



ABU DHABI



THE BRITISH SCHOOL AL KHUBAIRAT

The only British Embassy School in the UAE

HEAD OF SCIENCE

RATED OUTSTANDING BY ADEK AND BRITISH SCHOOLS OVERSEAS



TOP SCHOOL AWARDS 2022
Best School in the UAE for Fine Art and Creative Studio Work

TOP SCHOOL AWARDS 2022
Best School for Post-16 Education in the UAE



THE BRITISH SCHOOL AL KHUBAIRAT

ABOUT US

The British School Al Khubairat (BSAK) is the British Embassy School in the UAE and Abu Dhabi's leading British, not-for-profit, co-educational day school. From Nursery to Sixth Form, our award-winning dynamic school culture offers students an enriching experience and outstanding results.

The School was founded in 1968 and generously supported by the late President of the UAE, His Highness Sheikh Zayed bin Sultan Al Nahyan, through the donation of land and Amiri Decree No. 5 of 1971. The School is under the ongoing patronage of the British Ambassador and is sponsored by His Highness Sheikh Mohamed bin Zayed bin Sultan Al Nahyan, the current President of the United Arab Emirates. We are immensely proud of these historic links, and today our long-standing reputation and heritage continue to shape our ethos as we celebrate over 50 years of exceeding expectations.

At the heart of our constitution is our status as a not-for-profit and academically non-selective community school. From Nursery to Sixth Form, our aim is to deliver excellence in teaching and learning, bringing everything that is outstanding about the British curriculum to the United Arab Emirates. We are a member of IAPS, HMC and BSME.

The values of Empathy and Care, Respect and Inclusivity, Honesty and Integrity, Endeavour and Resilience have underpinned the School's educational philosophy from the beginning. There is a culture of giving and service at the core of our purpose, decisions and actions. We foster a welcoming environment for our BSAK families, which is genuinely friendly and happy. The School engenders an inclusive community spirit, in which everyone is valued, reinforcing cultural diversity and empathy. We are a caring school with the safety and wellbeing of our students always at the forefront.

We are rated Outstanding across all performance standards in both our local Government Agency inspection (ADEK) and that of British Schools Overseas (BSO); and in 2021 we were awarded Best School for Post-16 Education in the Schools Compared, Top School Awards for the second time in a row and Best School for Art and Creative Studio work. We are also the first school outside of the UK to receive the Carnegie Gold Award for Mental Health.

BSAK provides a full and broad education fit for the modern world, and our mission is to nurture a genuine passion for learning, through world-class teachers, trusted leadership and dedicated support staff.

We inspire and challenge our students, of all academic abilities, to become well-rounded individuals ready to progress to the next stage of their education and life beyond BSAK and Abu Dhabi. Through dedicated support for each individual student, we invest in building future leaders.



WELCOME TO OUR SCHOOL FROM THE HEADMASTER

“We are understandably very proud of our special historical importance and equally proud that we were established as a not-for-profit school, with an ethos of inclusivity that supports each of our students. We set high standards and the hard work and dedication of our staff enables all of our students to achieve their goals.”

Mark Leppard MBE

Headmaster at BSAK



SECONDARY SCHOOL AT BSAK

BSAK Secondary School is thriving. We currently have 940 students on roll, with almost 250 students in our award winning Sixth Form. We have outstanding facilities, wonderful teachers, and we teach amazing students; BSAK is a happy, vibrant and exciting place to work!

BSAK follows the National Curriculum of England, while intertwining the MOE curriculum throughout Key Stage 3. We have developed a broad and balanced curriculum, which challenges students to ready themselves for their GCSE years. Key Stage 4 offers a combination of GCSE and iGCSEs, with 25 subject choices.

The BSAK Sixth Form was named the 'Best Post 16 Provision in the UAE' at the Schools Compared 'Top Schools' Awards in 2021. It is the largest Sixth Form in the Emirate, and offers a diverse range of subjects including 24 A Level choices and 3 BTEC programmes. It also provides opportunities for holistic growth, with the in-house Future Leaders Diploma, accompanied by the EPQ, which offer outstanding personalised academic and leadership enrichment. Our student destinations are over 70% UK universities - many to prestigious destinations such as Oxbridge, UCL and Imperial, with over 70% achieving their first choice. The remaining leavers go onto prestigious universities from across the globe, including the US (including Brown and Stanford), Canada and Australasia.

