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**International  
English School  
of Castellón**

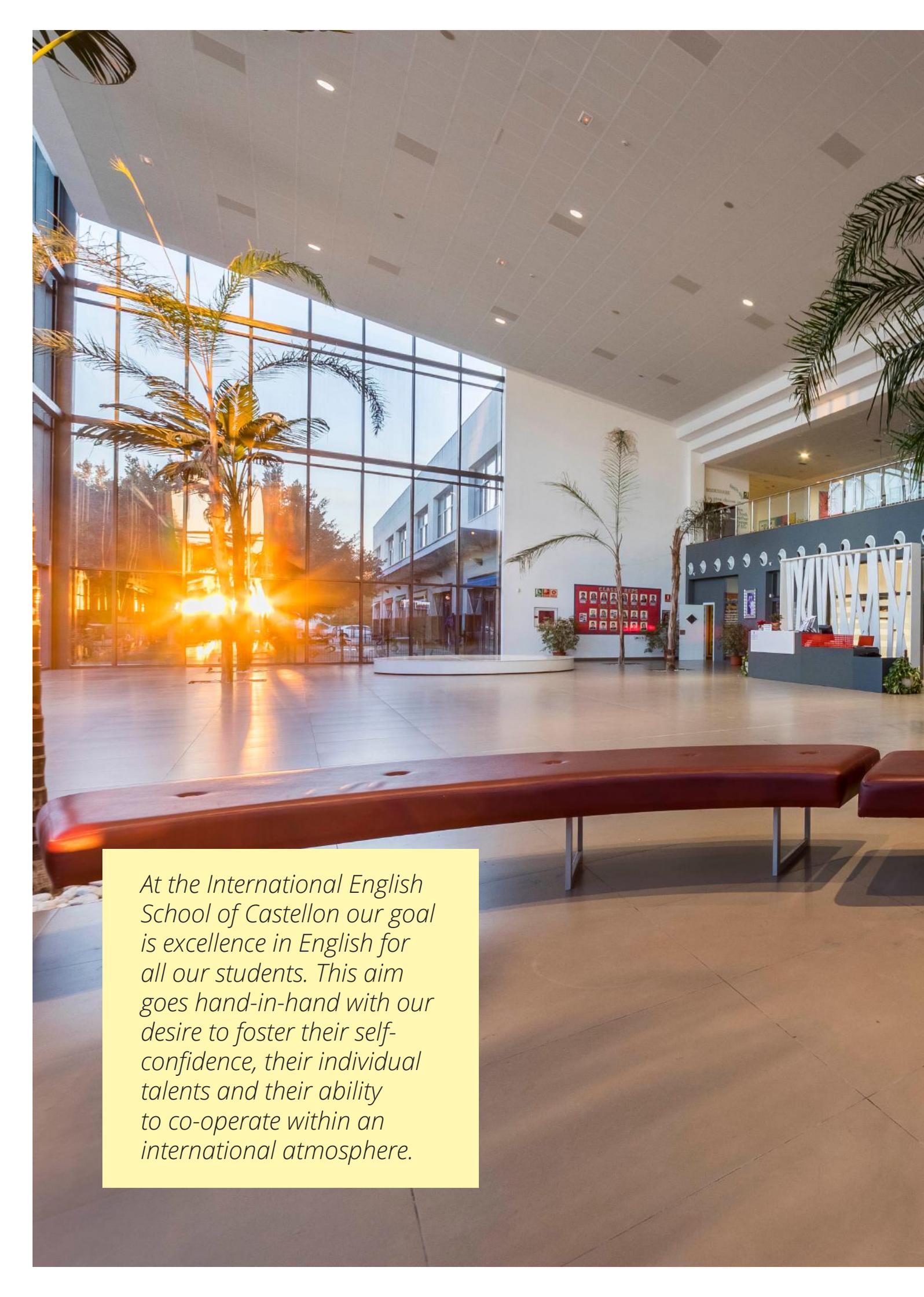
# TEACHER RECRUITMENT PACK

EDUCATION BUILT AROUND VALUES

**VISIT OUR  
WEBSITE AT**

[www.iepgroupcastellon.com](http://www.iepgroupcastellon.com)





*At the International English School of Castellon our goal is excellence in English for all our students. This aim goes hand-in-hand with our desire to foster their self-confidence, their individual talents and their ability to co-operate within an international atmosphere.*



*Our beliefs*

## WHERE TEACHERS CAN TEACH

International English School of Castellón is a private, non-selective, co-educational school in Castellón. 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 36 schools in Sweden and 5 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 opened in 2009 growing steadily to now have a roll of 387 students. The school caters for children from aged 1 to 18. Approximately 88 percent of the students are Spanish, although more than 14 nationalities are represented. The maximum class size is 25.



*Your future colleagues*

## **JOIN A TEAM OF PASSIONATE EDUCATORS**

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.

