curriculum, performing arts and sport is central to the Inspired approach.

Applications

An application form is available from the School's website: www.britishschoolbahrain.com which is linked to TES International Teacher Online Application. Curriculum Vitae are currently accepted, but a full application form will be required to be completed prior to an offer of employment.

The completed TES online application form will be automatically directed to the BSB Human Resources Department or you can send your application via BSB HR's email address hr@thebsbh.com as soon as possible. All applications will be acknowledged via e-mail.

For non-local applicants, interviews will take place via Skype/Zoom. Applicants will be invited to conduct two interviews, one with the Executive Head of BSB and the other with the Head of each school and their Senior Leadership Team. All applicants invited to interview will be asked to submit a short video of them teaching which reflects their educational philosophy and approach to pedagogy.

Closing date: 30th January 2021 – 3.00 pm Bahrain time (GMT +02.00). The school reserves the right to make an earlier appointment and early applications from interested teachers are an advantage.

Why work at BSB?

The British School of Bahrain has an international reputation for pastoral excellence and academic success combined with exceptional co-curricular achievements.

As BSB nears its 25th anniversary, we believe that this will be an exciting year and are pleased you will be part of our school and its continued development. The School is a supportive, collegiate and ambitious environment.



BSB is an independent day school with around 3000 pupils on roll, organised into three separate schools; the Infant school (Nursery – Year 2) the Junior School (Year 3 – Year 6), and the Senior School (Year 7 – Year 13), each with its own Head and associated Senior Leadership teams. Each year group is located in a specific area of the School, with classes of no bigger than 25 pupils. We find that the large number of classes in each year group is a significant advantage for teachers who wish to learn from different colleagues and develop innovative pedagogy through observation and curriculum design.

BSB is a warm, respectful and diverse community where every person can develop individually. We ensure that the staff and pupils are happy, but by no means complacent. Our staff aim to inspire the pupils to be the best they can be through outstanding teaching and innovation that encourages all pupils to be independent in their learning and develop a passion for all they do. At its core, BSB prides itself on its caring environment in which every pupil is able to grow personally and academically into the leaders of the future. As a school, we strive to achieve the very best outcomes for pupils in all areas of school life through genuine personalised education.

Whilst BSB follows a British National Curriculum model, it is a truly international school that derives its identity from both the wonderful country of Bahrain and the large range of nationalities that make up our school. We also highly value our position as part of the global Inspired schools' group. Alongside all Inspired Schools, we strive to instil a sense of pride, responsibility, honesty and integrity within our pupils to prepare them to become global citizens.

The School's Aims



Our aims are for all pupils to graduate with outstanding academic results, a love of learning, self-confidence and a sound values system that prepares them to embrace the challenges of life in their future endeavours.

We aim to instil a sense of pride, responsibility, honesty and integrity in our pupils. We aim to nurture within all pupils the school's values of *Excellence, Responsibility and Individuality*. The members of the teaching staff are united by a caring approach, passion for their subject areas and the aspiration to be dynamic, modern and reflective practitioners.

More detailed information about the School and its history is available on the School website: www.britishschoolbahrain.com

The Infant School

Our School Community

Our community of teachers, parents, pupils and support staff includes people from a very wide range of backgrounds and nationalities. A sense of mutual respect and warmth is important within the school and is actively nurtured through the school's values. Academically, the pupils are very much treated as individuals, with their own strengths, weaknesses and quirks. We pride ourselves on a Personalised Learning approach to the education we deliver. The pupils are encouraged to do their "very best" in everything they undertake. The BSB ethos of a high challenge/low stress environment tends to bring the best out of every individual.

All pupils are made to feel that they are a meaningful part of a larger group, be it class, house or the school as a whole. Whole Infant section assemblies take place each week where there is a focus on fostering moral values, kindness, and social responsibility. BSB is lucky to have an extremely committed and collaborative group of teachers and assistants. Although teaching and learning are taken very seriously, a sense of humour is a vital ingredient in the success of the Infant school at BSB.

Teachers are approachable and genuinely interested in their pupils. In fact, it would be rare to see any member of staff crossing the playground at break-time without stopping for an informal chat with a group of children. BSB likes to think that all of the pupils are happy, healthy and secure in themselves as individuals. The school is proud of the fact that visitors to the school often comment that the pupil appear to be sociable, unspoiled and in some ways refreshingly unsophisticated.

Curriculum

The BSB Infant school follows the National Curriculum for England and Wales, adapted to suit the local context from time to time. Year groups plan collaboratively and there is a curriculum team who work closely to ensure vertical alignment. The School is developing the Inspired Reggio approach in the Early Years.

Current strategic developments within the Infant School

The majority of pupil at BSB are multilingual, and therefore the main focus is on communication and language. Teaching speaking and listening as modelled by Pie Corbett is proving highly successful. Teachers are working on questioning techniques, using more open-ended and higher order questions, encouraging pupils to think deeply and explain themselves clearly. 'Learning Hero' medals are awarded to pupils who can explain something so well that their friends learn from them. A newly formed curriculum team is developing a curriculum which is relevant to the pupils and responsive to their interests and needs. A whole infant school 'values driven' approach to assemblies and circle times is one way we are hoping to develop each individual as a moral global citizen.

