

# APPLICATION PACK



**ELIAN'S BRITISH SCHOOL  
OF LA NUCIA**

Elia's British School of La Nucia is a private, non-selective, co-educational school located 8 kilometres north of Benidorm, Alicante. It is part of the International Education Partnership (IEP), a subsidiary of IES Holdings II which also owns the Internationella Engleska 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 2002 growing steadily to now have a roll of 694 students. The school caters for children from aged 1 to 18. Approximately 65 percent of the students are Spanish, although more than 18 nationalities are represented. The maximum class size is 25.

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.



Elia's British School La Nucia occupies purpose built accommodation on the edge of the town of La Nucia with spectacular views over the coast and to the mountains. It can be reached in approximately 15 minutes by car from Benidorm and 50 minutes from Alicante. The site has developed to accommodate the school's growth. It now occupies 8,800 square metres with 45 classrooms, including specialist science laboratories, art rooms, auditorium, computer lab, 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 VALUES

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

**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 speaking teachers in an international atmosphere.

**A safe and orderly school environment where teachers can teach and students can learn.** Order, structure and safety are necessary prerequisites for learning. A school characterised by discipline and calm learning conditions also signals respect for the value of education. "Tough love" became the motto for a school which is strict in rules for behaviour, but simultaneously conveys love for the students and a strong will to help each child succeed. Practising good manners and proper behaviour in a workplace combined with an appreciation of all the positive results of hard work prepares students for success in adult life.

**High academic expectations and aspirations.** Our conviction is that every child can achieve success irrespective of social background. This ambition to support every student to realise his or her own potential applies to those requiring special support to meet standards as well as the most gifted learners.

IEP promises to always place these fundamental values at the centre of everything it does.

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, Germany and Sweden. 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

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.

## PRIMARY SCHOOL

The primary school comprises of 404 students and 44 teachers and support staff. The primary school is split into Early Years Foundation Stage (age 1-4), Key Stage 1 (age 4-7) and Key Stage 2 (age 7-11). The primary school is led by the Head of 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 two or three classes. Teachers in EYFS are supported in their work by teaching assistants and support staff 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.



## SECONDARY SCHOOL

The secondary school has 284 students and 32 teachers. It comprises of Key Stage 3 (age 11-14), 4 (age 14-16) and 5 (age 16-18). It is led by the Head of Secondary supported by middle management, key stage coordinators and subject specialists. 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 and Edexcel 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 LA NUCIA

La Nucia is a small but lovely municipality in the province of Valencia, Spain. It's neighbouring municipalities are those of Benidorm, Polop, Altea, L'Alfas del Pi and Callosa as it borders. La Nucia is located amongst vast beautiful fruit valleys, it's urban centre is on a cape with stunning views of the Mediterranean sea. The town boasts a beautiful Gothic old town and a selection of restaurants, bars and a large modern theatre offering a host of cultural events. There are also large supermarkets and good access to main roads and motorways and Alicante airport in only 50 minutes away. Valencia Airport is 90 minutes away.

Benidorm has been firmly on millions of people's holiday map for more than 50 years. The city's two urban beaches are considered to be the best on the Mediterranean coast, sharing crystal clear water, fine sand, quality certificates, blue flags and lots of services to make going to the beach a pleasant experience. Protected from storms by the bay, their south-facing location means they get many hours of sunshine, from dawn until well into the afternoon on Levante and until dusk on Poniente. Moreover, its unique skyline has earned it the nickname of "Manhattan on the Mediterranean".

The area has its very own micro climate, with 300 days of sunshine and an average year-round temperature of 19°C.

The Serra Gelada and Puig Campana mountains are definitely favourite destinations for hiking enthusiasts. There are routes with different levels of difficulty. The local area also has a few via ferratas for those who like a bit of climbing. Paragliding, cycling, sailing, diving, snorkelling and golf are just a few of the other sporting activities available in the area.

## 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 and half terms in October and February.

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.

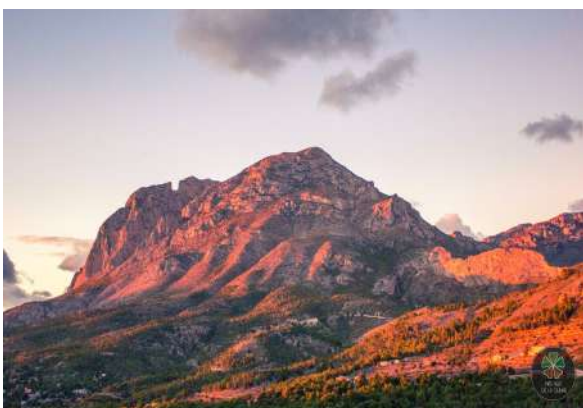
If you have any questions about this post or the application process, please do not hesitate to email [recruitment@iepgroup.es](mailto:recruitment@iepgroup.es)

## 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

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.