



St. Andrews  
International Schools  
Dusit Green Valley Sathorn Sukhumvit 107

# Information for Candidates 2025-26 Academic Year





# Welcome to **St. Andrews**

StAndrews International Schools, Thailand is part of the Cognita Schools group. Cognita is a world leading international schools group, currently encompassing over **one hundred schools** across the UK, Europe, Latin America and South-East Asia. We employ some 15,000 teaching and support staff in the care and education of around 75,000 pupils.

We have produced the information that follows so that all applicants for teaching positions at St. Andrews can gain a brief overview of our educational philosophy and terms/conditions of employment.

This summary is not intended to be exhaustive, and we are sure that it will prompt many areas of discussion during your forthcoming interview. We hope that it does, however, enable you to gain a clear impression that St. Andrews is a group of schools with a history of quality and caring for both its students and employees.

In this regard, we can assure you from experience we are a small and ambitious group of international schools and we are looking for creative, flexible teachers to contribute to our energetic development plans.

Please ensure that you read this information carefully, pause before submitting an application – and then for those who are sure they are ready to make the move, we look forward to meeting you at interview.

*With all best wishes,*

**The St. Andrews International Schools, Thailand Team**

*Louise Stout, Head of School **Dusit***

*Karen Pennock, Head of School **Sathorn***

*Caroline Ratcliffe, Head of School **Sukhumvit 107***

*Charles Grayhurst, Head of School **Green Valley***



Our

# Mission Statement

**“ Thrive in a rapidly evolving world ”**

**St. Andrews International Schools** in Thailand offer an education that extends beyond the English National Curriculum. The St. Andrews philosophy encompasses the whole child and each campus is small and exclusive by design. This allows the students to get to know all the staff in the school and our teachers are very aware of each child and their particular talents and interests. We place a great deal of emphasis on the development of social skills and the importance of valuing everyone. Our fully qualified teachers are recruited for their specific skills and enthusiasm for teaching using child centred approaches.

## **Principles of teaching and learning**

High quality teaching and learning is a consistent element within the St. Andrews group of schools. We recognise this in the way we recruit our teachers and in the ethical principles of management that we operate once they are working with us. We ensure that every child, in every classroom, in every St. Andrews school, experiences the curriculum and standards we promise in our promotional literature. All of our teachers understand that we intend to deliver all that we claim. This is the commitment we make to our parents and we therefore ensure that it is lived through the daily experiences of their children in our schools.

Our

# Schools

# Dusit campus



St. Andrews International School, Dusit is a small community school set just outside the grounds of the Chitralada Palace. Dusit is a fully inclusive and co-educational school for up to 400 Thai and expatriate children aged 2 to 11. Since opening with five children in 2010, it has expanded to its current roll of just under 320 children distributed throughout 21 classes.

At St. Andrews, Dusit campus, the focus is on how children learn and the curriculum is delivered to meet all learning styles. Dusit prides itself on providing an exciting, engaging and challenging curriculum which enables each individual student to make excellent progress and achieve their full potential. Students are recognised as individuals at St. Andrews and are encouraged to challenge themselves in all areas of school life and to do their best.

Our school boasts two swimming pools; a 25-metre competition pool and a smaller practice pool for introducing students to water, as well as a two indoor sports halls; one used for basketball, tennis and badminton, and the second for dance and gymnastics. In the centre of school is our all-weather sports pitch which is used for football. Students also have access to specialist teaching rooms for Music, Thai, Mandarin, French and English, in addition to a well-resourced ICT suite and library.

The Dusit Campus has a team of highly qualified and well-motivated staff. We have a cohesive team of teachers who know all the children in school. Teachers love teaching here, students love learning here and this leads to a close-knit community, where parents and teachers work together to ensure that the children in their care receive personalised learning every day. Bangkok is a vibrant city full of life, with a fascinating culture and friendly people. Living in the Thai capital is an enriching experience so if you enjoy city life and love teaching then we look forward to welcoming you into our Dusit family.

# Sathorn campus



The St Andrews Sathorn Campus opened in January 2003. It is in the heart of the central business district of Bangkok with the Sky Train (BTS), MRT and busy Silom just a short walk away. The vibrancy of our surroundings is reflected in the energy of the school.

The school's intake is truly international with over 40 different nationalities. Most of our children either live locally or their parents work close by. We consider ourselves a community Primary school with close links to those around us. Parents are actively encouraged to be involved in their child's education and invited regularly to share with daily learning activities and annual celebrations.