I look forward to reading your application and to meeting you at interview.



Mrs Julie-Anne Gilbert
Head of Infant School

The BSB Teaching Staff



As an international school located in Bahrain, we value and celebrate the rich diversity of the many nationalities, religions, cultures and traditions of all our pupils and we aim to provide a safe, inclusive and caring environment in which young people can learn to live and work together in a spirit of harmony and mutual respect.

Each pupil is encouraged to play an active role in school life, both in and out of the classroom. The school's recent BQA inspection rated it as Outstanding. The pupils are bright, articulate and open, interested and extremely rewarding to teach. They have a great sense of humour and are incredibly very well mannered. Behaviour at BSB is truly outstanding in all ages.

Pastoral care at BSB is exceptional, with a strong ethos throughout the school on happiness, inclusiveness and excellent relationships between teachers and pupils. Out-of-class activities abound, with many pupils assuming responsibility for the running and organisation of events and societies. Music, drama and sport are strong and there is also a remarkable commitment to charity work, reflecting the rich and harmonious ethnic and religious diversity of our school.

The members of the Teaching Staff are drawn from a wide range of backgrounds and reflect the diversity within the School. There is an equal balance between male and female teachers. All are well qualified and have strong subject knowledge with a deep sense of commitment to the welfare of all pupils and to helping them achieve their very best. There is a strong sense of community within the Teaching Staff and it is a harmonious and dynamic place where staff work hard in a collaborative and purposeful atmosphere.



Pedagogy and teacher development take a collaborative approach which is both voluntary and open-minded. Many teaching staff regularly attend internal CPD where their peers will demonstrate new developments or ideas with which they have been experimenting. We operate an 'open door' approach with teachers regularly observing each other and learning from their colleagues. The large number of teachers benefits professional dialogue and innovative teaching practice. Every member of the teaching staff is a form tutor and is expected to participate fully in the pastoral care that the school is renowned for.

BSB is committed to providing high quality training and support to teachers within all stages of their career and personal development. One of the school's greatest strengths is the large number of teachers to work with and learn from. The school offers ongoing opportunities for lesson observation, pedagogical debate, innovation, pastoral provision development and curriculum design.

BSB Staff profiles

Profile of a member of staff who recently joined BSB.



Why did they choose the British School of Bahrain?

I chose to work at BSB due to the outstanding rating of academic excellence. I was particularly impressed with the School's website showcasing the range of pupil's achievements and the how the ethos and values of the school promote a nurturing and caring environment. I was happy to see that the school followed the British Curriculum due to having prior experience in this area.

What was the best surprise about the British School of Bahrain and Bahrain as a country?

The best surprise was the efficiency and commitment that each department have with regard to making your move to the school a smooth one. A lot of documentation and administration is necessary at the start of your career in Bahrain. The support and organisation from all concerned ensures that there is no delay and you instantly fit into the school environment from day one. Bahrain is a very relaxed place and you will find your way around it very easily.

What do you like most about the British School of Bahrain?

I like that the school is a calm, supportive friendly environment, with strong ambitions to succeed. Pupils are keen to learn and eager to progress. The behaviour of the pupils is outstanding, and they are a real pleasure to teach. The Senior Leadership Team (SLT) are incredibly supportive and recognise and acknowledge the hard work that is done by staff on a daily basis.

What the pupils at BSB are like?

The pupils at BSB are very well behaved, polite, kind, intelligent and great company. They want to learn and particularly enjoy exploratory based learning. They enjoy research-based assignments and are confident in their delivery if asked to present to the class. Teaching the pupils at BSB is very enjoyable and rewarding.

What are the other BSB teachers are like?

Staff at BSB are welcoming and friendly. The school is large, so you come across many different faces on a daily basis. Therefore, you get to know a host of people and nationalities, which I really enjoy. It is great to have so many different people to discuss ideas with and to learn from. Each person adds considerably to BSB and is valued highly.

Why live in Bahrain?

Bahrain topped InterNations' 2018 list of the best expat countries. Among the highlights noted were how well expats are able to communicate, the country's overall friendliness, how easily expats are able to make friends and settle in. Working hours, job security, and overall job satisfaction also received high rankings internationally. Bahrain is considered the most liberal of all Gulf States and prides itself on its open and inclusive culture with a more relaxed atmosphere and society.

The Kingdom of Bahrain holds a unique place thanks to its geographic location in the Arabian Gulf and to its deep-rooted history. Both elements have created one of the most liberal cultures within the Middle East. It also enjoys an excellent regional and international reputation with regard to its efforts that aim to establish regional peace thanks to the initiatives of His Majesty King Hamad bin Isa Al Khalifa.

