



WELCOME PACK

Secondary & Sixth Form

British School Alzira / Xàtiva / Gandia



Welcome

Welcome to British School Alzira, Xativa and Gandia. This document provides an overview of our schools together with some information about living and working in Spain.

British School Alzira is a two form entry school taking children from pre-nursery to Year 13. The school is housed in an attractive 1950's building. The school is set in magnificent grounds, approached through orange groves, with a breath taking backdrop of mountains. There are well equipped play areas and several landscaped garden areas.



British School Alzira

British School Xàtiva is a one form entry school opened in September 2009 in response to parental demand. British School Xativa currently accepts pupils from Pre-Nursery to Year 11. The school is a modern, purpose built campus on the outskirts of the historic town of Xativa. Set below the castle of Xativa the school is designed to the very latest standards.



British School Xàtiva

British School Gandia opened in September 2015 and now provides education from Pre-Nursery through to Year 3. The school building and installations are all new and provide a bright and modern learning environment.



British School Gandia

Together we are a learning community providing a seamless curriculum from foundation stage to Year 13. Our schools value and nurture independence, interdependence and the human spirit.

We encourage and support creative teaching and excellent communication.

Each of our schools has excellent facilities including: indoor sports facilities, swimming pools, tennis courts, basketball courts, football pitches, climbing walls, science laboratories, ICT suites and well equipped libraries.

Academic standards – Secondary & Sixth

Form

Educational standards in our schools are excellent. Throughout Key Stage 3 to Sixth Form, pupils study the full British National Curriculum alongside studies in Spanish, Valencian and Social Science. Subject teachers are responsible for planning and delivering the full British National Curriculum. Spanish, Valencian and Social Science are delivered by our Spanish department staff.

British School Alzira, Xàtiva, and Gandia enter pupils for IGSCE's at the end of KS4 and A Levels at the end of Sixth Form. Our objective is always to support children in fulfilling their own potential and give them a solid start in life. Our pupils are well prepared for University life.



Year 13 BSA – Studying in the Sixth Form Building



Year 12 BSA – Biology lesson in the lab



Year 8 BSX – Chemistry lesson in the lab

British School Alzira / Xàtiva / Gandia



The school day

Teaching staff work from 9.15am to 5.15pm with one hour free at lunchtime. Teaching assistants share a similar working day but begin at 9am. All members of staff carry out playground duties on a rota basis. Our students arrive at school from 9.15am with most pupils arriving on the school bus services between 9.15 and 9.30am. The school day for pupils finishes at 5pm.



Year 8 BSX – Playtime after lunch

Extra-curricular activities take place during the lunchtime and are led by a team of professional staff from outside the school. Activities provided include ballet, funky dance, cooking, magic, paddle, yoga, Chinese, German, football, tennis, Judo and fencing. Alongside these activities teachers from our primary team provide a complementary activity program that enriches the curriculum.

Teaching staff are provided with a generous allocation of preparation and marking time throughout the week. This varies dependent on the age of pupils taught and the teacher's responsibilities. Primary teaching staff receive five hours of preparation time each week.



Primary students training to play tennis

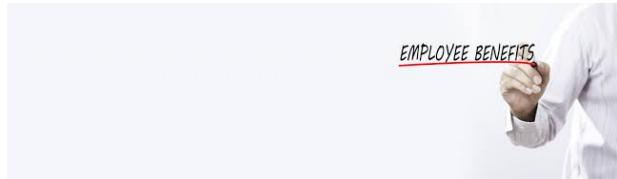


Mediterranean diet prepared daily in the school

Lunches are prepared daily on site from fresh ingredients. Our menu is designed by our dietician and provides a varied and balanced diet. There is a focus on Mediterranean cuisine so plenty of fresh fish, shell fish and meats are accompanied by seasonal vegetables and fruits. Children and staff alike have a three course lunch and the dining staff cater for a range of specific diets as required.



Year 8 - Physics lessons in the lab



Our most valuable asset – our staff

We realize our most valuable asset is our staff and we work hard to employ and retain the very best teachers and support staff available.

Contract

All teaching staff in our schools are offered a full time permanent contract from their first day of work. Teacher are salaried over twelve months including holiday pay throughout all school holidays including August.



Year 7 – English Literacy lesson



Year 10 – Geography lesson

Personal and professional development

Our schools are members of NABSS (National Association of British Schools in Spain) and as a result we have access to workshops and INSET events offered by this organisation. We have in the past years sponsored our teachers to attend training events in Valencia, Málaga, Seville and Madrid. We also run a system of internal INSET during our staff meetings that draws upon the individual strengths of our teaching team to provide relevant training.