International English School of Castellón occupies purpose built accommodation on the edge of the city of Castellón. It can be reached in approximately 50 minutes by car from Valencia and 2.5 hours from Barcelona. It is also on the main east coast railway with good connections to the north and south. The site has developed to accommodate the school's growth. It includes a specialist science laboratory, art room, auditorium, computer labs, library, outdoor swimming pool, kitchen and dining room.

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 qualified Spanish staff.



*Our ethos*

# WE CREATE HIGH ASPIRATIONS FOR COMING GENERATIONS

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

1

**Command of English:** English has become the world's common language, "the key to the world". Children should learn to command the English language, not just know it, at an early age. Fluency is best achieved through language immersion instructed by native English teachers in an international atmosphere.

2

**A safe and orderly school environment where teachers can teach and students can learn:** Order, structure and safety are essential for learning. A school characterised by discipline and calm learning conditions shows how the value of education is respected. But while we are strict about standards of behaviour and good manners, this is combined with a nurturing approach and a desire to help each child succeed to the best of their abilities.

3

**High academic expectations and aspirations:** We believe every child can achieve the highest educational success in English, irrespective of their linguistic background.

# WE CREATE A NURTURING ENVIRONMENT FOR CHILDREN

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 Spain, France and Andorra. Staff participation in after-school activities is voluntary, although it would be expected that wherever possible, staff would be involved in residential activities.

We seek to give our students 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*

# **BEING A TEACHER AT INTERNATIONAL ENGLISH SCHOOL OF CASTELLON**

All of 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.

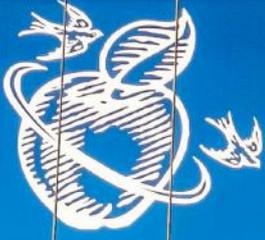
In following the National Curriculum for England and Wales, the majority of our teachers have had experience in working in the UK or in a similar international system. Familiarity with the National Curriculum is therefore seen as an advantage, as is an understanding of the demands associated with private 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 have taken the step to move abroad. As a result they are welcoming and supportive to new members of the team.



International



Education Partnership

# International English School of Castellón



# OUR PRIMARY SCHOOL

The primary school comprises of 225 students and 28 teachers and support staff. The primary school is split into Early Years Foundation Stage (age 1-4), Lower Primary (age 5-7) and Upper Primary (age 8-11).

The primary school is led by the Deputy Head for Primary and supported by middle management, key stage coordinators as well as specific curriculum coordinators who work across the primary range. Each year group has one or two classes. Teachers in EYFS are supported in their work by teaching assistants. Additional support staff work with class teachers 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.

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# OUR SECONDARY SCHOOL

The secondary school has 162 students and 21 teachers. It comprises of Key Stage 3 (age 11-14), 4 (age 14-16) and 5 (age 16-18).

It is led by the Deputy Head for Secondary. Form teachers act as learning mentors. In this role they guide students' academic, social and emotional development as well as monitoring their general welfare. The form tutor 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 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 Castellon*

## FULL OF CULTURE AND BEAUTIFUL BEACHES

Castellón is located on a flat plain in the region of Valencia, with the sea to the east and the mountains of a natural park to the west.

The city has a population of 170,800 with approximately 300,000 in the metropolitan area. Castellón is a small, safe city without an ex-patriot influence and hence an excellent location to become immersed in Spanish culture and language. Temperatures can reach 35°C in the summer with an annual average of 17°C.

Every March the city celebrates the very noisy festival of La Magdalena. It commemorates the origins of the city, recalling the move of the city from the Hill of Mary Magdalene to the fertile coastal plain in 1251.

Due to its location there are activities for everyone to enjoy, whether it being city life or one more enjoying outdoor pursuits including walking, mountain biking, sailing, sunbathing. There is also an airstrip which offers parachute jumps. Castellón is best known for its beautiful coastline and miles of unspoilt beaches. The surrounding area to the north boasts the popular tourist resorts of Benicassim, which holds a popular summer music festival, and Oropesa.

*Excellence in English for all our students. Promote the talent of each student and encourage the growth of their self-esteem, according to their personalities and needs. Develop honest, responsible and happy people, ready to succeed anywhere in the world.*





## REMUNERATION AND CONTRACT

The starting salary for teachers is generally between 22,638€ and 23,753€ before tax 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 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 3 term system. Typically there are 2 weeks holiday at Christmas, 10 days at Easter and 7-8 weeks across July and August. There are also a number of religious public holidays spread throughout the year.

Full time staff are entitled to free tuition fees for their children, subject to places. Books and uniform as well as lunches will however be paid for by the parents.

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 [recruitment@iepgroup.es](mailto:recruitment@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*

# THE START OF YOUR FUTURE WITH US

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 or a poor command of English will not be considered.

Spanish is not a prerequisite for the role, but a willingness to learn is of course advantageous.

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 invited to Spain for a second round interview. 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.



**Learn more** about  
International English School of Castellón at  
[www.iepgroupcastellon.com](http://www.iepgroupcastellon.com)

If you have questions, please contact  
[infocastellon@iepgroup.es](mailto:infocastellon@iepgroup.es)  
Thank you for considering us!



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