

Embrace, Empower, Evolve - Leave Your Footprint

Teacher Recruitment Pack

2026 - 2027



Embrace, Empower, Evolve - Leave Your Footprint

We say

"a nurturing school with pupils at its heart," where the culture actively promotes tolerance and a respect for all human differences". (BSO 2025)

EMBRACE

"I belong"

We are an inclusive school with a culturally rich and diverse population, where every child is embraced to be seen, heard, valued and supported.

"thorough curriculum planning and mapping is one of the school's primary strengths." (BSO 2025)

EMPOWER

"We work together"

We are a school where literacy and oracy are prioritised and learning is enriched through core texts that empower every child.

We are a school with outstanding leadership, which has a happy, warm school culture. (BSO January 2025)

EVOLVE

"We make an impact"

We are a school committed to evolving every child's character at all stages of their educational journey, guided by our principle of 'Leave Your Footprint'

Leave Your Footprint

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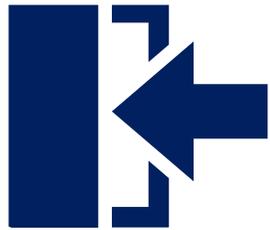
1.0 Welcome: Who we are



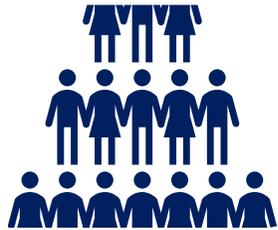
PACE Modern British School is part of the PACE Group. Having recently celebrated 25 years of success in education, this network provides us with a wealth of collaborative and professional opportunities. Our school is based 10 minutes from Dubai International airport and 20 minutes from Burj Khalifa, we have British Schools Overseas status with a strong community, family approach and leadership as some of our identified outstanding strengths. We follow the National Curriculum for England from EYFS to currently iGCSEs in Year 11. Our education is not just about knowledge, it is about building character and culture. We build character through every choice we make, every interaction and believe every lesson is an opportunity to help our students grow into courageous, honest, kind and responsible young people.

We are seeking ambitious professionals who are ready to contribute to the next stage of growth at PMBS, a school with clear direction, strong foundations, and visible momentum. Our community is built on trust, collaboration, and high expectations, and we value educators who want to shape culture rather than simply work within it. As a school in purposeful development, we offer genuine opportunities for leadership, innovation, and professional progression within a stable and supportive environment. At the same time, we prioritise sustainable practice and wellbeing, ensuring that both staff and students experience balance alongside ambition.

1.1 Welcome: About us



Established
2021



Students
1038



Classes
47



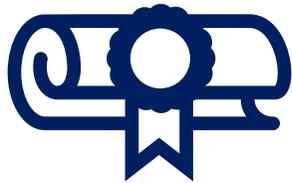
Staff
187



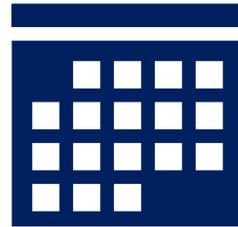
Nationalities
56



BSO Accredited
Outstanding leadership and management



iGCSEs
Pearson and AQA



Work Days
182



Teaching
80%



Work Day
07:30 – 16:00

2.0 Our school: Our culture

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“Embrace, Empower, Evolve – Leave Your Footprint”

Term 1

Term 2

Term 3

Embrace

Empower

Evolve

“I belong”

“We work together”

“We make an impact”

Embracing
Kindness

Forging
Collaboration

Nurturing
Happiness

Fostering
Citizenship

Driving
Innovation

Inspiring
Excellence

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2.1 Our school: We prioritise



We are an inclusive school with a culturally rich and diverse population, where every child is embraced to be seen, heard, valued and supported.

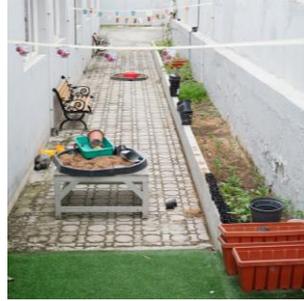
We are a school where literacy and oracy are prioritised and learning is enriched through core texts that empower every child.

