



**BANGKOK PREP**  
Bangkok International Preparatory & Secondary School  
Est. 2003

# Applicant Handbook

2022-2023



# Vision and Mission

## OUR VISION STATEMENT

To be an outstanding learning community that is internationally-minded, inspiring all members to achieve their potential.

## OUR MISSION

**At Bangkok Prep we will ensure that:**

- learners reach their full potential both academically and in preparation for life beyond Bangkok Prep;
- we will provide an enriched curriculum in which innovation, sustainability, creativity and health are highlighted;
- we will inspire students to achieve their best through collaborative learning in a safe and enjoyable learning environment;
- we will develop globally minded, passionate learners who uphold the Bangkok Prep Life Values of being honest, holding high moral standards and having integrity and empathy towards others.





# Convention on the rights of the child

Bangkok Prep is committed to the principles outlined in the United Nations Convention on the Rights of the Child



The UN Convention on the Rights of the Child affirms that every child has a right to education. The purpose of education is to enable the child to develop to his or her fullest possible potential and to learn respect for human rights and fundamental freedoms. The general principles of the Convention which are relevant to education cover non-discrimination, the best interests of the child, the child's right to life, survival and development, and the child's right to express opinions.



# Our Life Values

The school recognises the importance of translating the Philosophy and Objectives into a simplified format that would be easier for the children and the school community to understand and access on a day to day basis.

The 11 Life Values were devised after discussions with representatives from staff, children and parent representatives. Each Life Value reflects a core value that we believe will assist our children to become positive, involved and caring children who aspire to be the best that they can be, socially and academically.




# School Background

Bangkok International Preparatory & Secondary School (Bangkok Prep) was founded in 2003 by two educators who had previous extensive experience in international education in Thailand and Vietnam. Friends and family members who shared a similar vision and philosophy also expressed an interest in supporting the venture. It has since flourished into a growing all through (EYFS to Year 13) international school.

The school was the recipient of the 2009 Prime Minister's Award for Best Service Provider in International Education in Thailand. It is accredited by the Council of International Schools (CIS) and ONESQA as well as being a member of many Thai and International affiliated agencies and associations. The school is a prominent member of FOBISIA and competes and participates successfully in BISA and TISAC with other prestigious international schools in Bangkok.

The school is in a very strong position with a growing student body, year-on-year improvement in student outcomes, and staff retention at its highest in the school's history. Fundamentally, the school's success has been due to a team of dedicated staff who have made the school what it is today. The current staff body is characterised by their commitment, excellence and dedication to an exceptionally unique student body. All staff care about what they do for the community and the community we are and want to be. Bangkok Prep is a very special place to be.

The school has been fortunate enough to benefit from the leadership of some high-profile and respected Heads of School: Keith Wecker (former Head of School at NIST International School, Bangkok) led the school through a period of considerable growth and improvement between 2007 and 2014. Equally, Val Thomas-Peter (former Head of School at Alice Smith School, Kuala Lumpur) led the school between 2014 and 2018 and oversaw the opening of a new Secondary Campus, an increase in academic standards and a significant rise in student numbers. Similarly, Duncan Stonehouse has a wealth of leadership experience in highly-respected British international schools, and is currently the Head of School at a particularly exciting time in the school's history. We are about to open an additional Primary campus and develop our Forest School campus in the city. The school's current leadership team is well-established with the average length of service being eight years.





# School Description and Facilities

Bangkok Prep accepts children from 3 to 18 years of age. The school follows the EYFS in Early Years, the National Curriculum for England for Key Stages 1-3, and students work towards I/GCSE qualifications in Years 10 and 11, and I/A Levels or BTEC qualifications in the Sixth Form (Years 12 and 13).

Our Primary Campus houses a range of learning spaces available to teachers and children including modern spacious classrooms and specially designed 'break-out spaces' to develop collaborative learning opportunities. Our EYFS facilities now include open planned learning spaces with exclusive indoor and outdoor learning facilities. We have a well-stocked library and online digital library, an outside games field with synthetic astroturf, a seated Auditorium – complete with an array of audio-visual equipment, Black Box drama facilities, purpose built art and music facilities and our very own 25-metre Primary swimming pool.

