



CANDIDATE INFORMATION PACK

Be part of a truly international school with its roots in Bahrain and which is now growing with the global community.

PROFILE SUMMARY

This is a truly exciting opportunity to join a premium “Outstanding” school in the Kingdom of Bahrain for the academic year 2022-2023.

We are looking for exceptional teachers who bring with them outstanding experience, forward-thinking attitudes, and positive reputations from the best international schools across the world.

Colleagues joining us will be part of Inspired – a leading global education group renowned for its relentless pursuit of educational excellence, with over 70 excellent private schools, spanning five continents, in twenty different countries.

The British School of Bahrain is committed to providing high-quality professional development and support to teachers within all stages of their careers. One of the School's greatest strengths is the large number of teachers to work with and learn from. We have a thriving professional development community, as well as a strong staff-wellbeing culture.



An **inspired** school

ABOUT THE BRITISH SCHOOL OF BAHRAIN

The British School of Bahrain has an international reputation for pastoral excellence and academic success combined with exceptional co-curricular achievements. The School is a supportive, collegial and ambitious environment that maintains its sense of fun and happiness.

The British School of Bahrain was established in Adliya in 1995 to provide a British education within Bahrain. We were founded as a school with a family feel that supported individual students through outstanding pastoral care. Over the last 25 years, some elements, including our location, have changed, but our philosophy of treating every child as an individual and making them feel part of our family is still at our core.

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.

While 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 extensive range of over ninety (90) nationalities that make up our School.

The School prides itself on its close relationship with its parents and we work collaboratively to create a nurturing environment that allows every student to fulfil their potential.



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THE SCHOOL'S AIMS

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

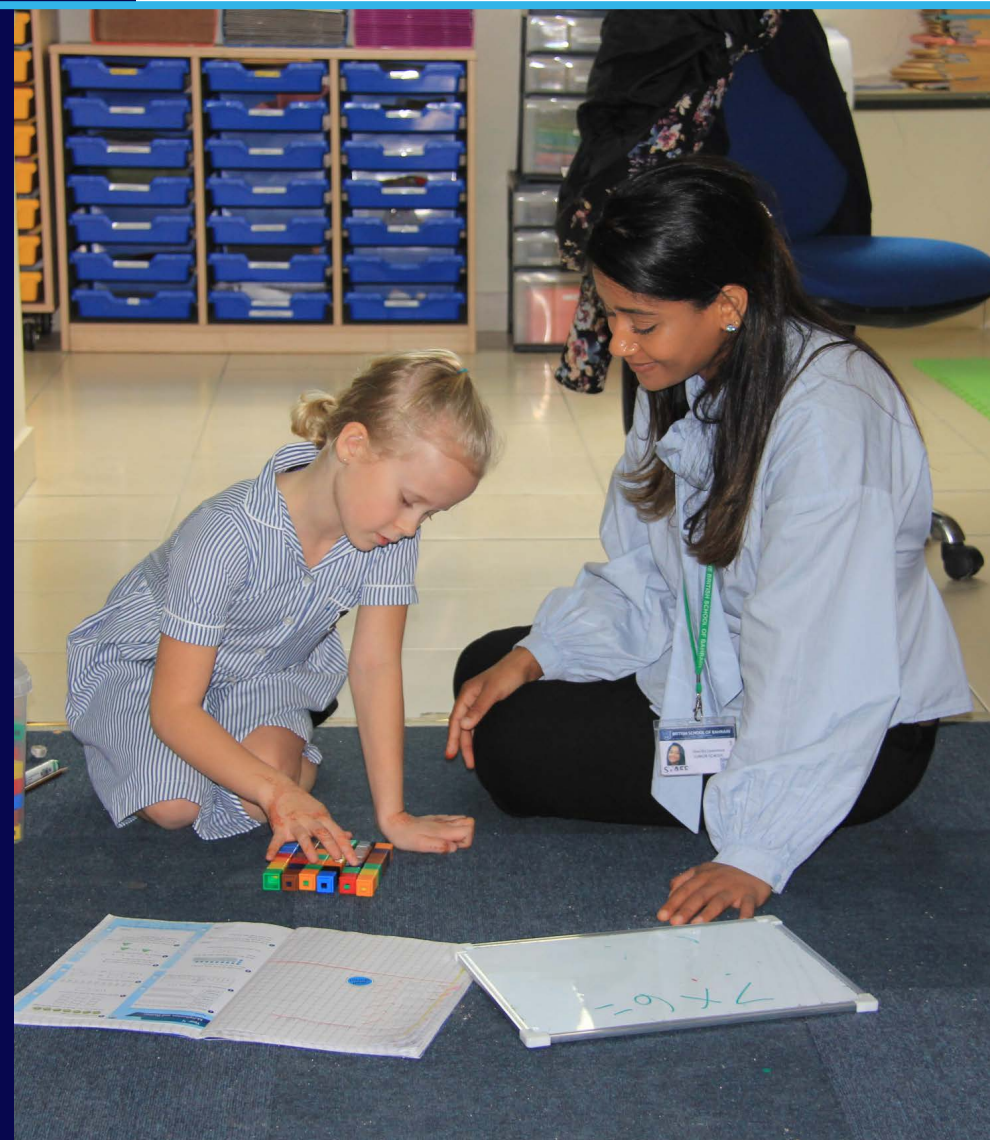
We aim to nurture a sense of pride, responsibility, honesty and integrity in our pupils, instilling the School's values of:

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.

We believe that happiness is the "soil" in which all children grow. Our personalised learning approach focuses on each child and supports them to develop a balanced and healthy lifestyle.

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



MESSAGE FROM OUR EXECUTIVE HEADMASTER

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**MR JOHN
MAGUIRE**

Executive Headmaster

May I extend my warmest welcome to the British School of Bahrain. I am incredibly proud to be the Executive Headmaster of such a prestigious and successful school. While BSB occupies a beautiful modern campus in the ever-developing area of Hamala, it is the students, staff and parents that make this school what it is.

The School was founded on an ethos of a caring, supportive and fun environment that nurtures every child. Many years have passed since the school's inception, but this ethos remains strong. It is this aspect of our school that I relish every day. It is also what draws so many parents to choose BSB over all other schools within the region.

The BSB students are a delight – they are hardworking, curious, caring and imaginative. We aspire to develop happy, well-rounded, confident

students through our supportive pastoral environment. With over 92 nationalities, we are a truly international school, and our value of individuality is evident in our inclusive atmosphere that respects every person.

The School is renowned for its innovative teaching, its use of technology and its culture of academic enrichment that culminates in the exciting Beyond BSB programme. Our students graduate to some of the world's best universities, equipped with both the knowledge and skills that will enable them to be leaders in their chosen careers.

I look forward to welcoming your application and to meeting with you over the forthcoming weeks. ”



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ABOUT inspired

Inspired is a leading global premium schools group educating **over 50,000 students** across an international network of **over 70 schools** in **twenty countries** across **five continents**.

Inspired students benefit from the unique global connectivity of premium schools that are anchored in their local communities. The individuality of every student is unlocked through a holistic curriculum focused on the three pillars – Academics, Sport and Performing Arts, to ensure every student achieves their full potential.

Through this global approach, we aim to inspire and prepare students to be global citizens, ready to seize their exciting futures and truly flourish with the confidence and attitude needed to thrive in an ever-changing world.

Inspired schools are among the highest performing in the world. Most are non-selective and are proud to add considerable value to every student. Most importantly, Inspired students not only attain outstanding academic results but also graduate to some of the best universities and careers in the world.

The exciting combination of Inspired's global standing and the British School of Bahrain's 25+ year history of academic excellence enables students to consistently graduate with exceptional results, with over 90% going on to their first choice of university.

www.inspirededu.com



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THE INSPIRED LEARNING APPROACH

Our approach is defined by supportive academic excellence and the exploration of life skills to develop students' self-confidence and self-assurance.

We do this by focusing on the individual and offering a broad curriculum based on the three pillars. Academics are at the centre of our approach but are also complemented equally by Performing Arts and Sport. This rich curriculum ensures that every student can discover their passion and develop their skills. Students are encouraged and supported to excel across all areas, even those they find more challenging.



Academics



Sport



**Performing
Arts**

THE SENIOR SCHOOL

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**MR. WAYNE
RIDGWAY**

Head of Senior 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. Achievement is excellent, with consistently high academic results at both GCSE and A Level.

Curriculum

We follow the National Curriculum for England and Wales, adapted for an international setting. We offer a mixture of GCSE and IGCSE subjects in Key Stage 4 and a range of A Levels and BTECs in Key Stage 5.

Current Strategic Developments within the Senior School

We have a fully embedded bring your own device policy in Seniors, including staff devices. This flexibility enables pupils and staff to work in ways that best suit them. In order to support staff in working with pupils in this way, we offer a range of CPD sessions to our staff around e-learning, using the Google Suite and apps for Education.

We have recently launched "Beyond BSB", an enrichment programme aimed at our upper school students to develop enthusiasm, knowledge and curiosity beyond the confines of a syllabus or curriculum. Students in Year 12 complete an independent research project, and we offer a weekly lecture series to develop a love of learning. All staff are expected to contribute one 30-minute lecture per academic year, pitched at Year 1 degree level. The programme is supplemented by a range of guest speakers from industry and academic institutions.

