

BRIGHTON COLLEGE DUBAI

Join Us

SENCO - Upper Prep

Start Date

30 Mar 2026



THE SUNDAY TIMES

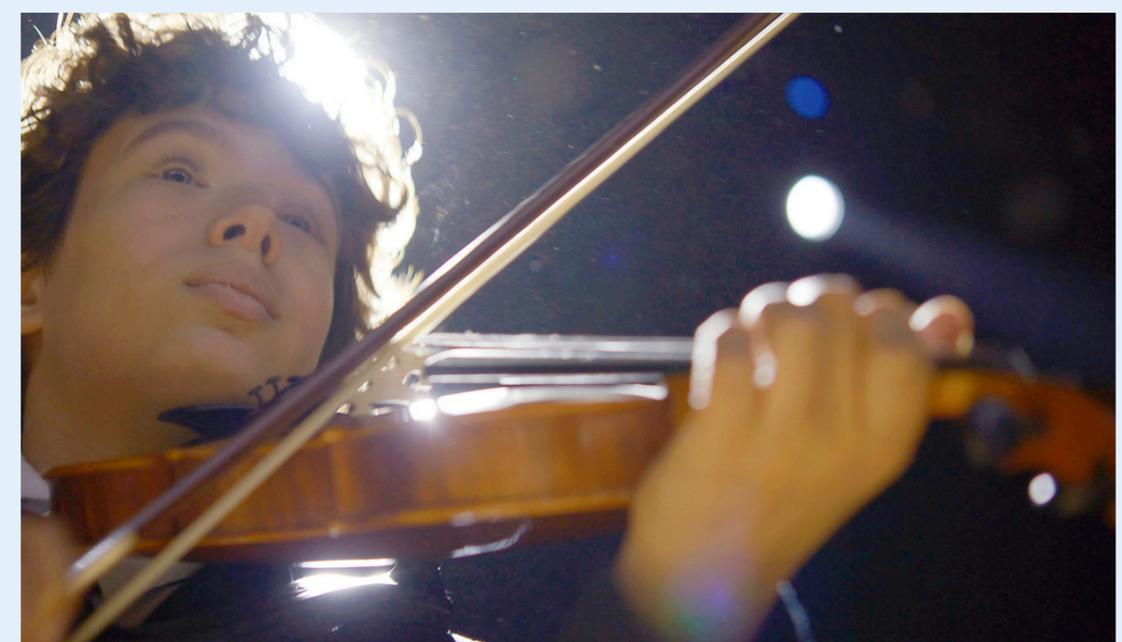
About Brighton College

The Brighton College Family of Schools

Brighton College was one of the first UK independent schools to take its distinctive approach to education to markets beyond the UK. From the outset of this international development in 2011, when Brighton College Abu Dhabi opened, our driving ambition has been to ensure each new addition to our family of schools is recognisably a Brighton College school. The Brighton College International (BCI) group now has schools in: Abu Dhabi (2011), Al Ain (2013), Bangkok (2016), Dubai (2018), Singapore (2020), London (2023) and Hanoi (2023).

Brighton College UK

Brighton College – awarded the title of ‘School of the Decade’ by the Sunday Times – is consistently recognised as the UK’s leading coeducational independent school. Academic results place Brighton College in the top 10 schools in England. In addition to the ‘School of the Decade’ award in 2020, Brighton College has achieved numerous other recent accolades, such as: Most Forward-Looking School in Britain (The Week); Top School in Britain for STEM Subjects (The Week); Best Sixth Form in Britain (The Week); and Best 125 Private Schools Across the Globe (Carfax Education).



About Brighton College International (BCI)

Brighton College International (BCI) has put in place the structure, resources and expertise to ensure that the Brighton DNA prevails in all Brighton schools. Brighton College's Principal and Group CEO, Richard Cairns, is actively engaged in the work of the international schools, and a team of talented colleagues in BCI provide support across curriculum, admissions, operations, marketing and innovation. The Heads in our family of schools receive support from and regular communication with the BCI team, whilst being given the autonomy to lead their schools and ensure their school works most effectively in its local context. All Brighton College Heads are invited to the annual Brighton College Heads' Conference as part of their professional development and to share good practice in leadership across the group. In addition to the quality assurance visits by Brighton College UK, there are also numerous instances of further collaboration within our family of schools. These include professional development for teachers, pupil collaboration, shared webinars and guest speakers across the group. Alumni from every school are part of the Brighton College Connect network, with several thousand members.

Curiosity, Confidence and Kindness

Every Brighton College school is a happy place, with a warm, inclusive and respectful community. All Brighton schools promote curiosity and a love of learning from Nursery, right through to our leavers at age 18, which is one of the reasons why Brighton College pupils do so well in examinations and go on to many of the world's top universities. Academic interest on its own is not enough though, and results, excellent as they are, do not tell you much about the richness of a Brighton education. Meeting our pupils does; all visitors comment on their confidence and politeness.