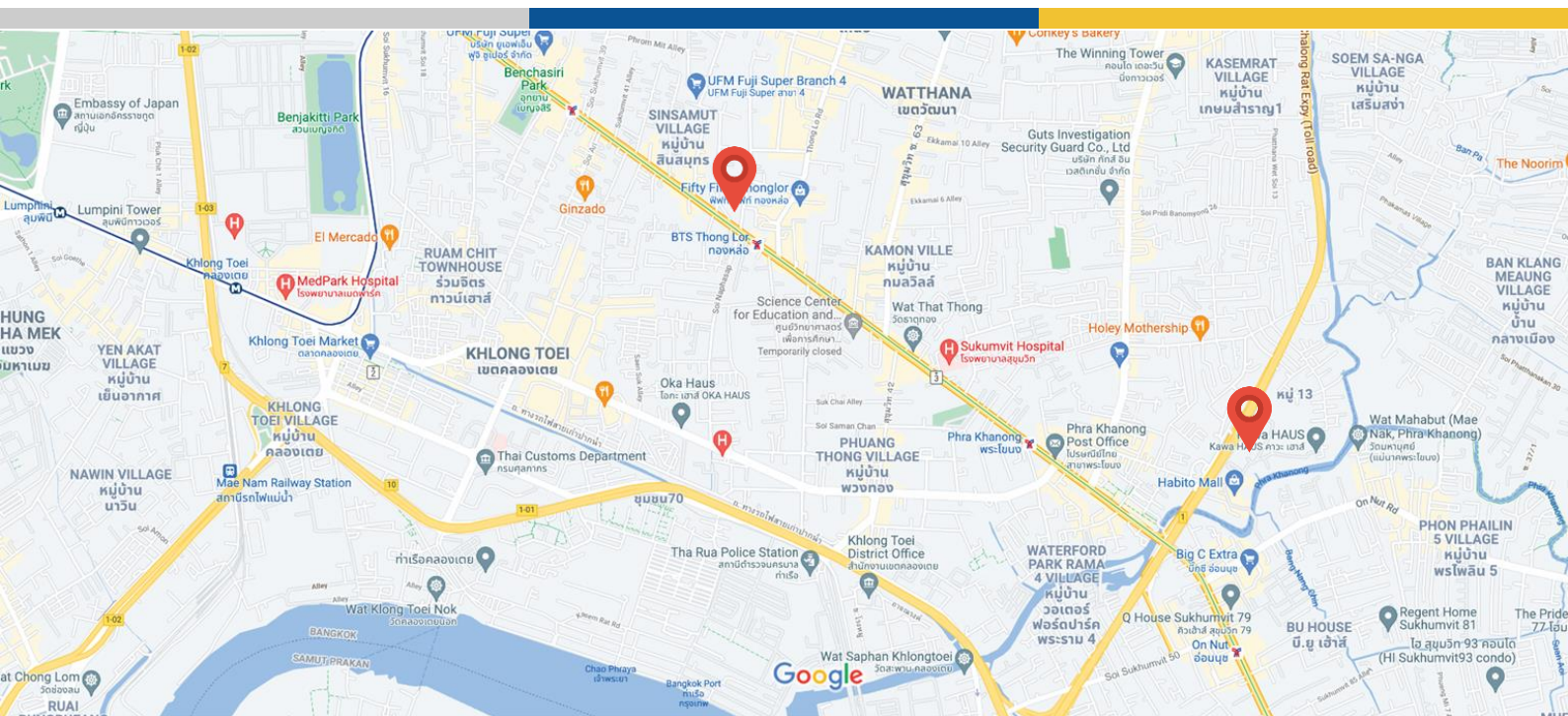
The space and facilities available at the new Bangkok Prep Secondary Campus feature modern classrooms and science labs, a full (FIFA-sized) sports field, a 50-metre swimming pool, tennis courts, a sports complex, a creative arts, drama and music centre and an auditorium.



# Campus Locations

The Primary Campus occupies possibly the most central and easily accessible site of all international schools in Thailand. Located adjacent to the BTS Skytrain station, Thong Lor, it provides convenience as well as a safe and secure location in one of Bangkok's most desirable residential neighbourhoods in Sukhumvit Soi 53. In addition, a new Primary campus is currently under construction adjacent to the secondary school with a view to opening in 2023.

The Secondary School campus is approximately 3 kilometres from the Primary Campus on Sukhumvit 53, and conveniently accessible from BTS On Nut, Sukhumvit 77 and Ram Inthra – At Narong Expressway. The campus is surrounded by a private residential neighbourhood.



## PRIMARY CAMPUS

BANGKOK PREP PRIMARY CAMPUS  
23 SUKHUMVIT 53, VADHANA  
BANGKOK, 10110

## SECONDARY CAMPUS

BANGKOK PREP SECONDARY CAMPUS  
77 SUKHUMVIT 77, VADHANA  
BANGKOK, 10110



## School Structure

The school is proprietary, with shareholders providing significant initial financing for the securing of the prime residential site and ongoing facilities construction. One of the major shareholders is the License Holder, Khun Patrada Yomnak who liaises closely with the Head of School ('Khun' is used in Thai before a person's name to show respect, similar to the English use of Mr or Mrs, it is non gender specific). The school is governed by a Board of Directors and an Executive Board, comprising seven trustees, the License Holder, Parent Representatives and the Head of School. The Executive Board meets at least once per term and reports back, via the Head of School, to the school community. The current Head of School has an excellent working relationship with the Thai License Holder and the members of the Executive School Board and Directors.

## Management Structure

The Senior Management Team comprises seven members, each of whom has significant management experience in British International Schools. The Head of School, Duncan Stonehouse, who chairs the SMT, has been associated with international schools for over 13 years and joined Bangkok Prep in August 2014 having worked in the Senior Management Team at The British School Al Khubairat in Abu Dhabi. He is also the Co-Chair for Professional Development for the International Schools Association of Thailand (ISAT).

The License Holder, Patrada Yomnak, holds a Master's Degree in Education and has been previously associated with other international schools in Bangkok and Hanoi. She had held a senior administrative position at the Ministry of Education. She has been involved in teaching and as an advisor at Chitralada Palace School. She is currently Co-Chair of the Government Liaison Committee of the Executive Committee of ISAT.

The Head of Secondary is Tia Court-Smith, a UK national, who took up the position in August 2019. Prior to this, she was the Deputy Head of Secondary and then the Whole School Director of Studies at Bangkok Prep.

The Head of Primary is Brad Owen, a UK national, who took up the position in August 2017. Prior to this, he worked in British Schools in Shanghai.