We have recently celebrated a successful inspection from NABSS that recognised many aspects of excellence within our schools.

On a personal level we offer free Spanish lessons to all members of staff interested in learning or improving.



Social security

On beginning work with us we immediately register you with the Spanish social security system where you will be covered for health, unemployment and state pensions. The school supports staff in completing the necessary paperwork and ensuring that your transition into the Spanish social security system is quick and trouble free.

EMPLOYEE BENEFITS



Health

A private health scheme is provided by the school. This covers any injuries incurred whilst at work or travelling to and from work.

A better work-life balance?

**employee
benefits**



Staff Benefits Scheme

As large employers in the area we are pleased to offer a considerable package of staff benefits. By providing the highest levels of benefit within school and negotiating collective arrangements with other businesses we demonstrate our commitment to the staff that work with us.

Within school staff are entitled to a tuition free education for their own children from Reception age through to Year 13. In addition to this we offer all items from the school uniform store at a discount of 20%. We also sponsor the Spanish textbooks for children of our staff meaning all textbooks from the Spanish publisher, Santillana, are provided free of charge.

In addition to salary, all teachers are entitled to an annual flight allowance.



Year 11 – Maths lesson



Financial Services



Financial benefits

We have financial benefits in place for all of our employees with some of the most reputable financial institutions. Our staff collective has agreements with Barclays Bank, BBVA and Catalunya Caixa. These companies offer a package of benefits exclusive to our staff including cash back on purchases, guaranteed overdraft arrangements and preferential rates on mortgages, account transfers and credit cards or loans.

Health benefits

In addition to the private health insurance covering the working day our staff collective has preferential rates with a number of local and national health providers. Adeslas, Asisa, BBVA and MAPRE all offer our collective preferential monthly rates on full private health cover.



British School Alzira / Xàtiva / Gandia

Accommodation

Accommodation within travelling distance of our schools is plentiful and of a reasonable price. Sharing the valley with British School Alzira are a number of attractive urbanizations with mountain views. Chalet style housing, usually with a private swimming pool and terrace or garden starts from around 550€ per month. Alternatively the towns of Alzira, Xativa and Gandia provide three bedroom modern apartments from slightly less, starting at approximately 450€ per month.



*The orange groves of La Barraca D'Aigües Vives
with British School Alzira in the background*

Many of our teachers choose to live in Valencia which is about 40km to the north. Alzira, Xativa and Gandia are served by a rail service from Valencia. Apartments in Valencia usually cost between 500 and 700€ per month. Teachers living in Valencia often opt to share accommodation.

Equivalent houses and apartments in the town of Xativa tend to be slightly cheaper than those found in Alzira and Gandia with prices starting around 350€ for well apportioned apartments. Chalet style housing can be found in the countryside surrounding Xativa. Again, the price is slightly below that found in Alzira and chalets with private swimming pools in Xativa are available from around 500€.



The nearby seaside resorts of Gandia and Tavernes are also popular with staff and provide accommodation priced similarly to that found in Valencia. However, we always remind new staff that we do not have a tropical climate and that in the winter months a house or apartment at the beach may be cooler than anticipated unless it has suitable heating.

British School Xativa and Gandia are easily accessed by train from Valencia.

British School Alzira, located out of town in a valley, is not accessible by either bus or train.

Our children and their parents

The majority of children who attend our schools are Spanish, although we do have a small number of British and International students.

Our pupils and their parents place a high value on the British education we offer, which is delivered by our team of highly professional and dedicated staff. Our pupils are motivated, respectful and a pleasure to teach. Both behaviour in school and academic achievement are of an exceptionally high standard. Parents who choose our schools for their children are supportive of the school and the teachers. They take an active interest in the education their children receive



Year 7 BSX – Enjoying the playtime

Our schools are British schools and the parents expect their children to achieve a native fluency in English together with high grades in both English and Spanish qualifications. As an education, parents know that this provides a greater variety of options for their children when they reach school leaving age. Many parents have multi-national businesses in the area and want their children to be well equipped to take a leading role in the family business. Whatever their background the common factor in selecting British School Alzira, Xàtiva or Gandia is the standard of education and the reputation built up over the years. Our schools feature in the list of the one hundred best schools in Spain and consistently we achieve the highest grades in the whole of the Valencian Community when pupils reach 18 years old.



