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EL COLEGIO DE
LAS OPORTUNIDADES

THE ENGLISH SCHOOL OF ASTURIAS

RECRUITMENT INFORMATION – 2021-22

THE ENGLISH SCHOOL OF ASTURIAS - INFORMATION FOR APPLICANTS

The English School of Asturias (ESA) is a private, non-selective, co-educational school located between Oviedo and Gijón. It is part of the International Education Partnership (IEP), a subsidiary of IES Holdings II which also owns the Internationella Engelska Skolan (IES) group. Currently there are 38 schools in Sweden and seven in Spain which employ over 3000 teachers. The schools share a strong common ethos. Respect, perseverance and teamwork stand at the heart of our educational vision, providing a foundation of strong principles that build grit and determination, setting our students apart and preparing them for a bright and successful future. In our progressively international world, a multilingual citizen is an enviable asset and a tool to promote cultural exchange and diplomacy.

The school was established in 1997 by a small group of parents who combined to provide their children with a British-style education. It has grown steadily and now has a roll of 734 students. The school caters for children from aged 3 to 18. The majority of the students are Spanish, although 16 nationalities are represented. The maximum class size is 25, however classes are typically smaller, especially for specialised options.

The diverse nature of the school makes it a dynamic and stimulating place to both work and learn. We believe that the best way to predict the future in an increasingly unpredictable world is to create it, by nurturing our students to become innovators and game-changers. We tailor our teaching and learning environment to recognise each student as an individual, aiming to foster their own unique talents and personalities whilst fulfilling their intellectual needs. By providing a safe and calm learning environment where teachers can teach and students can learn, we encourage our students to develop self-esteem and confidence, equipping them with essential skills for life in an increasingly competitive world. These qualities enable our students to stay one step ahead by preparing them for a global future.

The English School of Asturias occupies purpose-built accommodation in the heart of Asturias and enjoys delightful views of the adjacent countryside. It can be reached in approximately 15 minutes by car from Oviedo and 20 minutes from Gijón. The site has developed to accommodate the school's growth. Now occupying 42,000 square metres with 56 classrooms, including specialist science laboratories, art and music rooms, sports hall, computer labs, kitchen and dining room, multi-purpose halls and covered playgrounds.

The English National Curriculum is taught throughout, adapted where appropriate to our geographical location. English is the working language of the school. We also teach the required elements of the Spanish National Curriculum. These classes are taught by locally recruited Spanish staff.

MISSION STATEMENT

Each student is an individual, who needs to develop many skills, as well as the essential understanding that while we are all unique, we are all equal in our rights, needs and aspirations.

Our mission statement is very simple:

ESA students are independent, lifelong learners who continually strive for excellence.

OUR VALUES

The International Education Partnership has committed to offer its students the best education; a comprehensive education based on the three pillars of its educational project:

- **Command of English:** As English is the universal language, we give our students the key that will allow them to develop in a totally globalised world, mastering the English language through the linguistic immersion offered by our native teachers in an international environment.
- **High academic results:** Every child can achieve success. We help our students to discover and enhance their talents by working in a personalised way, with their virtues and needs.
- **Musical, sport and technological education:** We focus on the essential disciplines in the cognitive and intellectual development of the human being, embodied in a structure of music, sports and technological education.

IEP promises to always place these fundamental values at the centre of everything it does. Leaders at all levels must strive to work towards them, by recruiting competent people who share these beliefs, by assembling and motivating members of staff to go in this same direction, by supporting people in the organisation in their efforts and by constantly making it clear that our purpose is the academic, personal and social development of the students.

We strive to ensure our students gain language proficiency, particularly in English, guaranteeing their ability to effectively communicate in the modern world. We believe that encouraging students to set themselves high expectations in their extra-curricular activities whilst flourishing in their intellectual pursuits allows us to nurture well-rounded members of society, who will provide a rich contribution to their respective communities. A number of after-school activities are offered to students. In addition, residential trips are encouraged and destinations include sites in Cantabria, Andalucia and London. Staff participation in after-school activities is voluntary, although it would be expected that wherever possible, staff would be involved in residential activities.

We know that to become proactive, lifelong learners, our students must learn the value of their own inquisitiveness. We seek to give them the investigative skills and the taste for achievement needed to explore their own intellectual ambitions through self-study, fostering a rich ethos of motivation and independence which will encourage success in higher education and future careers.

OUR TEACHERS

All our teachers are fully qualified and hold either a teaching degree or postgraduate teaching qualification. They are all dedicated professionals who share the school's values and are passionate about the subjects that they teach. They always act in the best interests of our students, promoting their safety and wellbeing. Our teachers are committed not only to the development of the students, but also to themselves as practitioners in education.