The School Manager, Mike Supat Rajkich, is a Thai national who was educated and employed overseas. He has been employed at the school for 10 years and oversees the campus, admissions office and many other aspects of school management. He speaks three languages.


The Assistant School Manager and Assistant School Director, Pim Yomnak holds a second Master's Degree in International Education Administration. She has been employed at the school for more than 10 years and oversees campus development, and many other aspects of school management.

Finally, Aoy Charuwan Isarangkura Na Ayuthia joined the SMT in 2020 as the Deputy School Manager and Head of Finance and Accounting. She has been a leader at Bangkok Prep since 2015.

## **Academic Staff**

Currently there are approximately 150 expatriate staff, a team of Thai language teachers, and a generous number of Teaching Assistants and Learning Mentors. The majority of teaching staff are UK nationals and most have had prior experience in other international schools. We welcome applications for all backgrounds and value what can be shared and learned from colleagues who have experienced different teacher training programs and accumulated different experience.

The teaching staff currently spans four decades and is composed of 17 different nationalities. The school, like most international schools in Thailand, has a sizeable proportion of second language speaking students. The school provides additional Learning Support when necessary and will offer places to students only if we are able to ensure access to the curriculum. Prospective teachers are expected to differentiate for the level of emerging English speakers in classes and adapt their teaching styles accordingly.



## School Size and Environment

The school has over 53 different nationalities in its student population: the largest being Thai, followed by significant numbers in the American, Australian, British, Japanese, Indian and Korean communities.

At present, the enrolment is approximately 1,200 students from Nursery through Year 13 with interest in the school growing year-on-year. The recent separating of the Primary and Secondary Campuses has enabled the school – having previously been operating at capacity – to increase its enrolment. The school has maximum class sizes of approximately 22 students, with five or six classes/forms in most year groups.

The students are a delight to teach. Like most international schools in Thailand, many of the students are second language English speakers, many speaking multiple languages. English is the language of instruction in the classroom, with the exception of world language lessons.


## Curriculum

The school offers the National Curriculum for England which it adapts to the needs of the student population. In Secondary, I/GCSE is offered as a precursor to A Levels (or BTECs), leading the students towards university education.

We provide an adapted English curriculum that is internationally relevant and academically rigorous. We consider the whole child, developing students' strengths and helping them to overcome their weaknesses with a strong and supportive formal and informal curriculum.

As an international school it is important that our curriculum reflects the spectrum of cultures and nationalities that are represented in our community, whilst remaining true to our English curriculum roots. We have a strong focus on being 'Internationally Minded' and endeavour to deliver a significant proportion of our curriculum in an international context.

In addition to this, Bangkok Prep is also committed to the development of a sustainable global community. Our curriculum is rich and varied, interweaving our Life Values and placing emphasis on the skills needed to become responsible global citizens.



We are committed to the promotion of the UN's Global Goals for Sustainable Development, interweaving the goals within our curriculum and actively seeking opportunities to not only develop our children's understanding of global issues, but to encourage and empower them to take action. Our focus as a school has consistently been on high quality teaching and learning. The Whole School is focussed on global citizenship and digital citizenship. This year's whole school improvement plan theme is "celebrating diversity and working with equity".

## Accreditation

The school was granted full 10-year accreditation status in March 2011 with joint Accreditation by CIS (Council of International Schools) and NEASC (New England Association of Schools and Colleges) as well as ONESQA (Thai Quality Assurance). We are currently at the Team Evaluation stage for accreditation by CIS in 2021-22.

As well as being an authorised examination centre, the school is a member of ISAT (International Schools Association of Thailand), TISAC (Thailand International Schools and Activities Conference), and BISA (Bangkok International Schools Association). The school is an active member of FOBISIA (Federation of British International Schools in Asia) and regularly takes part in its activities across the region, as well as some senior members of staff being involved in key committees. The school's membership of FOBISIA also affords us excellent CPD opportunities.

Students and staff also benefit from our active role in TISAC, the Thailand International School Activities Conference.