We consider ourselves a Teaching *for* Learning school, where staff development is driven through evidence informed and research engaged practice. We have staff who are at the forefront of their practice, several of whom have been published in particular fields of education. BSAK staff are constantly challenged, and challenge themselves, to further develop themselves as practitioners who are rightly considered world class.

BSAK has been a Google School for over 3 years. The Google Apps for education are used as the vehicle for online learning, with every student in Years 7 - 11 having their own school provided Chromebook, with the Sixth Form having a BYOD policy. As an ACER Innovative School winner, we are proud of the journey we have been on with this aspect of learning, which stood the school in good stead for the Covid-19 period.



SECONDARY SCHOOL AT BSAK

BSAK is a vibrant, warm and friendly place to be, whether experiences as a student, staff member, parent, governor or visitor to the School. The children are happy, engaged and make the most of the varied opportunities presented to them. Our community is at the core of everything we do with staff and students benefiting greatly from the positive and proactive partnerships the School enjoys with parents, other schools, the British Embassy and external organisations including ADEK, the local regulatory body. Being a not-for-profit school, all monies raised through school fees are directed back to resourcing the children's education, an aspect of the School that sets us apart in international education.

Our co-curricular provision is truly incredible. Through our Academic Enrichment, Performing Arts, and the Sports programmes, students excel in their strengths, and also push the boundaries of what they believe they are capable of to reach tremendous heights. Examples of this are Model United Nations (MUN), Public Speaking competition, Global Social Leaders, Musician of The Gulf and Young Musician of Abu Dhabi, incredible annual school performances (with Joseph and His Technicolour Dreamcoat in 2022), and a host of regionally renowned sporting achievements including becoming World School Games winners in 2019 and BSME U19 Games Champions in 2020.

BSAK staff are at the forefront of their practice. We have a philosophy that we never stand still as teachers, and push boundaries about how to elicit the best student learning. To facilitate this, our professional development pathways are world-class, with access to opportunities for professional learning as well as university based research.

In summary, BSAK is a community, often referred to as a family. Children, parents, staff, governors and friends of BSAK enjoy each day they are at school and are challenged to develop and grow as individuals and are supported and nurtured to go beyond expectations. It is a happy palace where success is found in many forms celebrated at every opportunity.

BSAK's culture of inclusivity, fun and hard work hits you as soon as you walk through the entrance.

Mr Nigel Davis, Head of Secondary



SCIENCE DEPARTMENT AT BSAK

The Science Department at BSAK is flourishing. All three sciences are popular at A Level and we are proud of our public examination results. Each year, a good number of students go on to further education in science related fields. At KS3, science is taught as a combined subject with a curriculum designed to lay strong foundations in content and skills ready for GCSE study. Students are taught by subject specialists from Year 10. Depending on the cohort, between half and two-thirds of students at GCSE take the three AQA separate sciences with the remainder taking the Combined Science (Trilogy) course. Edexcel specifications are followed at A Level.

This is a truly exciting time for the Science Department at BSAK. This academic year, it moves into a brand new purpose-built state of the art Science and Innovation Centre. Currently, the department has five physics teachers, five chemistry teachers and four biology teachers. We are supported by a fantastic team of technicians which enables us to deliver high quality practical work. Science offers a variety of co-curricular activities including MedSoc, Science Club and Olympiads.





HEAD OF SCIENCE JOB DESCRIPTION

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|-------------------------------|------------------------|
| TITLE | Head of Science |
| REPORTS TO | Deputy Head/Headmaster |
| COLLABORATES WITH | Secondary Staff |
| CURRENT DIRECT REPORTS | Science Teachers |

VISION

Building on our unique local heritage, we will provide a world class British education inspiring all our students to exceed expectations.

INTRODUCTION

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SAFEGUARDING STATEMENT

The welfare and safety of children who attend the British School Al Khubairat is our paramount concern. We will promote the health, well-being and safety of the pupils in all we do. Our children have the right to protection, regardless of age, gender, ability, race or social background. They have a right to be safe in our school. BSAK expects all its employees and volunteers to share this commitment. The school recognises and understands its responsibilities to work together in partnership with other agencies both here in the UAE and the UK to help children to grow up in a healthy and safe environment. Appointments are subject to satisfactory checks including the DBS check, ICPC, Local Police Check, Prohibition check, online search and references.

DIVERSITY STATEMENT

We are inclusive. We celebrate multiple approaches and points of view. We believe diversity drives continual improvement and innovation. We are building a culture where difference is valued.