This confidence – the right sort of confidence – arises from their being encouraged to participate in lessons, the co-curriculum and also the community beyond the school gate, in which they learn to collaborate and show each other mutual respect and kindness. We always stress the importance of kindness, and encourage pupils to actively seek opportunities to demonstrate their commitment to this vital quality. With each Brighton College International school embracing the educational values, distinctive character and high standards of Brighton College UK, the Brighton DNA is evident throughout the exceptional family of schools.



#10 reasons to live in Dubai



Nicknamed 'the city of Gold' because of its stunning growth from a sleepy port to a global business hub in a mere generation, Dubai is an exciting city in the Arabian Gulf, located at the gateway of to Europe, Africa and the Asia-Pacific region. There are a million reasons to live in Dubai, here are just a few:

DUBAI'S LIFESTYLE

The standard of life is high in Dubai, services are efficient, and convenience is a strong feature of the day to day. Lifestyle options are diverse and vibrant, as might be expected in a city with over 200 nationalities living side-by-side

SAFETY

Dubai is a leader in world rankings for the lowest crime rate in cities. The city's safe and calm environment is a renowned feature, providing a haven for family life, the young, elderly, women and children.

TAX-FREE INCOME

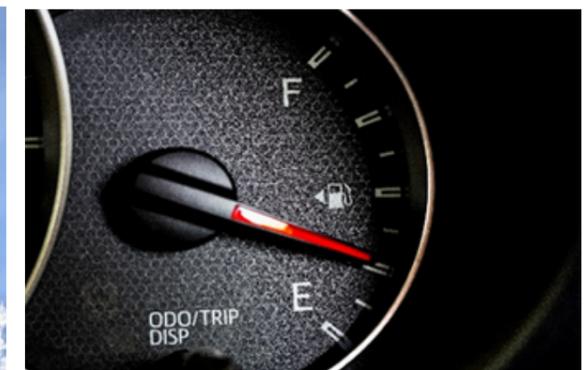
Tax-free salaries, available for all inhabitants of the United Arab Emirates, makes it one of the best locations to build one's future. An attractive prospect for expats and compelling reason to relocate!

ALL YEAR SUN

Bid farewell to the rain and grey – Dubai is sunny all year round. The city's average temperature hardly drops, and while the summer months are characterised by indoor and air-conditioned terrain, from September to May the comfortable breezy weather allows for all manner of outdoor pursuits, from beach bathing to dune bashing, mountain climbing to exploring market souks.

LOW COST OF PETROL

Just a few years ago, fuel was cheaper than bottled water in the oil-rich UAE. While this may no longer be the case, it is still considerably less expensive than elsewhere in the world.



BOOMING REAL ESTATE

Dubai real estate industry is thriving. Residents and visitors can easily rent or buy properties that fit their requirements and price range. Whether you choose the glittering, yacht lined location of Marina, the slick, sophisticated streets of Business Bay or the leafy, suburban areas like Remraam and Townsquare, Dubai has it all.

INTERNATIONAL DINING

For foodies, Dubai is a gold-mine, as the city offers an abundance of eateries for all tastes. From indulgent fine dining like the aquarium based 'Nathan Outlaw at Al Mahara' in the Burj Al Arab, to authentic street food style of Bu Qtair seafood restaurant, where for a snip of the cost, seafood and fish are cooked fresh as can be from the adjacent market.

TRAVEL

Dubai is the perfect 'hub' for travel, offering inexpensive and accessible adventures to much of Asia, Europe and Africa. Its favorable geographical location makes the city one of the best places in the world for tourism. Dubai has multiple daily direct flights to all major UK cities.

ARCHITECTURE

The Government of Dubai invests huge amounts of money to progress the city's economy, resulting in a breathtaking city scape from infamous Burj Khalifa, to the 'most beautiful building in the world' – the Museum of the Future.

NEVER A DULL MOMENT

Dubai is sometimes described as a "playground for adults, and the range of experiences and opportunities available here lend credibility to the idea. You can start the morning in a hot air balloon over the desert, enjoy an abundant brunch at a luxury hotel, stroll around malls which feature aquariums, ski slopes mid-afternoon, set sail in a yacht as the sun goes down, and end the evening at any number of venues for dining, music and entertainment. An added benefit for teachers is the 2.5-day weekend, with all Dubai schools closing at 12 noon on Fridays.