We are a school committed to evolving every child's character at all stages of their educational journey, guided by our principle of 'Leave Your Footprint'



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2.2 Our school: Our facilities



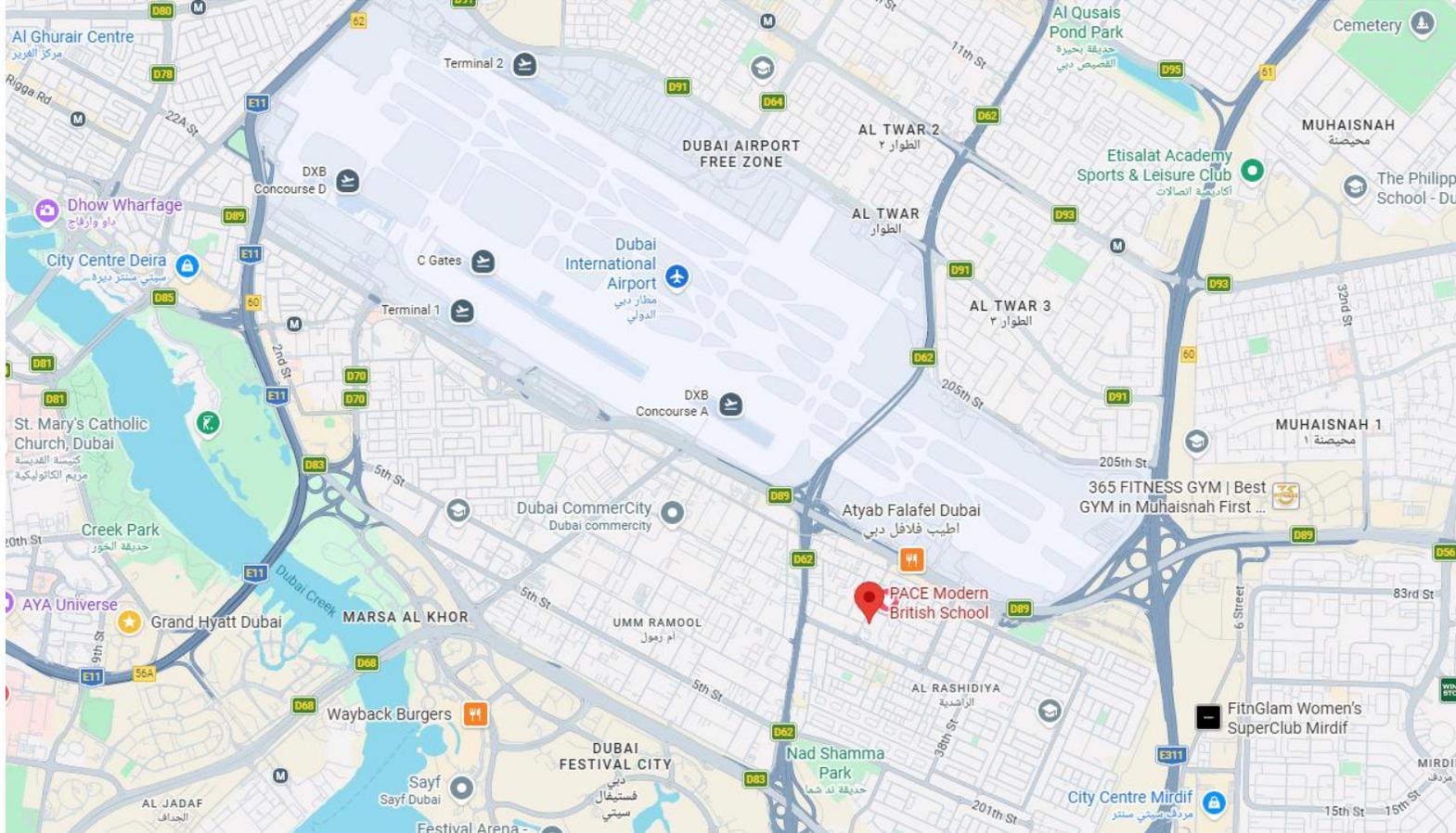
We have:

- Robotics and STEM lab
- IT suite
- Astro turf
- Dedicated science rooms
- Outdoor play areas
- Gardens
- On-site nurse and doctors clinic
- Library
- Sensory room



2.3 Our school: Our location

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2.4 Our school: Our fees

YEAR	EQUIVALENT GRADE	YEARLY FEE	TERM 1	TERM 2	TERM 3
FS1	PRE KG	20267	9007	5630	5630
FS2	KG1	20267	9007	5630	5630
YEAR 1	KG2	21737	9835	5951	5951
YEAR 2	Grade 1	21737	9835	5951	5951
YEAR 3	Grade 2	22787	10255	6266	6266
YEAR 4	Grade 3	23208	10664	6272	6272
YEAR 5	Grade 4	24783	11293	6745	6745
YEAR 6	Grade 5	24783	11293	6745	6745
YEAR 7	Grade 6	26043	11917	7063	7063
YEAR 8	Grade 7	27093	12337	7378	7378
YEAR 9	Grade 8	27430	12472	7479	7479
YEAR 10	Grade 9	29784	13414	8185	8185