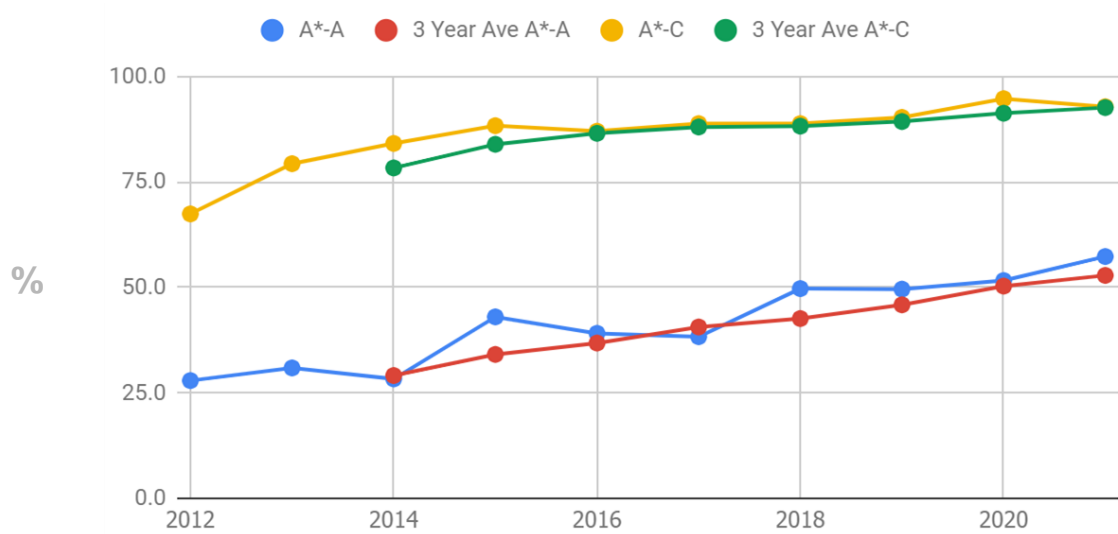


# Student Performance

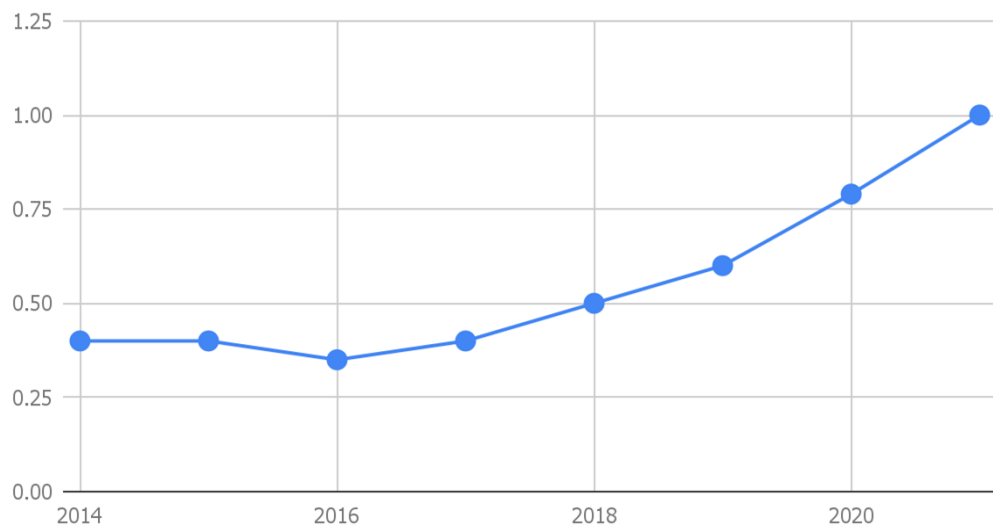
As a school, we believe that examination results are not everything. However, equally, we are incredibly proud of how our students perform. Results in recent years have shown year-on-year improvement, with value-added attainment being a particular strength of student performance. The graphs below give some indication of how well our students perform:



## IGCSE Raw Attainment

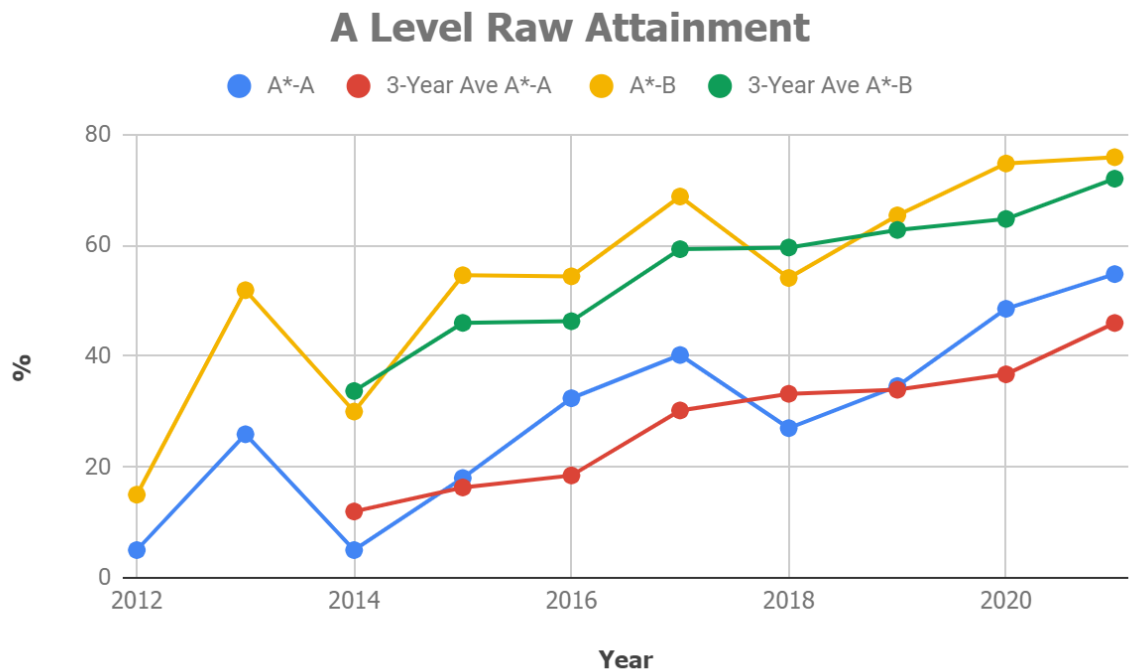


## IGCSE Value Added

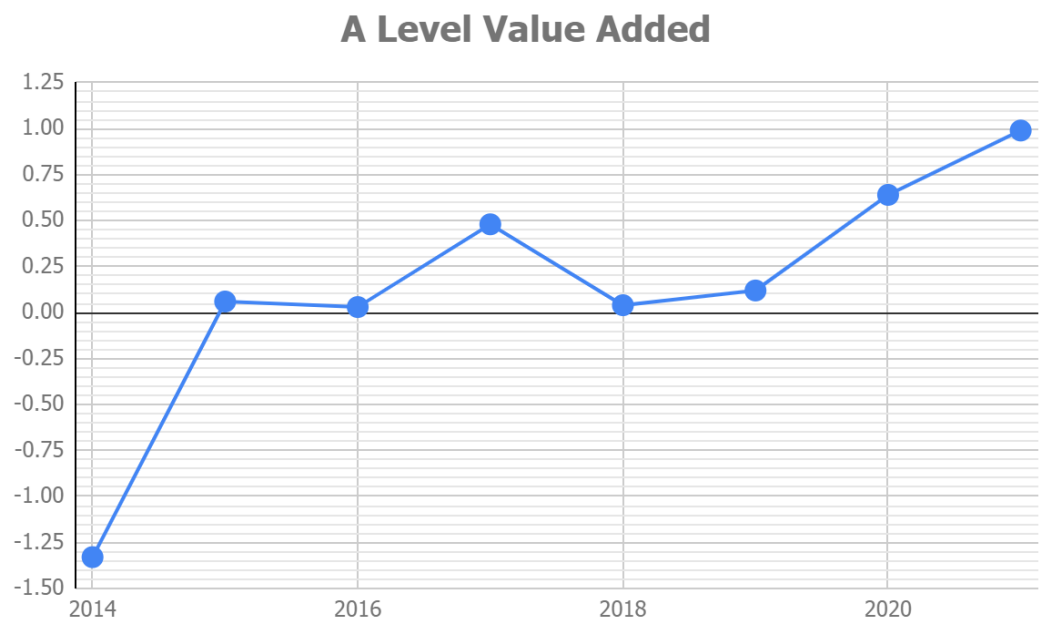




## A Level Raw Attainment



## A Level Value Added



## School Year and Day

The school operates a northern hemisphere academic year (usually) from mid-August to late June. Classes begin from 07:45 in Primary and 08:00 in Secondary. An extensive Extra Curricular Activities programme for students is offered each day. Some activities are outsourced to local providers. Each teaching staff member is required to offer at least one Extra Curricular Activity per week, with additional remuneration for additional approved activities. Our Music and PE teachers offer at least three ECAs as part of their role.

## Finances

The school is in the very enviable position of being financially stable, with additional support by the major shareholders. The school's enrolment has been increasing each year and the Board has ensured that tuition fees are kept at a competitive level commensurate with the other schools of a similar size and reputation within Thailand. The school fared incredibly well during the COVID-19 crisis with student numbers remaining highly stable and even increasing at the Secondary School between the previous and current academic years.

## Strategic Planning

The school's strategic plan has been established in line with the identified vision of being 'an outstanding learning community that is internationally-minded, inspiring all members to achieve their potential'. The Philosophy and Objectives and Life Skills statements can be found on the website. The strategic development plan links both sections of the school for future developments. It covers the following six key areas:

- Leadership and Governance
- Safeguarding
- Outstanding Learning
- Staffing and Staff Development
- Wellbeing and Community
- Infrastructure, Resources and Communication



# Conditions of Service

The 2022-23 full-time teachers' remuneration and benefits package is contained in **Appendix 1**. Newly recruited staff are placed on the salary scale point according to prior full-time teaching experience with maximum entry level at Point 6. One additional Point can be awarded for an approved Master's Degree.



All salaries are paid entirely in Thai Baht which is readily convertible to major foreign currencies. Taxation is according to Thai law and an example of calculation is included in Appendix 3. Some UK staff recruited directly from the UK may be eligible for taxation rebates.



The cost of living in Bangkok is lower than Western cities and the salary provides for a comfortable lifestyle for the employee. A housing accommodation subsidy is provided for all teaching staff and most staff live within a short distance of school.



Taxis are cheap and plentiful, but staff residing in Bangkok for a reasonable period of time often purchase motorbikes or cars.



For overseas-hired staff, airfares are provided at the commencement and conclusion of a two year contractual term, together with a mid-contract cash professional allowance payment.



Health insurance is provided for the employee, as well as the costs of obtaining the various work permits and teaching license.



A bonus incentive is provided for staff renewing beyond the initial two-year period. Full details are provided in contracts.

## Responsibility Allowances

The school has identified numerous positions within both the Primary and Secondary schools where paid Positions of Responsibility (POR) are offered on a yearly basis. These positions offer successful applicants experience in middle level management and recipients report directly to their line manager and a member of the Primary or Secondary Leadership teams.

## Contractual Requirements

Full requirements and conditions are contained in contracts. Full-time Primary teachers are expected to be on the campus between 07:15 and 16:00, and Secondary teachers are expected to be on the campus between 07:30 and 16:15. Teaching staff are expected to teach up to an 80% timetable, and may take on class tutor group responsibilities. As part of the teaching contract, staff also expected to lead a weekly Extra Curricular Activity (ECA) and take part in two community / marketing days during the weekend per year. Staff are also required to undertake duties and a cover responsibility.

## Staff Meetings

Primary staff meetings commence at 14:45 and Secondary staff meetings commence at 15:25 once a week after school until about 16:15. Other subject/year group meetings may be held during the school day or after school. Additional meetings may be arranged for POR holders.