HEAD OF SCIENCE JOB DESCRIPTION

OBJECTIVE OF ROLE

- Ensure the effective delivery of teaching *for learning* in Science at KS3, GCSE, and A Level to ensure excellent progress and achievement;
- Manage and lead the teaching of Science to provide strategic direction for the development of the Science department; developing, sustaining and modelling the skills, attributes and behaviours of a high-performing teaching *for learning* team;
- Promote the role of Science in the wider life of the school, including through extra-curricular activities;

KEY RESPONSIBILITIES

- Promote excellence and consistency in teaching and learning to ensure all children develop to their full potential and are equipped for life beyond school;
- To lead the development of Teaching *for Learning* across the whole Science Department;
- Lead in the regular review and development of schemes of work, keeping up to date with current educational initiatives with your own subject and beyond, ensuring that excellent practice and high standards of teaching and learning are maintained;
- Line management of the 3 Heads of Sciences;
- To lead and manage the team of Science technicians;
- Lead the curriculum of the Combined Science GCSE;
- The development of the Key Stage 3 Science curriculum including the oversight of the development of schemes of work;
- Lead the Science Department's analysis of data, tracking of student progress and intervention procedures;
- To lead the Department's Development Plan into fruition;
- Lead the development of Science beyond the curriculum, including the science CCAs, trips and competitions;
- Exemplify best practice in own classroom, and share good practice throughout the department;
- Identify the training needs of both yourself and your team; attend INSET and disseminate as required;
- Follow whole school and departmental policies relating to the marking of children's work, and the assessment, recording and reporting of children's attainment;
- Join in with and be supportive of school events and activities generally;