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2.5 Our Curriculum: Our EYFS Curriculum

Life in **EYFS** at Pace Modern British School is joyful, purposeful, and full of wonder. From the moment children walk through the school gates, they are welcomed into a caring, enabling environment where they feel safe, happy, and truly valued. Our Foundation Stage is thoughtfully designed to nurture curiosity, independence, and confidence, allowing children to explore, play, and learn in ways that feel natural and exciting. Each day is carefully structured to ensure children feel secure, settled, and eager to engage in their learning.

At the heart of EYFS is our literacy-fuelled curriculum, where children are immersed in high-quality, traditional picture books that inspire imagination, rich language, and a genuine love of reading. Daily phonics through Jolly Phonics, storytelling, role play, and meaningful writing opportunities help children develop strong communication skills with confidence. Each term, children take home a core picture book to keep, creating treasured reading memories and strengthening the partnership between home and school. Alongside literacy, mathematics, creativity, and physical development are brought to life through purposeful play and skilled teaching.

We recognise that starting school is a significant milestone for both children and parents. That's why we take time to settle children gently, welcoming parents to stay with their child on the first day and valuing them as their child's first and most important teachers. Beyond the classroom, learning extends into the wider world through outdoor exploration, field trips, buddy reading with older pupils, and strong community connections. Regular parent conferences, workshops, and take-home activities ensure families feel closely involved. Children leave our Foundation Stage as curious, resilient, and independent learners—ready to step confidently into Year 1 with joy and a lifelong love of learning.





2.6 Our Curriculum: Our Primary Curriculum

In our Primary School, learning is seen as an exciting and purposeful journey, thoughtfully designed to spark curiosity, build confidence and nurture a genuine love of learning. Our British curriculum is brought to life through high-quality core texts, which sit at the heart of teaching and learning across the school. These carefully chosen, rich and diverse texts give learning real meaning, helping children make strong links across subjects while immersing themselves in ambitious language and developing a deep, secure vocabulary.

Teaching is shaped by clear learning intentions and carefully sequenced success criteria, guided by Bloom's Taxonomy. This ensures that children are not only building knowledge but also developing essential life skills such as critical thinking, problem-solving and reflection. As a result, pupils are supported to become resilient, independent learners who are confident in their ability to learn and grow.

Lessons are lively, engaging and firmly child-centred, with a strong focus on exploration and discovery. Through purposeful collaborative learning, children are encouraged to think aloud, share ideas and learn from one another. Oracy sits at the heart of classroom practice, empowering pupils to express their thinking clearly, listen respectfully and engage confidently in meaningful discussion.

Through this carefully planned and coherent approach, we develop well-rounded learners who are knowledgeable, articulate and well prepared for the next stage of their educational journey.



2.7 Our Curriculum: Our Secondary Curriculum

In our Secondary School, learning is purposeful, ambitious and designed to equip students with the knowledge, skills and character needed to succeed both academically and beyond the classroom. Through a broad and well-structured curriculum, students are challenged and supported to achieve their very best. Learning is carefully sequenced to deepen understanding over time, while engaging lessons build confidence, independence and a strong foundation of subject knowledge. Teaching is adaptive, ensuring that all learners are supported appropriately while also providing stretch and challenge for those who are ready to go further. This academic journey prepares students not only for examinations, but also for future pathways and real-world success. At KS4, we offer a range of subjects at iGCSE level such as English, Maths, Sciences, Humanities, Global Citizenship, Business, Economics and ICT and Computer Science.

Alongside academic excellence, we place a strong emphasis on pastoral care and student wellbeing. Through our daily WHOLEBeing programme, students develop essential life skills, emotional awareness and personal resilience. Dedicated form tutors play a key role in this journey, building positive relationships and ensuring that every student is known, valued and supported. Our pastoral approach creates a safe, inclusive environment where students feel confident, secure and ready to learn, empowering them to thrive both personally and academically.

We are equally committed to developing character and leadership, encouraging every student to grow as an individual and make a meaningful contribution to the school community. Through opportunities such as Student Leadership, House Captains, mentoring and school events, students are encouraged to take responsibility, show initiative and lead with integrity. Our "Leave Your Footprint" ethos inspires students to make a positive impact, fostering teamwork, confidence and leadership skills that will support them long after they leave PMBS.