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

BSB SENIOR SCHOOL STAFF PROFILE



MARTIN PRINSLOO
Head of Maths

Why did you choose the British School of Bahrain?

After teaching in Muscat, I was looking for a different challenge. I heard great reviews of BSB from people who were working at some of the British schools in Muscat who either taught here themselves or who have family and friends teaching at BSB. The reviews were very positive, but the thing that struck me the most about the opinions of the people was that they all felt that BSB is an inclusive school not just for students but the community as a whole.

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

The school as a whole cares about the community. No decisions are being made without analysing what the impact on the community will be.

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

BSB is a well-structured school with a high quality of professional teachers who really do care for the students. The students are extremely polite and it makes it so much easier to teach them.

Bahrain surprised me with how open they are to all cultures and people from all backgrounds. The country as a whole has a family orientated mentality, and one can feel it on a daily basis. The way the government has dealt with COVID-19, has proven that they do care for each individual and family alike, regardless of your nationality.

What are the students at BSB like?

The students are fantastic to work with. They are polite and very hard working. Classroom disruptions are very low. Teachers do get the opportunity to focus on the holistic development of the students. The students are really eager to learn and that also allows for more extension work and doing things that exceed just the classroom teaching.

What are your BSB colleagues like to work with?

The maths department is an absolute treat to work in. The staff are very supportive, and teamwork is our highest priority. Staff do not just care for the wellbeing of the students but more so care for the wellbeing of the members within the department. All members are extremely professional and take a lot of pride in their work. We have an attitude of "Students' teaching and learning first". And the staff really does apply it successfully.

BSB SENIOR SCHOOL STUDENT PROFILE



How long have you been at BSB for?

I came to BSB just over one year ago. I came straight from the UK and settled very quickly into my class, and made new friends.

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

I love that there is a sense of fun and that everyone is encouraged to be their own person. This allowed me to make new friends and gave me the confidence to try new things.

What do you think about the lessons?

I love my lessons and enjoy all of the topics that we have done. My favourite subject is Science although I enjoy PE, Drama and Music as well. We have weekly Cycle Tests, with each week focusing on a different subject. I was worried about these at first, but have realised they aren't too bad, and I like knowing what I have learnt and where I still need to focus on.

What are the other BSB teachers like?

The teachers are all very friendly and nice. They always try and make the lessons fun and interesting, which I like. The things we learn are often challenging, but the teachers are always there to explain and help each of us, which I enjoy. I also like that at the end of the topic, we get to give feedback to help design how the subject is taught in the future.

LIVING IN BAHRAIN



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LIVING IN BAHRAIN

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. The Kingdom of Bahrain has many different attractions to cater to a myriad of

interests. There is the rich heritage of ancient civilisations, 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.

Bahrain topped InterNations' 2018 list of the **best expat countries**. It is certainly one of the most friendly and welcoming of all the countries within the Middle East. Among the highlights noted were how well ex-pats are able to communicate, the country's overall friendliness, how easily ex-pats 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.

Life as an ex-pat tends to focus on a person or family's interests. Socialising is common within the numerous British social and sporting clubs; the Dilmun Club, Rugby Club, British Club, among many others.



WHY LIVE IN BAHRAIN

As far back as 3000BC, the Dilmun civilisation 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. Since 1783, the Al Khalifa family have ruled Bahrain, and 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 climate of Bahrain is typical of the Middle East, with mild winters (average 22OC) and hot summers (average 41OC). Rainfall is light and mostly confined to the more temperate winter months.

The winters in Bahrain feel like a European springtime, with crisp, cool but sunny days.

Housing and accommodation

All teaching staff will be accommodated in luxury service apartments for one month on arrival in lieu of a housing allowance.

Bahrain has many different areas to live in. The school, therefore, provides a housing allowance for expat staff, permitting them to choose what will best suit their needs and tastes.

The capital city of Manama is a juxtaposition of the old historical Bahrain and the modern development of this thriving city. The area of Muharraq contains the ancient houses of the pearl traders and is worth visiting to learn the diverse cultural history

of the country. The district of Adliya is known for its vibrant nightlife, and many restaurants and bars can be found. The Diplomatic area and Financial Harbour are home to tall modern glass buildings, bright lights and luxury hotels.

The School is located in a more suburban part of Bahrain in the district of Al Hamala. This is a developing part of Bahrain and the School is fortunate enough to benefit from the adjacent Al Liwan luxury neighbourhood development. This area provides luxury apartments above a thriving shopping and restaurant district.