## New Staff Arrival and Orientation

Staff recruited to commence the new school year at Bangkok Prep will receive further details in a booklet entitled 'New Staff Arrival and Orientation Information 2022-23'. Key points covered will include:

- Pre-arrival preparation and paperwork
- Visa and Work Permit procedures
- Taxation and entitlements
- Accommodation
- Helpful hints on Thailand and Thai Culture/customs
- Bank opening
- Medical services



## Life in Bangkok

The Primary Campus is located on the corner of Soi 53 and Sukhumvit Road. Its central position, directly adjacent to the modern and efficient skytrain BTS station Thong Lor, makes access to Bangkok life so easy. The Secondary Campus is situated near Soi 77 in the newly established T77 residential complex. It is close to the BTS Station On Nut. Both campuses are situated in one of Bangkok's upmarket residential areas (Sukhumvit) which is in the centre of much of Bangkok's shopping, restaurants, plazas, and embassy life. Taxis are air-conditioned and very cheap and getting around in non-peak hour traffic is quite reasonable considering the size of the city.

Most teachers live in apartments within a 2km radius of each campus, and, as well as using the above modes of transport, some have bought cars or motorbikes. The side streets (sois) are alternate ways of travelling rather than using the main Sukhumvit Road. These sois are clearly labelled in English numbers and follow a logical sequence. An underground railway system (the MRT) also opened up a few years ago and provides alternative transportation. The new modern airport, Suvarnabhumi, is located on the same side of the city as the school and access time to the airport is now only 30–40 minutes.





## Apartments

Apartments are comfortable and air-conditioned and are generally well-furnished. Prices vary significantly and you will be given assistance and advice upon arrival on the range and style of apartments. Rents are negotiable and the accommodation allowance assists you in your living style. Some staff try to live within their accommodation allowance, whereas others are prepared to pay extra for their personal lifestyle preferences. Accommodation costs are generally a little cheaper the further you move away from the Sukhumvit Road area. Home help and cleaners are readily available and affordable on your salaries if you so wish.



## Eating and Shopping

Both campuses are located within easy distance of supermarkets and shopping centres. A wide range of international food and supplies are available, as well as fresh local produce. Bangkok has taken on a very sophisticated style over the past 10-15 years with superb restaurants catering for all culinary tastes, great nightclubs/pubs/and cinema centres. There are numerous balls and dinner dances throughout the year catering for celebration of expatriate national events days (St Patrick's Ball, St Andrew's Ball, St David's Ball, Rugby Club Balls etc.) – a good chance to dress up and join a table at one of the many five star hotels in town. Markets, parks, libraries and museums are equally available and enjoyable. There is something for everyone in Bangkok.



## Weekends/Vacations

Whilst Bangkok offers so much to do, many staff try to get out of town for a weekend or long weekend to the beaches or islands. The Eastern Seaboard is now very accessible by public bus or hiring a taxi and Pattaya, Rayong, or Koh Samet are only 2-3 hours' drive away. Additionally, Hua Hin, Cha Am on the southern beaches are also 2-3 hours' drive/or train away. Chiang Mai in the north is a 1 hour flight, and Phuket and Koh Samui have regular flights. Culturally historic cities of Sukhothai, Ayutthaya and Kanchanaburi are wonderful places to visit.





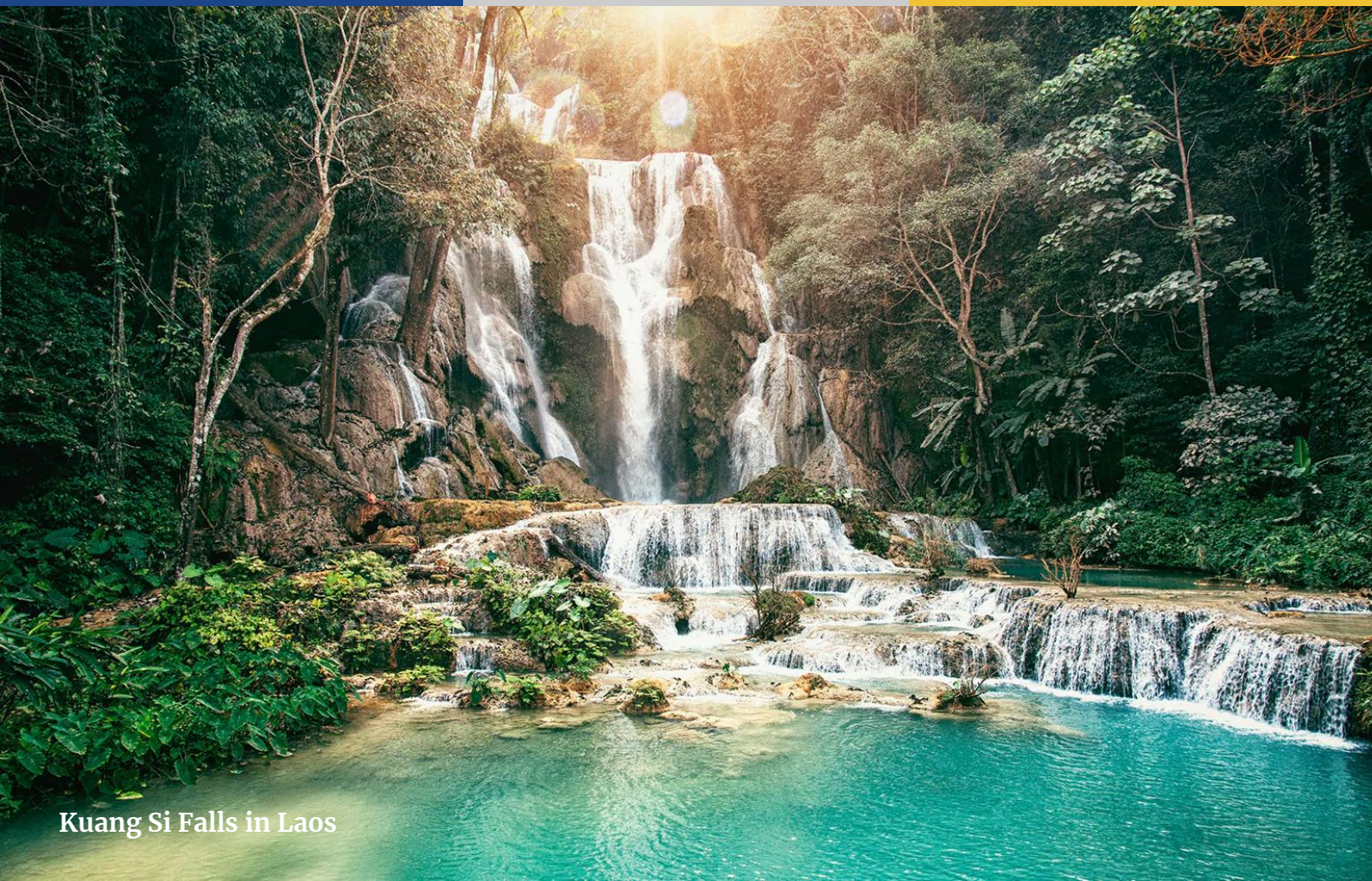
## Getting away!