In following the National Curriculum for England and Wales, the majority of our teachers have had experience in working in the UK or in a similar international system. Familiarity with the National Curriculum is therefore seen as an advantage, as is an understanding of the demands associated with private education.

Our teachers show excellent interpersonal and communication skills and are able to relate well to all members of the school community with tact and diplomacy. They are well organised, able to prioritise tasks and remain calm under pressure. They represent the school with pride and maintain a professional standard and appearance appropriate to their role.

The majority of our teachers are UK nationals and have taken the step to move abroad. As a result they are welcoming and supportive to new members of the team. Knowledge of Spanish is not a prerequisite for the role but a willingness to learn is of course advantageous.

PRIMARY SCHOOL

The primary school comprises of 320 students and 28 teachers and 14 support staff. The primary school is split into Early Years Foundation Stage (age 3-4), Key Stage 1 (age 4-7) and Key Stage 2 (age 7-11). The primary school is led by the Head of Primary and supported by departmental coordinators as well as specific curriculum coordinators who work across the primary range. Each year group has two or three classes with a maximum of 22 in EYFS and 25 in KS1 & KS2. Teachers are supported in their work by teaching assistants and support staff in the areas of ESL and SEN. There is a highly collaborative work ethic and teachers work with their counterparts on planning and preparation. The class teacher is the central point of contact for pupils and parents, monitoring and guiding students academic, social and emotional development as well as their general welfare. Teachers keep careful track of students' progress and maintain regular dialogue with parents.

In our Foundation Stage, we follow the Early Years Foundation Stage Framework and structure pupil development in the different areas around age appropriate topics. The Foundation Stage is bright and child friendly. There are areas dedicated to play, 'messy activities' and structured learning as well as quiet areas. All classes have easy access to outdoor spaces suitable for different activities.

In KS1 and KS2 our curriculum allows cross-curricular teaching enabling students to study topics in more depth. We give our students the opportunity to learn in a way that is relevant to their everyday lives. Many concepts are taught through a rich tapestry of subjects and skill sets, which consolidate learning through drama, the use of modern technology, art and design as well as collaborative project-based initiatives, often involving off site learning in the local community.

Students are given many opportunities to develop their speaking abilities, not only in class, but also through participating in class assemblies and school shows. Assemblies provide an opportunity to celebrate and strengthen our school and to develop social and cultural values as well as critical thinking in a global society.

We promote and reinforce good behaviour through our positive behaviour policy which recognises good behaviour and promotes self-confidence and self-esteem.

SECONDARY SCHOOL

The secondary school has 320 students and 31 teachers. It comprises Key Stage 3 (ages 11-14), 4 (ages 14-16) and 5 (ages 16-18). It is led by the Head of Secondary supported by key stage coordinators, heads of year and subject specialists. Heads of year act as learning mentors. In this role they guide students' academic, social and emotional development as well as monitoring their general welfare. The head of year is a central contact point for parents, and an open door policy allows for regular dialogue between home and school.

At Key Stage 4 and 5, students are prepared for the University of Cambridge, Edexcel and AQA IGCSE, AS and A2 exams. The students are given a broad range of options to suit their interests and aspirations. Following graduation, the majority of our students opt to continue their education at some of the best national and international universities.

LIFE IN ASTURIAS

Asturias is one of the 19 autonomous regions of Spain and is situated on the north coast. The main centres are Oviedo, the capital, (224,005 inhabitants), Gijón and Avilés. The nearest international airport is Santander in Cantabria, which flies to Stansted and there are regular frequent flights from Asturias airport with national carriers to Madrid and Barcelona.

The north west coast of Spain enjoys a more temperate climate than the rest of the country. It has moderate temperatures, receives more rain and is therefore considerably greener. The Cantabrian mountain range forms the southern border of Asturias, extending from Galicia to Cantabria. At the Eastern end of this range are the Picos de Europa, a national park with peaks of 2,500 metres. The Asturian coastline contains a large number of extensive sandy beaches. The complex combination of mountains, rivers, lakes, sea and countryside make for spectacular scenery.

Asturias has a rich historical legacy. With its Jurassic coast, prehistoric cave paintings, iron-age settlements, extensive roman remains, medieval monuments, monasteries and museums, there is much to see and explore. Asturias also lies on the northern route of the Camino de Santiago, perhaps the most famous of pilgrim trails.

The main elements of the Asturian economy are agriculture, especially dairy farming, and fishing. It was formerly a major centre for coal mining and steel production although these are now in decline.

