

Candidate Pack – Teaching Positions at Repton School Dubai

Applying to the School

Candidates may apply only via the TES vacancy posting or the school's website.

- ❏ Closing Date: Dependent on vacancy
- ❏ Start Date: Dependent on vacancy

The Group

Excella leads the Repton Family of Schools in the UAE, and provides outstanding British curriculum education in the UAE. The Excella school portfolio comprises Repton Dubai, Repton Al Barsha, also in Dubai, and Repton Abu Dhabi, alongside Dovecote nurseries with branches across UAE. Our schools and nurseries boast world-class facilities and a commitment to hiring and developing the best academic talent to support the development of the whole child and prepare them for the challenges of higher education and the exciting yet complex world beyond.

History & Pedigree

In 2006, Excella partnered with Repton School, a prestigious Derbyshire-based independent school in England with a history of more than 450 years of education excellence, to offer a British independent school education in the GCC region.

The first school arising from this partnership, Repton School Dubai opened in 2007 and subsequently the Group facilitated the opening of Repton Al Barsha and Repton Abu Dhabi. In 2013 the Repton Family of Schools (RFS) was established to manage Repton's overseas interests.

RFS has direct representation on the Boards of Governors of all Excella UAE schools, thereby ensuring a close relationship with Repton UK. Repton Dubai has for some years been rated as **Outstanding**, with Repton Al Barsha and Repton Abu Dhabi both rated as **Very Good** with many outstanding features.

Excella's objective is to have all three UAE schools rated as Outstanding and to be recognised leaders in the field of education technology.

In support of this, whilst our schools each have unique features and personalities, we believe we are stronger when we work as a group. Therefore, our UAE schools work closely together to share best practice, promote innovation and participate in shared CPD activities.

Overview

Repton Dubai was founded in 2007 and is a 'world class' international school in the heart of Dubai. One of the few genuinely international schools in the Gulf Region, Repton Dubai combines the reputation and academic rigour of the UK curriculum, from infants and junior school up to IGCSE level in Year 11, and then embraces the challenges and opportunities of the



International Diploma or IB in the Sixth Form, whilst also offering A levels. Set in a stunning campus in Nad Al Sheba, and almost uniquely in Dubai, also offering a dynamic boarding experience, Repton pupils from ages 3-18 benefit from facilities, resources and a classroom and sporting experience, that is the envy of their peers.

Our mission is 'the rigorous pursuit of excellence, inside and outside the classroom, combined with a passionate concern for the wellbeing of each individual'.

Our Values

At Repton we aim to be:

- ☐ Respectful
- ☐ Extraordinary
- ☐ Principled
- ☐ Thinkers
- ☐ Open Minded
- ☐ Nurturing

Our Teachers

All that we achieve at Repton is dependent on recruiting outstanding teachers, and then ensuring that continuous professional development (CPD) is embedded within the culture of the school. Repton recruits the majority of teachers from the UK and works very hard to provide ongoing support and further training. All our teachers are supported to become outstanding teachers

Repton teachers are highly-trained professionals, skilled within their own subject discipline; students in Year 3 and Year 4 enjoy some specific, specialist-lead classes and those in Year 5 and above benefit from specialist teaching across all disciplines. By the time that the rigorous A levels or the International Baccalaureate is reached in Year 12 and Year 13, teachers are skilled in exploring the necessary demands at the highest level of their subjects.



A forward-thinking CPD programme enables staff not only to work upon the specific needs of their subject, but also to share and support 'outstanding' teaching and learning. An in-house Middle Leaders Programme, SPARK events and CPD pathways, create the autonomy that teachers need, in order to thrive.

The staff group "Reptonic" work together to focus upon all aspects of Well-being, welfare and social gatherings for the staff. Staff sports, pot luck lunches, meditation sessions and buddy systems are examples of events that are promoted by this team.

Our Curriculum

Our pupils follow an academic programme based on the UK National Curriculum from Early Years to Year 11, (FS1 to Grade 10) studying a broad range of International GCSEs, examined at age 16 in Year 11, accredited by the Cambridge and Edexcel Exam Boards.

Thereafter students can study for either the International Baccalaureate qualification, following either the Diploma/Careers programmes or follow the A Level pathway. In the senior school, the academic programme is organised into three terms.