Secondary BSA – P.E lesson in the court

British School Alzira / Xàtiva / Gandia



Salary

Our schools operate an internal pay structure as shown below

<i>Years at BSA/X/G</i>	<i>Pay supplement</i>
0	<i>25,000 € per year</i>
<i>1 year of service</i>	<i>+ 600€ per year</i>
<i>2 years of service</i>	<i>+ 900€ per year</i>
<i>3 years of service</i>	<i>+ 1200€ per year</i>
<i>5 years of service</i>	<i>+ 1500€ per year</i>

Although for some teachers the salary may be less than that they would receive for teaching in the United Kingdom the cost of living in Spain is also considerably lower.

Tax levels in Spain are also considerably less than those in the United Kingdom. Initially on moving to Spain teachers pay nearly no tax until their first January, as the Spanish fiscal year runs from January to January. This means that from September to December during their first year of employment a teacher will receive a higher take home salary. In addition, new teachers moving from the United Kingdom would usually be entitled to a tax rebate from the United Kingdom the April following their move. We are able to advise on all of these issues.

Saturday school

Saturday school runs 10am-1pm from October through to May, offering English tuition to children in our local community who would not otherwise attend the school.. Teachers have the choice to work this if they wish and those who do are compensated with an additional 250€ per month on top of their basic salary.

Additional classes

Where support classes are needed these are always offered first to our own teachers. These classes are usually from 5pm-6pm on a weekday and an additional payment is made to teachers who take these classes.

Your future career

We always look to recognise and reward excellence within our staff team. All positions of responsibility are first offered as internal promotions. We are always happy to discuss your career aspirations with the intention of rewarding our best teachers with management responsibilities within our schools.

Our salary structure allows for a separate coordinator pay spine providing considerable opportunities for teachers that wish to develop their careers within our family of schools.



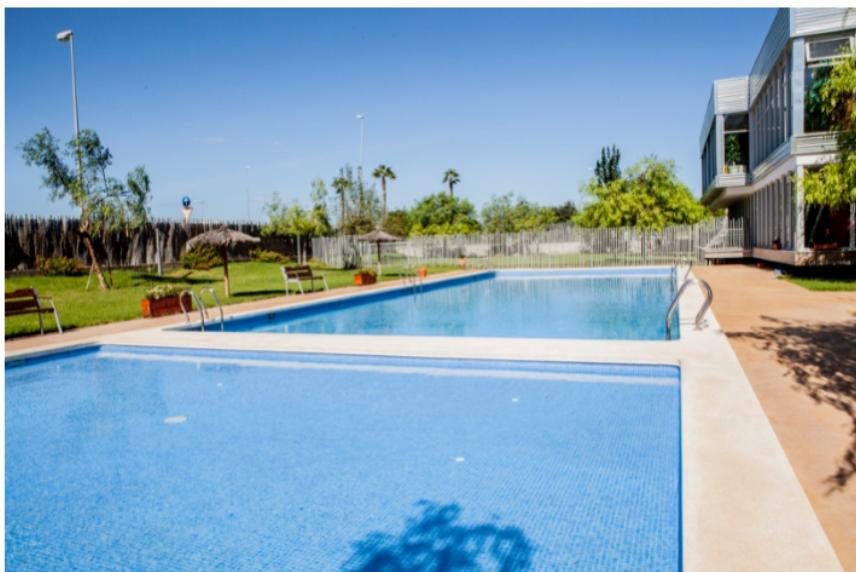
New teacher induction

At BSA/BSX/BSG we want our staff to feel as comfortable and supported as possible in their relocation to Spain, so they can settle in to school life quickly and smoothly. That's what my job is about. I liaise with new members of staff who relocate to Spain and provide continued assistance with whatever needs they have. This could include: sorting out Spanish ID paperwork, setting up a bank account, finding the right property in the right location and organising contract signing, helping with utility bills, setting up internet or phone lines, taking care of translation/interpretation needs and a long etc! - Dolores Seager -.

We are aware that moving to Spain, if a new experience, can be a considerable commitment. We recognise this and we pride ourselves on providing a high level of both professional and pastoral care.

Routinely we support teachers with opening bank accounts, registering with a doctor and obtaining any paperwork necessary. We also support teachers finding accommodation and the school owners maintain links with a number of local estate agency companies to ensure we secure the very best accommodation at the best possible prices.

Professionally our management team supports teachers in adapting to their new role within the school. We have staff dedicated to supporting our teachers and are able to offer assistance with any aspect of professional or personal life. On starting at our schools you will be appointed a mentor. Your mentor will be a person not connected with your own area of school who is able to offer a friendly ear to any issues that may be causing you concern. Our aim is always that our teachers enjoy their work and find a healthy work-life balance in their time working with us



Our three schools have a swimming pool for summer; this one belongs to BSX