Bangkok is also a hub for flights to Laos, Vietnam, Myanmar, Nepal, Singapore, Hong Kong or Malaysia – all no more than 2.5 hours' flight time. Australia is only a 9 hour flight away to Melbourne or Sydney.

Hotel/bungalow/villa accommodation costs within Thailand are affordable and negotiable.

The quality of expatriate life in Bangkok is good and most staff find their social niche in Bangkok and thoroughly enjoy life here. Sporting clubs (football, muay thai, rugby, tennis, gyms etc.) are all readily accessible for those wanting a more active life.

**Bangkok is what you make of it! It is a great city waiting to be explored!**



Kuang Si Falls in Laos



# Student Testimonials



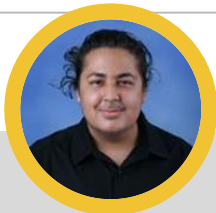
“

I am now in Year 13 and Prep has shaped me into someone I would like to think my younger self would have been proud of. Bangkok Prep has inspired me to achieve my best through the extensive sporting, extracurricular, and academic programs as well as the numerous chances to develop my leadership ability. Though the phrase ‘make the most of every opportunity’ is cliché, I feel it is particularly pertinent given the vast array of opportunities Bangkok Prep has to offer. Although it will be hard to leave, I am thankful for our former and current teachers, who have supported us unconditionally, and for all the opportunities that have prepared us for life. I am incredibly proud to be a part of the Bangkok Prep community.

**Song V Head Girl 2021-22**

”

“



I am very proud to be a part of the Bangkok Prep community, sharing 14 years of my life in this school is the best decision ever made. I have received the best quality education accompanied with the most positive and supportive community who were there with me through every step of my life. Having a supportive community and most importantly being able to express my thoughts without boundaries is something I am very grateful for. I am very thankful for this community, since I feel like it has molded me into the best version of myself.

**Aatma S Head Boy 2021-22**

”

“



I grew up with Bangkok Prep being my second home with teachers and students who I view as my family. I am proud of the journey that we are taking together becoming a larger family every year. Everytime that someone asks me what school I am from, I can fully say that “I am from Bangkok Prep” this is because I am certain that if they run into someone from the Bangkok Prep community, they will be able to not only see the talents of our individuals but also the qualities of the Bangkok Prep life values that has become a part of all of us here.

**Eve D Deputy Head Girl 2020-21**

”

# Staff Testimonials



“

Bangkok Prep is a wonderful school to work at. The students are friendly, polite and really motivated to do well. There is a real sense that they are proud of their school and are happy to be here. For me personally, it's great to be able to focus on teaching my subject without the extra challenges that you may experience in the UK that prevent you from having an impact on student's learning. As a growing school, there are plenty of opportunities to develop your career and apply for positions of responsibility and it's rare to have a CPD request not authorised. The staff are all super friendly and many socialise outside of work. Working at a school located in the centre of Bangkok was definitely something that appealed to me as we are near so many amazing shops, restaurants, bars and can easily get to the airport for weekends away on the islands or further afield.

**Philip Davis - Year Leader and Teacher of History**

”



“

I joined Bangkok Prep in August 2019 in my first international teaching post and I am really happy to belong to such a wonderful school community. As Faculty Leader for Science I have always felt fully supported in my role by the Secondary Leadership Team. Staff wellbeing is a focus at the school and I feel heard and valued as a colleague. Professional development is encouraged by the school and there are a wide range of courses available to us to attend as well as internal opportunities. The students at the school are engaged, interested, eager to participate and a joy to teach in lessons, as well as being keen to involve themselves in the wide ranging extra curricular provision. Several teachers, including myself, live in the T77 area affording a luxurious commute of only a few minutes. The social committee organises a range of activities from nights at the local W District to weekends away in Koh Samet so it has been easy to make good friends in a new city.