HEAD OF SCIENCE JOB DESCRIPTION

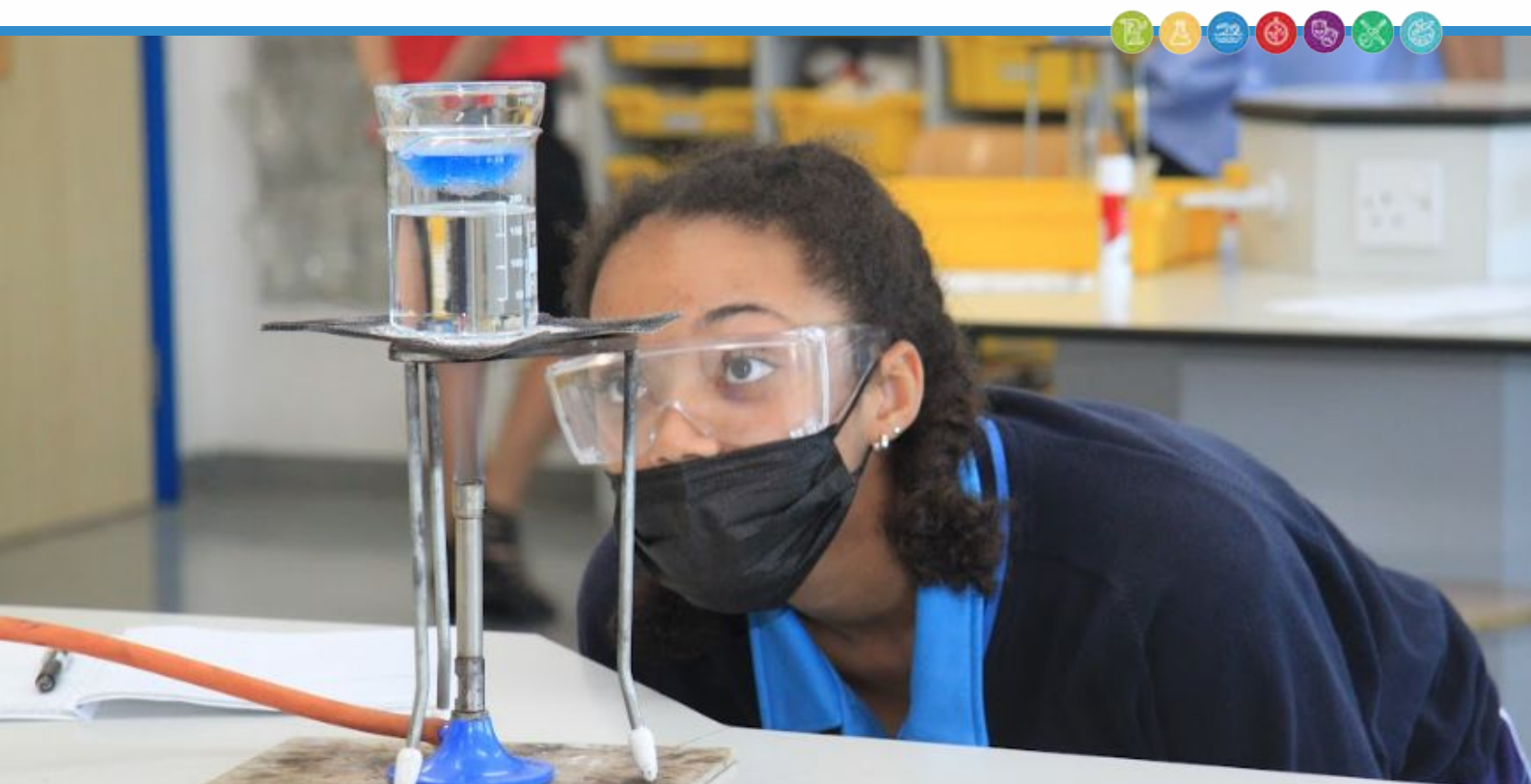


KEY REQUIREMENTS

Bachelor of Science degree in any of the 3 Sciences, a relevant teaching qualification (e.g. PGCE) and at least five years relevant teaching experience of a Science subject up to A Level, and at least two years relevant leadership experience.

Also:-

- Recent Safeguarding training
- Proven successful of raising student achievement across the age ranges;
- Proven experience of curriculum development and delivery;
- Experience of monitoring the progress of individuals and cohorts of students.
- To recognise students' learning needs and to communicate these effectively to other professionals;
- To work effectively in a team, taking the lead when required;
- To manage time effectively.
- Excellent communication skills at all levels orally and in writing
- Excellent ICT skills including some familiarity with school management information systems;
- Good administrative and record-keeping skills
- Proven competence in working - Independently and under pressure;
- An excellent punctuality and attendance record.
- Commitment to principles and policies of BSAK and understanding of how they apply to teaching *for learning*;
- Commitment to the community ethos of the school;
- Proven commitment to own continuing professional development.



This job description will be reviewed on a 2 year cycle in conjunction with the HR department; it may also be amended at any time after consultation with the post-holder

Financial Package Information for Head of Science

Many of our applicants are from the United Kingdom, it is potentially really helpful to have a breakdown of the financial incentive of working at BSAK. While we know that the reason that colleagues want to work at our school and why staff stay at BSAK much longer than the average International school is not about money - it is far more about our amazing students, facilities, and professional development pathways; we do also think it is important that for colleagues in the UK to know more about the financial implications of a move to BSAK.

We hope this page is helpful for a comparison to your own monthly take home pay. All figures that we have converted to GB Pounds are an approximation based on the current exchange rate, which can vary anywhere between 4-6 dirhams to the pound, although it has been under 5 dirhams to the pound since the Brexit vote in 2016 (*NB. the UAE dirham has been pegged to the US Dollar at a fixed rate of 3.7 Dirhams = 1 Dollar since 1997*).

It is also important to remember that these figures do not include any form of pension contribution - it is important for colleagues in the UAE to plan for their retirement; although at the end of service, there is a gratuity scheme which does pay a one off benefit based on the number of years employed.

Take Home Pay

Monthly BSAK take home pay for the Head of Science Role

23,434 Dirhams (≈ £5,150)
(equivalent of over £60,000 tax free
per year)

Other benefits as a member of the teaching staff at BSAK:

- **Housing:** BSAK teachers receive a housing allowance based on their family circumstances, which allows for quality accommodation (e.g. typically in a newer apartment block with facilities such as a gym and pool) with no extra outlay of rent money required from a teacher.
- **Medical:** All BSAK teaching staff receive free private health care which provides access to the excellent local medical facilities which are state of the art. Our health insurance in recent years has been provided by either Bupa or Cigna.
- **Flights:** All teachers and their dependents receive free return flights home each year.
- **School places for dependents:** Teaching staff who have children receive 85% remission on school fees for up to 2 children.





RECRUITMENT TIMELINE

Following the successful appointment, feedback will be sent to all interviewed applicants.

W/c 27th February 2023
Initial Interviews

13th March 2023
Offer made



19th February 2023

Closing date for applications

8th - 10th March 2023

Final interviews





ABU DHABI

EXCEEDING EXPECTATIONS

If you are interested in applying for this position please complete the application form found in the Vacancies section of our website www.britishschool.sch.ae.

Early applications are advised as BSAK reserves the right to make an early appointment.

**The closing date for applications:
19th February 2023.**