3.0 Our people: Our leadership



We are:

Graham Howell	-	Principal
Anuradha Nebhnani	-	Vice Principal
Joy Kafero	-	Head of EYFS
Katherine McMahon	-	Head of Primary
Nick Washbrook	-	Head of Secondary
Nafiseh Shafiei	-	Head of Pathfinders
Saifuddeen Kumbol	-	Head of Administration

Can you guess who is who?

3.1 Our people: Our students



Our Student Council plays a vital role in amplifying student voice and promoting wellbeing across the school. Through elected representation, students actively contribute to decision-making, lead initiatives, and advocate for their peers. Their campaigns and peer-support programmes nurture inclusion, empathy, and mutual respect, ensuring every student feels heard, valued, and supported.

We firmly believe that wellbeing underpins academic success and personal growth. Embedded within our core values, our pastoral framework supports students' academic, social, emotional, and physical development. By fostering a safe, respectful, and aspirational environment, we enable every member of our community to flourish and reach their full potential.

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3.2 Our people: Our Pathfinders



Pathfinders – Supporting Every Child

At our school, every child is a Pathfinder; every child is seen, heard, valued and supported to thrive. All students benefit from Quality First Teaching and a Universal Design for Learning approach, with personalised pathways to meet individual strengths, abilities, and needs.

Areas of Support

Cognition & Learning: academic support, including gifted students

Communication & Interaction: language development, social communication, and access to learning, including EAL students

Social, Emotional & Behavioural Wellbeing: emotional regulation, confidence, anxiety, behaviour support, and counselling interventions

Medical, Physical & Sensory Needs: health, sensory sensitivities, medical and physical access

Community, Inclusion & Character: belonging, peer relationships, active participation, and character development

SEND / Students of Determination: personalised support to ensure learning and progress for students with additional needs

Personalised Support Plans: Each student's support is planned, monitored, and reviewed using individual profiles and plans, ensuring academic progress, wellbeing, and personal growth for all students.

3.3 Our people: Our houses

Our school is organised into four distinguished Houses: **Caelum, Terra, Aureus, and Solis**, united by their aspirational taglines — *Together We Soar*, *Together We Grow*, *Together We Lead*, and *Together We Rise*. This student-led structure reflects our commitment to authentic leadership and meaningful engagement. Students have designed the House logos, statements, and flags, cultivating a strong sense of identity, pride, and belonging. House Captains lead with integrity across academic, sporting, and community initiatives, while the House Points system recognises achievement, effort, character, and service. Awarded consistently and transparently, House Points foster healthy competition, collective accountability, and a shared pursuit of excellence.



4.0 You: What we value

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Are you?

- Someone who works with authenticity, not theatre
- A professional who steps forward and creates engagement, not a desk dweller
- A human who cares and nurtures, not ignore
- An individual who hold themselves accountable, not needing to be micro-managed
- A teacher who demonstrates initiative and positivity, not reliance on others
- A mentor who has and maintains high expectations of themselves and the students, not accepting mediocrity
- A creator who teaches with flair and innovation, not passivity

4.1 You: What we need



- Clear scanned copy of passport (colour copy required).
- Major qualification certificate and transcript related to education (e.g., Bachelor of Education, PGCE), duly attested, including Ministry of Foreign Affairs (MOFA) attestation.
- Police Clearance Certificates:
- When applying for the Dubai Police Clearance Certificate, please ensure the following details are selected:
 - Dubai Police Clearance Certificate (issued within the last 3 months).
 - Police Clearance Certificate from the home country.
 - Certificate Purpose: Work
 - Type of Requested Party: Government Sector
 - Private Entity: Knowledge and Human Development Authority (KHDA)
- Clear professional photograph.
- Emirates ID and visa page (if applicable).
- Two professional references including full name, designation, and email address.
- Staff medical Declaration Form.

5.0 Application Process:

What are you waiting for?



Please submit your CV and answer the questions on schrole we are not looking for a letter of application.

We want to know about you! What will you bring to the team? How do you work and what can we learn from you?

Thank you

PACE Modern British School and the PACE Group is totally committed to safeguarding and promoting the welfare of children and young people. We expect employees to share this commitment. All new staff will be subject to enhanced pre-employment clearance including identity checks, criminal background checks (from your home country/country of residence), qualification checks (attestation) and employment checks to include an exploration of any gaps in employment and at least three satisfactory professional references, which will be verified. Applicants may also be required to provide other applicable personal documents e.g. degree, marriage certificate etc. A full checklist will be provided to successful candidates from our HR department.