**Hannah Caldwell - Faculty Leader (Science)**

”



## Appendix 1 - Remuneration and Benefits 2022/23

Salary	Point	Years Prior Teaching	Monthly Gross (THB)
Gross salary paid monthly (pro-rata) on last working day (Max entry: Point 6)	12	-	121,000
	11	-	119,000
	10	-	117,000
	9	-	115,000
	8	-	113,000
	7	-	111,000
	6 (Max entry)	6+	109,000
	5	-	106,000
	4	-	104,000
	3	-	102,000
	2	-	100,000
	1	0<2	98,000
	A	NQT	94,000
	B	NQT	92,000

<b>Accommodation Allowance</b>	37,000 THB gross (first two-year contract), increasing to 42,000 THB gross for second and subsequent contracts.
<b>*Transportation airfare allowance (Employee)</b>	Start of contract – least cost economy, one way from approved point of origin. End of contract – least cost economy, one way flight to approved point of origin. Contract renewal – least cost economy, return flight to approved point of origin and Bangkok. Dependent non-working spouse eligible.
<b>*Shipping Allowance</b>	15,000 THB gross upon arrival, and departure after three or more years' service.
<b>*Relocation Allowance</b>	15,000 THB gross for overseas-hired employee upon arrival.
<b>Mid – contract Professional Allowance</b>	56,000 THB gross paid at the end of the first year of the initial two-year contract. The allowance will be paid in subsequent contracts providing a flight entitlement is not paid.
<b>Bonus</b>	10% of gross salary, including any POR, for a two-year extension beyond the initial two-year contract (paid at end of fourth year). 5% of gross salary, including any POR, for a 1 year extension beyond the initial 2 year contract (paid at end of third year)
<b>Health Insurance</b>	Premium paid for expatriate teaching employees only. Covers all provinces in Thailand (subject to limitations). Subsidy paid (12,000 THB) towards dependent non-working spouse and child/ren medical (options).
<b>Lap Top Computer</b>	Provided for staff as indicated on the contract.
<b>Activities Payment above contract obligations</b>	Payment according to established rates for second and subsequent approved Extra Curricular Activity offerings.
<b>Position of Responsibility Allowance</b>	Ranging from 1,000–25,000 THB gross per month, depending upon position. See Appendix 2
<b>Permits</b>	Initial single non-immigrant B visa – paid by the employer for the employee and legal dependents. Renewal of non-Immigrant B visa – paid by the employer for the employee and legal dependents. Work Permit – paid by employer annually Teaching License – paid by the employer annually Multiple Re-Entry Permit – paid by the employer once per academic year, if requested. Overstay fees are the responsibility of the employee
<b>Upon Initial Arrival</b>	Initial accommodation (up to 10 nights) paid for by employer for employee and approved dependents. Initial medical examination (required for work permit) Initial photographs (required for permits)
<b>Dependent Children Education</b>	Tuition fees only provided for up two eligible dependent children
<b>Taxation</b>	All teaching staff will pay taxation at the prevailing Thai Government rates Dependent upon conditions criteria (prior taxation status in the UK, total length of contractual service at the School being no more than 2 years), eligible employees will be given assistance in the process of submitting a claim for potential taxation rebate

## Appendix 2 - POR Structure 2022/23

Position	Allowance (THB Gross/month)
POR 7 – Assistant Head	25,000
POR 6 – Key Stage Leaders	20,000
POR 5 – Faculty Leaders	16,000
POR 4 – Year Leaders	12,000
POR 3 – HOD + 4	9,000
POR 2 – HOD + 2	6,000
POR 1 – Special Projects	1,000-2,000

## Appendix 3 - Sample Approximate Tax Calculation

For a 12-month fiscal year (January–December)

- Single employee
- Individual approximate taxation will be determined by the school upon your arrival

### Deduction before tax

Employment standard deduction:

100,000 THB

Personal allowance:

60,000 THB

Non-Working Spouse allowance (legally married):

60,000 THB

Child allowance:

30,000 THB

### Calculation of tax

Taxable income = Gross income – Deductions (using data above), where Gross income includes salary, housing allowance, professional, mid-contract allowances, bonus, etc.)

- First 150,000 THB of taxable income is taxed at 0%
- Taxable income over 150,001 THB up to 300,000 THB is taxed at 5%
- Taxable income over 300,001 THB up to 500,000 THB is taxed at 10%
- Taxable income over 500,001 THB up to 750,000 THB is taxed at 15%
- Taxable income over 750,001 THB up to 1,000,000 THB is taxed at 20%
- Taxable income over 1,000,001 THB up to 2,000,000 THB is taxed at 25%
- Taxable income over 2,000,001 THB up to 5,000,000 THB is taxed at 30%
- Taxable income over 5,000,001 THB is taxed at 35%

Example (Single hire)

(Salary 100,000 Baht + Housing Allowance 30,000 THB = 130,000 THB per month)

Gross income = 1,560,000 THB

Deductions before tax = 160,000 THB

Therefore, Taxation Income = 1,560,000 – 160,000 = 1,400,000 THB

Tax on first 150,000 THB = 0% of 150,000 = 0

Tax on next 150,000 THB = 5% of 150,000 = 7,500 THB

Tax on next 200,000 THB = 10% of 200,000 = 20,000 THB

Tax on next 250,000 THB = 15% of 250,000 = 37,500 THB

Tax on next 250,000 THB = 20% of 250,000 = 50,000 THB

Tax on next 470,000 THB = 25% of 470,000 = 117,500 THB