Brighton College DUBAI

About the school

Brighton College Dubai is proud to be a First Place Winner in the Education Category at the prestigious Emirates Labour Market Award 2024 and a Diamond-Classified Company in UAE MOHRE, showcasing our unwavering commitment to excellence, inclusivity, and employee best practices. Brighton College Dubai has also been shortlisted as Best British International School in the World and named Best New School in the UAE 2018 - 2023 by Which School Advisor and Schools Compared.

PRE-PREP AND PREPARATORY

Brighton College Dubai provides an exceptional education for children from FS1 to Year 6, blending academic excellence with a nurturing, world-class learning environment. Here, children are inspired to achieve their best in academics, arts, and sports, while developing strong character and a lifelong love of learning.

Our enriching curriculum balances academic achievement with creativity, offering a warm, supportive atmosphere where every child is celebrated and valued. With state-of-the-art facilities, specialist teaching, and outstanding resources, Brighton College Dubai ensures every child thrives, exploring their full potential across all areas of their development.

SENIOR AND SIXTH FORM

At Brighton College Dubai, the Senior and Sixth Form journey provides a seamless transition from broad, exploratory learning to academic specialisation, fostering intellectual curiosity and lifelong learning. In the Senior School (Years 7–11), pupils enjoy a well-rounded education that balances traditional and innovative teaching approaches. Creative arts, humanities, and core academic disciplines are delivered through engaging courses like the unique 'Story of Our Land' program, which integrates UAE history into a rich exploration of historical, geographical, and philosophical themes. Pupils also benefit from a robust GCSE curriculum that emphasizes critical thinking, independence, and preparation for A-level studies.

The Sixth Form (Years 12–13) offers pupils the opportunity to focus on their passions, choosing three or four A-levels and/or BTEC from a wide range of subjects. With personalised guidance, pupils gain the skills, knowledge, and specialisation needed for success in university and beyond.

Brighton College Dubai's Senior and Sixth Form provides an exceptional educational experience, preparing pupils for a bright future.



ABOUT THE ROLE

Brighton College Dubai is an exciting place to work, and it is our staff who make our community such a vibrant and stimulating environment. The academic success of our school is due to excellent, innovative and well-planned teaching. Above all, therefore, we are looking for an individual who fosters a passion for learning and who demonstrates an ability and genuine desire to develop pupils to their fullest potential.

In the application process, we will look for candidates who demonstrate the ability to thrive within an environment that staff describe as both invigorating and refreshing. The ability to inspire children, and the willingness to support the ambition, values and breadth of school life, will be of central importance. Successful candidates will be self-reliant, solution focused, resilient and adaptable.

DUTIES & RESPONSIBILITIES

- To be an ambassador of the College at all times, in school and the United Arab Emirates.
- To teach a timetable, carry out staff duties (as determined by CLT) and actively support the Co-Curricular Programme leading a minimum of two activities per week.
- Prepare lessons and data required for KHDA inspections and other body accreditations.

TEACHING & LEARNING

- To encourage each pupil to reach their academic potential through enthusiastic and personalised teaching, tailored stretch and challenge, rigorous record keeping and follow up.
- To be aware of and comply with all the College policies including those for marking and assessment, teaching and learning and reporting.
- To develop and share schemes of work and resources, using the agreed formats.
- To assist with covering colleagues as required.
- To attend all meetings and INSET as required.
- To prepare, invigilate and assess, as required internal and external tests and examinations.



PERSON SPECIFICATION

- Qualified Teacher Status (QTS) and experience in teaching within a Prep school setting.
- Postgraduate qualification in Special Educational Needs Coordination (e.g., NASENCO).
- Proven experience working with pupils with a range of SEND needs.
- Ability to teach effectively throughout the age and ability range with appropriate subject knowledge and excellent classroom management skills.
- Strong knowledge of the SEND Code of Practice and current UAE legislation.
- Experience of writing and implementing IEPs and other inclusion-related documentation.
- Excellent communication skills and the ability to work effectively with a range of stakeholders, including parents, external agencies and staff.
- Strong organisational skills and the ability to manage multiple priorities.
- Experience of leading or managing a team of staff, particularly in SEND/Inclusion provision.
- Additional qualifications related to Inclusion, SEND, EAL, or gifted and talented provision, such as a Master's in Education, would be advantageous.

PASTORAL

- To show an active interest in each child's personal and domestic circumstances and to foster the personal and social developments of each pupil in your care.
- To have positive relationships with pupils, parents, and colleagues.
- To actively promote the social, moral, and cultural ethos of the College community
- To create an atmosphere of support by being aware of, and fully complying with, all the College Policies, including the Code of Conduct, School Rules, and the Anti-Bullying Policy.
- To be familiar with in all the College's policies on Health and Safety and be proactive in ensuring the safety of all members of the College community at all times.
- To always promote exemplary behaviour and a responsible attitude amongst all pupils.
- To be aware of and act upon all policies regarding the safeguarding of children.