We take the best from the English National Curriculum and adapt it to meet the needs of our international community. We are an inclusive school and the curriculum allows for our children to build strong foundations for academic and personal success. We have approximately 400 children on role. We are mostly two and three form entry from Nursery to Year 6. We have specialist teachers for languages, PE, and music. Our campus also has a 25-metre swimming pool, a very well stocked library, IT lab, cooking room, two large multi-functional halls.

We have a team of talented and dedicated teachers and support staff. St. Andrews Sathorn is for those of you who enjoy a child-centred curriculum and have a genuine interest in quality teaching and learning. This campus is also perfect if you enjoy all that city life brings with easy access to the diversity Thailand has to offer!

# Sukhumvit 107 campus



Our school opened in 1997 and is located just off Sukhumvit Road, is 12km from central Bangkok with easy access via a nearby Sky-Train station. The area is growing rapidly with new developments, restaurants, and services, thanks to the proximity of a new airport and Sky-Train extension. Currently hosting around 600 students aged 2-18, our school boasts excellent facilities, including purpose-built Early Years centers, science labs, IT suites, an auditorium, and sports amenities such as a multi-purpose hall, a 25-meter swimming pool, FIFA regulated football pitch, and various courts. With a student-centered curriculum based on the English National Curriculum, we maintain small class sizes (usually 22, smaller in Early Years) to ensure a child-focused approach.

St Andrews S107 is a non-selective school and our inclusive environment, following the IB Diploma Programme, caters to diverse learner pathways, and we provide additional English language support. Committed to high expectations for each student, we offer a supportive community for new teachers amidst the vibrant culture of Bangkok. Several openings result from school expansion and enhanced reputation in the community

# Green Valley

## campus



St. Andrews Green Valley is located on the Green Valley golf complex in Rayong, an hour and a half outside of Bangkok and twenty minutes from the city of Pattaya and the beautiful coastline of the Gulf of Thailand. The campus is situated between lush, green hills and as such, has a mission focused upon environmental mindfulness, experiential education and outstanding holistic care. We have an environment second to none for educating our students and make the most of the opportunities it affords us. The school has been open since 1996, and has academic outcomes comfortably above global averages and those within Eastern Thailand, including excellent IB Diploma scores.

The average tenure of staff is over five years and the school has been rated as outstanding by EDT, as well as being awarded the Eco-Schools Green Flag and the Wellbeing Award for Schools. In addition, we are a full and active member of FOBISIA.

We are at an exciting stage of our development, as we drive towards an eco-literate education for a sustainable future. Our students are our greatest asset and our working life is rich, fulfilling and exciting. We seek teachers who are driven, have high expectations and are devoted to delivering a first class education. In return, Green Valley will provide an outstanding lifestyle and incredible students to teach who are friendly, engaged and motivated.

# Salaries & Benefits

received by full-time staff

Steps	Monthly Gross Salary Payment (Thai Baht)
2	92,380
3	95,210
4	98,040
5	100,870
6	103,700
7	106,530
8	109,360
9	112,190
10	115,020
11	117,850
12	120,680
13	123,510
14	126,340
15	129,170
16	132,000
17	134,830
18	137,660
19	140,490
20	143,320
21	146,150
22	148,980
23	151,810
24	154,640
25	157,470
26	160,300

## Principles

At St. Andrews, we wish to be seen as a good employer and we take the issue of staff retention very seriously. It is important therefore at the recruitment stage for everyone to be clear about the salary and benefits package that accompanies a teaching position at any of our schools. Please feel free to raise questions if there are any issues that you think need further clarification.

The information in the table is just a brief summary of the details contained in the standard contract of employment.

## Salary Scales

St. Andrews teachers receive a gross monthly salary paid in Thai Baht. Entry to the salary scale is according to years of relevant teaching experience with a QTS or equivalent. New teachers are placed on the scale according to the number of years that they have been teaching. The maximum entry on the scale is point 12.



## Posts with additional responsibility

These are awarded by individual schools in the form of an allowance. All positions carrying additional allowances are advertised within the individual schools and appointments are made following interviews.

## Settling-in allowance/Housing allowance

Upon arrival Thailand, each expatriate teacher will receive a one-off payment of Settling-in allowance, which depends on size of family, to assist with the purchase of essential household items for their new home. Any costs incurred with the shipment of personal effects must be borne by the teacher and these costs can be deducted from this amount.