WHY JOIN US

Rated as 'Outstanding' by BQA, **our goal is to provide a high-quality education for all students.** This aim is achieved through an inspiring, dynamic, motivated, and an innovative cohort of teachers, who have a passion for high levels of learning, have high expectations and aspirations for all students and commit to young people's overall development.

Our staff wellbeing is central to the BSB ethos, and as such, we offer a competitive tax-free international remuneration package, outstanding professional development, excellent leadership opportunities, a high-quality staff induction programme, and a chance to be a part of a school with its roots in Bahrain and now growing with a global community.

- 01 You will have the opportunity to become part of a unique global teaching community committed to delivering the highest quality education to every student.
- 02 You will be joining other dedicated international professional teachers with access to extensive guidance, support and growth opportunities.
- 03 Work with and learn from some of the world's best School Leadership Teams and Principals, Heads and Business Managers.
- 04 Enhance your skills and knowledge through global communities of practice.
- 05 You will become part of a large international school, welcoming a myriad of nationalities and to utilising this diversity to shape students to be ready to enter a global community.
- 06 You will become part of a school that aspires to nurture a love of learning in every student.



OUR TEACHING STAFF

As a school, we strive to achieve the very best outcomes for students in all areas. Our staff aim to inspire the pupils to be the best they can be through outstanding innovative teaching that encourages all pupils to be independent in their learning and develop a passion for all they do.



The members of the teaching staff are drawn from a wide range of backgrounds and reflect the diversity within the School.



Our teaching staff are well qualified and have strong subject knowledge with a deep sense of commitment to the welfare of all pupils.



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.



Our teaching staff engage students in directed teaching and provide good opportunities for independent learning through research-based tasks.

An excellent qualification, outstanding teaching knowledge and skills, up to date on best practice, and demonstrating a willingness to turn the curriculum into dynamic lessons are some of the core qualities we look for when recruiting a teaching staff. Some others include:

- The ability to demonstrate and provide the highest standard of teaching and learning.
- The ability to treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- To model the highest personal and professional standards, acting with honesty, integrity, resilience and flexibility.
- To take a shared responsibility for promoting and safeguarding the welfare of all pupils.

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

- ✓ An 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 is an advantage.
- ✓ Ability to always teach towards the most able students within every lesson while scaffolding learning for other students to ensure all make progress.
- ✓ 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.
- ✓ 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.

BENEFITS OF WORKING FOR BSB

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 (Non-Teaching Couple) with pupil: 650BD per month (£1300)

Married (Teaching Couple) with pupil: 750BD per month (£1442)



Free BSB Education for the eldest child and 50% reduction in fees for the second child. Teaching couples receive free education for two dependent children.



Annual flight allowance for the entire family.



Excess baggage 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.

APPLICATION INFORMATION

Inspired is a leading global premium schools group educating over 50,000 students across an international network of over 70 schools in twenty countries across five continents.



Join the Team

We are looking for Outstanding Teachers for the academic year 2022-2023. Please follow this link for more information.

[Teaching Jobs Bahrain | Vacancies | British School Bahrain](#)

Apply Now

An application form is available from the School's website, which is linked to TES International Teacher Online Application.

The completed TES online application form will be automatically directed to the BSB Human Resources Department, and you can send your cover letter, copy of passport, enhanced DBS and educational qualification via BSB HR's

email address **hr@thebsbh.com** as soon as possible.

For non-local applicants, interviews will take place via Zoom. Applicants will be invited to conduct two interviews, one with the Executive Headmaster and the other with the Head of School and their Senior Leadership Team.



Safeguarding

The British School of Bahrain is committed to safeguarding and promoting the welfare of the pupil. Applicants will undergo rigorous child protection screening, including checks with past employers and an enhanced DBS check as well as completing any relevant safeguarding assessments. If successful, you are expected to share

this commitment. The protection of our students' welfare is the responsibility of all staff members. All staff are expected to conduct themselves in a way that reflects the ethos, principles and values of our School.



Equal Opportunities

We are an equal opportunity employer that is committed to diversity and inclusion in the workplace. We provide employment and growth opportunities regardless of race, colour, age, religion, gender, national origin, civil status, disability, or any condition or status protected by law.

START YOUR JOURNEY WITH US

The next step in the journey is yours to take:

Complete the online application form available from the School's website [Employment Opportunities](#) | [British School of Bahrain](#)

- 1 Attend face to face interview **if in the London (UK) on 8th 9th January** or via Zoom at **any other time.**
- 2 Complete satisfactory references prior to or after the interview process.
- 3 Complete safeguarding checks.
- 4 Complete other onboarding requirements and begin the process of becoming part of the BSB family.



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JOIN OUR JOURNEY AND SHAPE BSB'S FUTURE



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