Culture

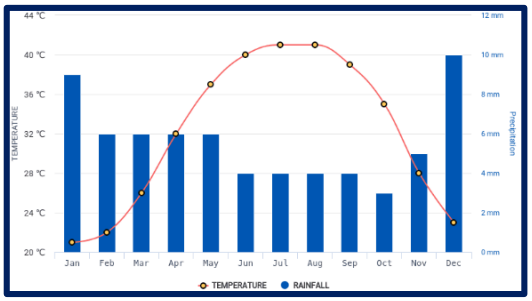
As far back as 3000BC the Dilmun civilization was a trade centre between the Indus Valley and Ancient Mesopotamia. The former capital of Qal'at al-Bahrain was declared a UNESCO World Heritage Site in 2005. Bahrain was taken over by the Assyrians, the Persian Empire and various Arab and Mediterranean countries. In 1783, the Al Khalifa family captured Bahrain from Persia and have ruled ever since. In the 1830s Bahrain became a British Protectorate. In 1968 Britain ended its treaties in the Gulf and in 1971 Bahrain became an independent country.

The Kingdom of Bahrain has many different attractions to cater to a myriad of interests. There is the rich heritage of ancient civilizations, with many temples, while Forts at Riffa, Arad and Bahrain Fort are remarkable examples of ancient architecture. Recently restored houses of Muharraq depict Bahraini style during the last century. The island has a history of pearl diving which is still a popular experience for visitors. Nature lovers visit the Al Areen wildlife sanctuary where they will see flamingos, ostriches, camels and Oryx. The Tree of Life which has survived for hundreds of years in the desert is a popular attraction.

Bahrain has become a hub of sports in the Middle East, including, golf, horse racing at Sakhir and of course the annual F1 Bahrain Grand Prix in March. As you would imagine water sports are common and diving is a popular pastime with a recently opened Diving Theme park featuring a Boeing 747 as well as many natural and artificial reefs.

Climate

The climate of Bahrain is typical of the Middle East with mild winters (average 22^{O}C) and hot summers (average 41^{O}C). Rainfall is light and mostly confined to the milder winter months.



Life as an Expat

Bahrain has a population of 1.6 million, of which approximately 50% are Expats. This makes for a very friendly country that welcomes expats from all countries. The resulting diverse community it warm, caring and easy to settle into as a single person or as a family. Life as an expat tends to focus around the numerous British social and sporting clubs; the Dilmun Club, Rugby Club, British Club among many others.

Person specification

BSB welcomes applicants from any background and experience. The skills required are many and varied but essential are diplomacy, fairness, firmness, tolerance, a sense of humour and the ability to be both a leader and a key team player.



Qualifications

- Enhanced disclosure from the DBS or equivalent.
- A degree and PGCE or BEd or the equivalent. This must be in the subject you apply to teach.

Personal attributes

- Successful experience of the relevant aged pupils
- Previous teaching experience in a high-performing school, including preparing pupils for Oxbridge, is an advantage.
- Confidence with the use of IT in teaching
- High expectations and aspirations for all pupils
- A commitment to the overall development of young people
- An enthusiasm and continuing interest in their subject through further study, development or professional training.
- An organised, punctual and effective manner.
- Excellent standard of personal appearance, appropriate to a leading international school.
- Empathy with pupils across the age and spectrum at BSB and the ability to implement a range of teaching strategies to cater for each individual pupil.
- Awareness and understanding of matters relating to the personal, social, health and emotional development of all pupils.
- The energy and dynamism to contribute fully to the life of a busy international school.
- Capacity for productiveness working as part of teams of colleagues and individually in academic work, and pastoral care
- Willingness and ability to liaise effectively and professionally between pupils, staff and parents when required, taking notes of these exchanges.
- Patience and thoughtfulness, from a variety of perspectives, when dealing with any issues that might arise with pupils, parents or colleagues.
- Using appropriate strategies to defuse situations using listening, praise and recognition as apposite.
- Retention of a sense of perspective and sense of humour.

Benefits of working for BSB

Currently the School offers a wide range of benefits to teaching staff, including;

- Working in a happy and inclusive community of staff who support each other and welcome new teachers.
- A Tax-Free salary dependent upon experience
- A housing allowance for staff:
  - Single staff: 450BD per month (£900)
  - Married staff: 550BD per month (£1100)
  - Married with pupil: 650BD per month (£1300)
- Annual flight allowance
- Relocation and repatriation air tickets
- International medical insurance coverage
- Residence and work visa
- A strong commitment to professional development through mutual observation, staff training and internal research groups.

The British School of Bahrain is committed to safeguarding and promoting the welfare of pupil. Applicants will undergo rigorous child protection screening including checks with past employers and an enhanced DBS check.

Please submit your application through TES international teacher online application and submit your educational certificates and copy of passport and DBS.

We request references for all applicants that we invite to interview.

We look forward to receiving your application.



Mr John Maguire

Executive Headmaster

The British School of Bahrain