**Single employee – 20,000 Baht**

**Employee + spouse or child/children – 30,000 Baht**

**Employee + spouse and child/children – 40,000 Baht**

## Repatriation allowance

Upon leaving the company's employment each teacher will receive a repatriation allowance equal in value to the settling-in allowance they received on arrival.

## Bonus payments

Assuming satisfactory performance of the initial two-year contract period, teachers will receive a two-month salary bonus. Following this, a one-month bonus will be awarded for every additional year completed. This bonus payment is approximately 8% of salary and is equivalent to the UK employer's pension contribution.

## Flights

Expatriate teachers and their contractual dependents receive a one-way economy flight from their contractual airport to Bangkok at the start of their employment. Upon completion of the contract the teacher and contractual dependents will be entitled to the cost of a one-way economy flight back to their contractual airport.

During a two-year contract, the teacher and contractual dependents will receive the cost of a round trip economy flight between Bangkok and their contractual airport. The Company will calculate the cost of this round trip and inform the teacher by May 31st of every year.

The costs of all tickets are calculated by the school as being the average charged by the 5 main carriers. For end of contract flights, the net amount is included in the teacher's June salary payments.



## Medical Cover

The schools medical scheme provides an excellent level of health insurance. Just like all such schemes there are pre-set limits and details of these are available from the school.

## Police clearance and other formalities

Cognita Schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. Safer recruitment practice and pre-employment background checks will be undertaken before any appointment is confirmed. Appointment is subject to an enhanced Disclosure and Barring Service (DBS) check for regulated activity (if the candidate has lived in the UK) and/or criminal/police or equivalent background checks for all other countries inhabited (irrespective of whether you worked in those countries).

All teachers appointed to St. Andrews are required to demonstrate that they are cleared by authorities in their own countries to teach children. For example, in the case of UK teachers, this means providing proof of clearance from the UK police Criminal Records Bureau. Everyone must also be in possession of originals of their University Diploma or Certificate showing that they are appropriately qualified to teaching the subject/age group for which they are applying. If for some reason these are not available, then fully authenticated copies must be provided. In the absence of these documents, it is extremely difficult to secure teaching licences, work-permits and appropriate visas in Thailand and we may not be able to consider your application.

## Personal appearance

Many children attending International Schools in Thailand come from Asian countries. Here in particular, teachers are held in extremely high esteem and this can place perhaps unfamiliar expectations on our staff. For this reason, we only appoint those whose appearance and behaviour suggests that they will have no difficulty in living up to these expectations. For example, we ask teachers to cover any visible tattoos and remove visible body-piercings while teaching.



# The Cognita Family

Cognita is a global leader in independent education. Founded in 2004, we are a growing community of 100+ schools in 16 countries – in Europe, America, Asia, and the Middle East – serving more than 75,000 pupils. Each of our schools are proudly unique, however our collective purpose is to create an environment where everyone can, '**Thrive in a rapidly evolving world**'. See [www.cognita.com](http://www.cognita.com) to find out more about the Cognita community.

The Cognita Quality Framework is the construct that allows us to engage with our diverse range of schools, with a shared, clear, and common language. Each school has its own distinctive character and identity, with the Cognita Quality Framework being the golden thread that connects us. Our Framework is *intentionally* system and context agnostic, given the value we place on the importance of diversity across the Cognita community.

## Thrive in a rapidly evolving world

Our collective purpose

Holistic Education

Leadership

Operational Excellence

Growth

Strategic pillars to guide the work of each school

Intelligent Accountability

Knowledge Animation

Building Capacity

Capabilities that focus our work as a global system

Our schools are, without doubt, unique places – each with a distinctive ethos. However, we believe that collaboration is the fuel of growth, therefore they are not stand-alone schools; we look for every opportunity to work together in our 'Cognita System'. As a system leader, the Regional Director of Education takes a key role in modelling our three system

capabilities:

1. **Intelligent Accountability** involves using a range of evidence and data to know our schools and our leaders well, in order to continually improve and thrive.
2. **Knowledge Animation** starts with sharing knowledge and effective practice. Animation is the act of taking knowledge and animating to make it fit for a new context in a way that compels us to act.
3. **Building Capacity** develops and strengthens leadership skills, capabilities and mindsets to thrive in a rapidly evolving world.

COGNITA