QUALIFICATION & EXPERIENCE

- A recognised teaching qualification, such as PGCE or equivalent.
- Ability to evidence sustained improvement of pupil progress.
- An adaptable and innovative teacher; a good motivator, communicator and administrator, and capable of thriving in an expanding and high-profile British-International school.
- The skill to blend creativity and rigour in the classroom.
- A strong record of professional development.

PROFESSIONAL RESPONSIBILITIES

Leadership and Management:

- Lead the development and implementation of the school's Inclusion policy and provision.
- Provide strategic direction for Inclusion pupils (SEND, EAL, G&T and Emirati) across the Upper Prep School, ensuring that inclusive practices are embedded within the curriculum and College culture.
- Line-manage the team of teachers and learning support assistants working with Inclusion pupils in the Upper Prep School.
- Oversee the identification, assessment and provision of support for Inclusion pupils.
- Monitor and evaluate the quality of Inclusion provision using effective data systems.
- Work closely with the Head of Inclusion and other staff members to ensure that Inclusion is prioritised within the school's development plans.

Assessment and Monitoring:

- Conduct thorough assessments of pupils' needs and create Individual Education Plans (IEPs) or Pupil Profiles where appropriate.
- Monitor and track progress of pupils, providing regular reports to parents, teachers, and the Senior Leadership Team.
- Lead the implementation of interventions and evaluate their effectiveness, adjusting strategies where needed.

Collaboration and Support:

- Liaise with parents/carers, external agencies, and specialists to ensure appropriate support and services are provided.
- Coordinate diagnostic assessments of pupils.
- Provide guidance and support to class teachers on effective teaching strategies for pupils.
- Foster strong relationships with parents and carers, keeping them informed about their child's progress and involving them in decision-making.
- Coordinate and attend SEND review meetings and maintain accurate records of these discussions.

Training and Development:

- Lead training sessions for staff to raise awareness of Inclusion and best practices in inclusive education.
- Provide professional development for staff on effective strategies for supporting pupils with a range of SEND.
- Keep up-to-date with developments in SEND legislation, policies and best practices.

Compliance and Documentation:

- Ensure that the College complies with all legal and statutory requirements set by the Knowledge and Human Development Authority (KHDA) and the Ministry of Education, in relation to all aspects of Inclusion.
- Maintain accurate and confidential records of Inclusion provision, assessments, and progress.
- Have a robust understanding of the Dubai Inclusive Education Policy (2017), Implementing Inclusive Education: A Guide for Schools, School Inspection Framework (2019), Directives and Guidelines for Inclusive Education: Ensuring Equitable Access to Education for Students of Determination (2020), Revised Categorization for Students of Determination (2019-2020) and SEND Code of Practice (UK 2014).

Whole-School Impact:

- Advocate for inclusive teaching practices and ensure that all pupils have equal access to a broad and balanced curriculum.
- Promote a whole-school culture that values diversity and supports all learners.
- Work with the school leadership team to create a safe, supportive, and engaging learning environment for all pupils.
- Provide training and professional development for staff and parents
- Work directly with individuals or small groups of pupils in order to implement interventions (both inside and outside the classroom) and accelerate achievement.

Inclusion Admissions:

- Hold responsibility for the Inclusive admissions process for new pupils with additional needs, ensuring oversight during periods of school holidays, to provide clarity about how the pupil's needs will be met and that sufficient support is in place upon their arrival.

Exams:

- Coordinate the access arrangements for tests and examinations in relation to Inclusion pupils.



SAFEGUARDING

Brighton College Dubai is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Please note that should your application be successful, a police check will be undertaken in the country of origin; in the UK, a disclosure will be requested from the UK's ICPC.

The application process

All applications must consist of the following completed documents:

1. Letter of application (maximum one side of Garamond 12) addressed to Mr. Simon Crane, Head Master of Brighton College Dubai should be sent on cv@brightoncollegedubai.ae
2. Please state clearly in your letter your fulltime teaching experience, together with details of your co-curricular strengths and contributions. This should be attached to your electronic application.
3. CV (maximum 2 sides) naming two referees, one of whom must be your current or most recent employer. This should be attached to your electronic application.

Please note:

Incomplete applications will not be considered, and Brighton College Dubai reserves the right to make an appointment at any stage of the recruitment process.

Due to the expected high levels of interest in positions at the school applications will be acknowledged on receipt, however only candidates selected for interview will be contacted within 21 days of the closing date for applications.

Remuneration

- An attractive tax-free salary
- Housing allowance which can be used against mortgages. School fee remission
- (upto 2 children) Private medical insurance for the post holder and his/her dependants
- Expat allowance.
- CPD Opportunities.
- All of the above in line with specific school policies.