Castilian Spanish (mainstream Spanish) is spoken throughout Asturias. It is possible to survive without any Spanish in Asturias, although the majority of Asturians do not speak English and a few basics would enrich your experience here. New teachers are offered Spanish after school as an inhouse initiative to support the settling in process. There is also an intermediate Spanish group to support staff beyond the basics. Teachers are encouraged to use Spanish as much as possible outside the school day, to help to integrate with the local community. There is a small British community here and staff are very friendly and proactive at helping new arrivals to settle into life in Asturias.

The area is still free from mass tourism, which combined with the spectacular scenery and wonderful climate, provides an almost infinite variety of opportunities for outdoor leisure pursuits, including walking, climbing, golf and skiing. There are many activities that are beach centred including swimming, snorkelling, surfing, and windsurfing. Gijón and Oviedo have football teams in the national leagues. There is music to cater for most tastes. There are regular concerts in Gijón, Oviedo and Avilés – many are free and cater for every possible taste and genre. There are large venues for stadium gigs, as well as cosy, intimate venues for less known groups. Classical music is regularly performed in Oviedo with international orchestras and musicians and there is a short opera season. The region is well-served with art galleries and museums. Again, many museums and galleries are free to enter. Gijón is home to the Laboral Arts and Culture Centre, which hosts temporary exhibitions and special events throughout the year. The Niemeyer Cultural Centre in Avilés is an arts and culture space which has short cinema seasons, concerts and project workshops. The majority of films are shown in Spanish but some centres occasionally show VO (Original Language Version) films with Spanish subtitles. Gijón hosts its International Film Festival every winter, with films from all over the world in VO. For those who wish to keep in touch with events in the UK, satellite television is easily obtained. Digital television allows languages to be changed at the flick of a switch.

REMUNERATION AND CONTRACT

The salary for teachers starts from €23,125 depending on qualifications and post. Although we appreciate that this is lower than the UK, so too is the cost of living. Tax and other deductions vary depending on personal situations but usually fall between 2 and 15%. Social security contributions include health, pension, unemployment and disability insurance. These are deducted directly from your salary and are supplemented by the company as your employer.

We offer permanent contracts as standard and will pay up to €300 to cover flight and accommodation, (upon presentation of receipts) for relocation expenses.

We have a designated member of staff who supports new teachers with arrival and home hunting, as well as organizing residence and working permits, the NIE, setting up a bank account and registering with a health centre.

The school follows a three term system. Typically, there are two weeks holiday at Christmas, ten days at Easter and eight weeks across July and August. There are also several religious public holidays spread throughout the year.

Full time staff are entitled to free tuition fees for their children, subject to places.

All staff receive a free school lunch.

HOW TO APPLY

For all posts advertised through TES, applications should be made using the TES web page. All applicants should hold a valid teaching qualification. We consider a degree in education (e.g. B.Ed./M.Ed.), or postgraduate teaching certificate (e.g. P.G.C.E.) as valid. English language teaching certificates (e.g. TEFL/IELTS/CELTA) are not sufficient.

If you have any questions about this post or the application process, please do not hesitate to email infoasturias@iepgroup.es

REFERENCES

Please include with your application, the names and details of two professional referees. One of these should be your current employer. We will collect full references before shortlisting. If you prefer that we do not contact one or more of your referees, please select this option. However, references must be provided before an offer is finalised.

QUALIFICATIONS, BACKGROUND AND IDENTITY CHECKS

We are committed to the safeguarding of children and operate safer recruitment practices. As part of this you will be asked to provide proof of your identity and qualifications. Updated police clearance (e.g. DBS certificate) will be requested for all those appointed. If you have recently lived in another country will also be requested and a certified translation may be required.

THE SELECTION PROCESS

We read every application carefully to identify the skills and qualities we are looking for. These include:

- A commitment to the school's values
- Relevant teaching experience
- A passion for learning and developing young minds
- Reflective practice
- An international outlook
- Willingness to contribute to the wider life of the school
- A commitment to the safeguarding of children and young people.

Applicants without a teaching qualification will not be considered.

First round interviews take place via online meeting platform with a member of the Human Resources Department. This will allow us to determine whether you would be a right match for the school. It will also allow you an opportunity to ask any questions about the role or school.

Shortlisted candidates are normally invited to Spain for a second-round interview. This clearly depends on current COVID restrictions. All interviews will involve:

- A tour of the school and an insight into how the school and department operate.
- A formal interview with the school director and senior managers.
- An observed lesson. The lesson objective and background information will be provided in advance.
- Opportunities to meet future colleagues.

Candidates based outside Europe will have a second-round interview with the school's management team via Skype, if travel to Spain is not feasible. You may be asked to provide further evidence to support your application, such as video footage of you teaching, observation feedback or reflection on your own practice.