The International Baccalaureate is intellectually rigorous, demanding that pupils not only attain high academic standards but also that students fully participate in out of class activities through the Creativity Action Service (CAS) aspect of the Diploma. In addition, students study a course in the Theory of Knowledge [TOK] and complete a 4000 word Extended Essay. Through these courses pupils develop the knowledge of how to learn and positively challenge their perspectives of the world from a variety of differing viewpoints.

A World-Class Campus

Repton Dubai boasts the largest, most spectacular school campus in the Middle-East, including extensive boarding facilities, sports fields, swimming pools and specialist labs, music facilities and much more.



Pastoral Care

At Repton, fostering the well-being of our pupils through a patient, positive and proactive pastoral care system is at the very heart of our ethos. Our experienced staff recognise how nurturing individual personal development and promoting happiness and well-being enables students to thrive both academically and emotionally. We are immensely proud that our pastoral care has been judged as 'Outstanding' by the KHDA over the past nine years.

We take great care to provide individual attention and to encourage our pupils to challenge themselves, to live by our shared values and to strive to be the very best person that they can be. Character and moral education is integral to our vision of the highest quality pastoral care and it is our genuine privilege to work closely with a wonderful community of pupils and their families, in this shared endeavour.

The well-equipped medical clinics, staffed by a full time Doctor and fully qualified nurses, attend to the physical welfare of our pupils.

Inclusion

One strand of Dubai's intention to be an inclusive city by 2020 is the Dubai Inclusive Education Policy Framework 2017; the staff at Repton Dubai are committed to providing an inclusive education to all students. We strive to ensure that pupils with a learning difference have a positive learning experience and are supported in their learning.

We treat pupils or prospective pupils with a learning difference, no less favourably than others. The school has the required support systems available to meet students' needs both at the admissions level and the classroom level. To this end we work collaboratively with management, departments, teachers, pastoral and medical teams, parents and pupils in supporting learning diversity. Repton School embraces the concept of inclusive education because it is the heart of effective education. We are an inclusive school that follows the Dubai Inclusion Framework from KHDA.

Boarding

The two boarding houses [one boys and one girls] lie at the heart of the school and provide a residential opportunity for pupils at school, which is almost unique in the Middle East. Repton Dubai is able to offer residential boarding accommodation for those students and families who would benefit from the opportunities provided by either full term boarding or more flexible boarding options, such as weekly boarding. To provide the care and nurture that all young people need, each boarding house has a highly experienced housemaster or housemistress, and resident house tutors; these staff are also supported by a residential nurse, gap year boarding assistants, and ancillary support staff who include housekeepers, nurses and a UK qualified onsite doctor.



Our aim is to provide a caring, stimulating and happy environment where pupils grow into self-confident, active and successful young people.

Pupils are accommodated in rooms with en-suite bathrooms and personal study areas. High speed internet access is available in all of the study bedrooms and meals are cooked on site. In addition, boarders have access to world class facilities onsite as well as organised after school activities. Boarders are also encouraged to take full advantage of the opportunities available to them within Dubai such as golf, sailing, horse riding, go-karting, paintballing and overnight excursions, to name but a few!

GL Assessment Progress Results

Students in schools in Dubai are required to undertake GL Assessment Progress Tests in English, Maths and Science in the summer term, to assess their attainment in these core subjects. The Progress Tests results from these internationally recognised standardised tests at Repton Dubai are outstanding.

View our results [here](#)

IGCSE Examination Results

The IGCSE examination results at Repton Dubai are outstanding. The progress that students make in their time here reflects the hard work and dedication shown by students and staff.

In 2022, 98%, were successful in achieving 5 grades or more at 9 – 4.

- ☐ 38% of all grades achieved in 2022 were grade 9-8
- ☐ 58% of all grades achieved in 2022 were grade 9-7
- 89% of all grades achieved in 2022 were 9-5

Our results compare favourably with the best schools in the UK.

IB Examination Results

The growing numbers of students studying IB at Repton Dubai [173 in 2022] has led to an increased curriculum provision, with a Diploma pathway and the highly regarded Careers Programme.

In 2022, 100% of our IB DP students have been awarded the IB Diploma, scoring an average of 36.1 points or more per student, against a typical global average of 31 points per student.

These excellent results ensured that all our students achieved the results required for admission into their university of choice, with a high percentage entering the prestigious Russell

Group of Universities in the UK or Ivy League in the US. This year our graduating Reptonians are spreading across the world, with places gained at Oxford University, UC (University of California) Berkeley, UCLA, St Andrews University, UCL (University College London), Stanford, Kings College (London), McGill University (Canada) and NYU (Abu Dhabi) amongst others.

This year we are also celebrating outstanding results for our IB Careers Related Programme [IBCP], for students who wish to follow a career-related programme of study. We are delighted that all students have successfully gained the Careers Programme qualification, with many gaining a double distinction.

Digital Learning

The ability to use technology appropriately is a core skill all students need, in order to be successful in their later lives. At Repton Dubai all students have the opportunity to work with a wide variety of technology both as consumers and as creators.

Classrooms are equipped with interactive whiteboards and as we move towards becoming an Apple Distinguished School, the number of iPads available for students to use is increasing.

In computing, our recently refurbished Mac suite has ensured that students are using cutting edge technology to aid their work, while in Design Technology the use of 3D printing to produce projects has developed many new skills.

Sports

Sports form the backbone of the school ethos. Competitive sports allow students to develop their team-work skills, communication and sportsmanship. From Year 2 onwards the School offers three hours of physical education per week and actively promotes a healthy lifestyle throughout.



We provide a wide range of sporting opportunities and unrivalled indoor and outdoor facilities, and have a very successful track record competing with schools across Dubai.

Outdoor Education & Extra-Curricular Activities

We believe that learning and adventure is not restricted to the confines of the classroom or the formal curriculum. Outstanding schools offer a huge variety of sports and extra-curricular activities that are often student-led and designed to inspire and challenge in equal measure. Repton is determined to stay at the very forefront of this provision in sport, music, the performing and creative arts and in design, technology and innovation. Whether on top of a mountain in the French Alps, a community project in the jungles of Thailand, or facing a fast bowler on the cricket pitch, all the activities and events we offer are designed to build confidence and character, resilience and grit.

Employers tell us that twenty-first century learning skills such as collaboration and team work, communication and problem solving, have never been more important. Therefore, giving young

people demanding but rewarding experiences and challenges, helps them to develop these essential life skills. The sport and extra-curricular programme offered at Repton is second to none and delivers enormous opportunity and choice



Experience & Education Requirements for Teachers

- ❑ Bachelor's degree plus QTS and PGCE
- ❑ For specialist teachers, the bachelor's degree must be in a directly related field (e.g., Physics teacher should have a science related bachelor's degree)
- ❑ For senior school positions teaching KS4 and above, IB and A level teaching experience is desirable
- ❑ Ideally we require a minimum of 2 years post qualification experience

Teacher Remuneration Package

- ❑ A generous tax free salary commensurate with experience
- ❑ Accommodation (mandatory for those new to country due to visa restrictions), potential option of cash allowance in lieu of accommodation for those already settled in Dubai
- ❑ Annual return flights, global healthcare plan for self, spouse and up to two children up to age 18 (subject to status)
- ❑ School fees remission for up to two dependent children in Repton School Dubai
- ❑ Exceptional CPD opportunities

References

Please include within your application/resume the name, job title, work email address and telephone numbers of a minimum of three professional referees, one of whom must be your current or most recent Headteacher.

Please rest assured that no referees will be contacted until we have received your specific consent to do so.

Qualifications, Identification, Health and Background Checks:

At interview, candidates will be required to provide documentary evidence of academic and professional attainment. You may also be required, if an offer is to be made, to undergo a pre-placement medical assessment, and to provide a police check from your current country of residence and from your home country.

Successful candidates will be required to undergo a full background check as part of the school's recruitment and safeguarding Procedures

The Repton Family of Schools is totally committed to safeguarding the welfare of children and young people and expects the same from its employees. All new staff will be subject to detailed and enhanced pre-employment clearance, including identity checks, criminal background checks for all countries lived in, qualification checks, employment checks to include an exploration of any gaps in employment, and satisfactory reference checks for all employment in the last 5 years