



THE BRITISH SCHOOL AL KHUBAIRAT

The only British Embassy School in the UAE

HEAD OF MODERN FOREIGN LANGUAGES (FRENCH)

RATED OUTSTANDING BY ADEK AND BRITISH SCHOOLS OVERSEAS



WELCOME TO OUR SCHOOL FROM THE HEADMASTER

“We are understandably very proud of our special historical importance and equally proud that we were established as a not-for-profit school, with an ethos of inclusivity that supports each of our students. Our Embassy School status is one of our many unique aspects that allows BSAK to stand out amongst its peers. We set high standards and the hard work and dedication of our staff enables all of our students to achieve their ambitious goals.”

Mark Leppard MBE

Headmaster at BSAK





THE BRITISH SCHOOL AL KHUBAIRAT

ABOUT US

The British School Al Khubairat (BSAK) is the Embassy School in the UAE and Abu Dhabi's leading British, not-for-profit, co-educational day school. From Nursery to Sixth Form, our award-winning dynamic school culture offers students an enriching experience and outstanding results. The School was founded in 1968 and generously supported by the late President of the UAE, His Highness Sheikh Zayed bin Sultan Al Nahyan, through the donation of land and Amiri Decree No. 5 of 1971. To this day, BSAK is under the ongoing patronage of the British Ambassador, and this long-standing reputation and history continues to shape the School's ethos.

At the heart of our constitution is our status as a not-for-profit, inclusive community school, and this really sets us apart. Our aim is to deliver excellence in teaching and learning, bringing everything that is outstanding about the British curriculum to the United Arab Emirates. We are a member of IAPS, HMC, and BSME; and our Headmaster Mark Leppard MBE is the Chair of [BSME](#) and sits on the [HMC](#) board. Our Head of Primary, Mrs Elaine Rawlings is an elected board member of [IAPS](#) - The Independent Association of Prep Schools (IAPS), and represents all International Schools worldwide.

We are rated Outstanding across all performance standards in both our local Government Agency inspection (ADEK) and that of British Schools Overseas (BSO); In 2023 we won 5 SchoolsCompared.com Top Schools Awards for Overall Best School in the UAE, Best British Curriculum, Best School for Sport, Best Fine Art and Best Principal and were finalists for 9 other categories. We are also the first school outside of the UK to receive the Carnegie Gold Award for Mental Health. The School is included in the Spear's Schools Index, among the 100 leading private schools in the world and Top Ten Middle East Schools. We are also ranked in the Top 15 Best Private Schools in the Middle East in the Global Schools Index by Carfax Education

The values of empathy and care, respect and inclusivity, honesty and integrity, endeavour and resilience have underpinned the School's educational philosophy from the beginning. We are a community committed to inspiring our students to create an impactful legacy and there is a culture of giving and service at the core of our decisions and actions, as we foster a welcoming environment for our BSAK families that is genuinely friendly and happy. The School engenders an inclusive community spirit, in which everyone is valued, reinforcing cultural diversity and empathy. We are a caring school with the safety and well-being of our students always at the forefront.

BSAK provides a full and broad British education. In addition to the traditional GCSE and A Level pathways, we also offer the BTEC Level 3 Diploma in Sport (2 A Level equivalent) and BTEC Level 3 Subsidiary Diplomas (1 A Level equivalent) in Business / Engineering / Esports / Hospitality / Sport. We have recently introduced RSA CAPA - a vocational Sixth Form course that is equivalent to 1 A Level in Performing Arts.

We inspire and challenge our students, of all academic abilities, to become well-rounded individuals ready to progress to the next stage of their education and life beyond BSAK and Abu Dhabi. We do this through dedicated support for each individual student academically and through our outstanding sport and music programmes, and wide co-curricular activities. Our mission is to nurture a genuine passion for learning through world-class teachers, trusted leadership and dedicated support staff, such that our students exceed expectations, ensuring their education becomes the foundation for happiness and success.



SECONDARY SCHOOL

AT BSAK

BSAK Secondary School is thriving. We currently have 972 students on roll, with 300 students in our award winning Sixth Form. We have outstanding facilities, wonderful teachers, and we teach amazing students; BSAK is a happy, vibrant and exciting place to work.

BSAK follows the National Curriculum of England, while intertwining the MOE curriculum throughout Key Stage 3. We have developed a broad and balanced curriculum, which challenges students to ready themselves for their GCSE years. Key Stage 4 offers a combination of GCSE and iGCSEs, with 25 subject choices.

The BSAK Sixth Form was named the 'Best Post 16 Provision in the UAE' at the Schools Compared 'Top Schools' Awards in 2021 and 2023. We have the largest British Curriculum Sixth Form in the Emirate, and offer a diverse range of subjects including 24 A Level choices, 6 BTEC / Vocational programmes as well as the EPQ, which offers outstanding personalised academic and leadership enrichment. We also provide unparalleled opportunities for holistic growth, with over 65 co-curricular enrichment clubs. 84% of our students go to UK universities - many to prestigious destinations such as Oxbridge, UCL and Imperial College, with over 90% achieving their first choice. The remaining leavers go onto prestigious universities from across the globe, including the US (including Brown, MIT and Stanford), Canada and Australasia.

We consider ourselves a Teaching *for* Learning school, where staff development is driven through evidence informed and research engaged practice. We have staff who are at the forefront of their practice, several of whom have been published in particular fields of education. BSAK staff are constantly challenged, and challenge themselves, to further develop themselves as practitioners who are rightly considered world class.

BSAK has been a Google School for over 7 years. The Google Apps for education are used as the vehicle for online learning, with every student in Years 7 - 11 having their own school provided Chromebook, with the Sixth Form having a BYOD policy. As an ACER Innovative School winner, we are proud of the journey we have been on with this aspect of learning, which has stood the school in good stead for the Covid -19 period.

SIXTH FORM RESULTS 2025

A LEVEL - ALL RESULTS

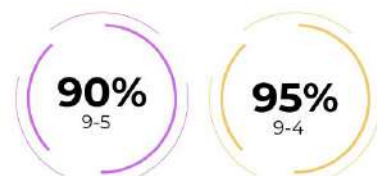


BTEC RESULTS



GCSE RESULTS 2025

YEAR 11



SECONDARY SCHOOL AT BSAK

Our Co-Curricular provision is a real strength of BSAK. Through our Academic Enrichment, Performing Arts, and Sports Programmes, students excel in their strengths, push boundaries and reach tremendous heights. Examples of this are Model United Nations (MUN), Public Speaking competitions, Law Society, Global Social Leaders, School Newspaper (BSAK Tribune), Art exhibitions, Duke of Edinburgh Awards, Young Musician of the Gulf winners, incredible annual school performances (with 'Curtains' performed this year), and a host of regionally renowned sporting achievements.

'BSAK is friendly, warm and vibrant school, where supporting our community is at the core of everything we do. Leadership development is actively encouraged as well as self-reflective practice.'

Mr Nigel Davis, Head of Secondary

BSAK is a warm and friendly place to be, whether experienced as a child, staff member, parent, governor or visitor to BSAK. The children are happy, engaged and make the most of the varied opportunities presented to them. Our community is at the core of everything we do and staff and children benefit greatly from the positive and proactive partnerships the School enjoys with parents, other schools, the British Embassy and external organisations including ADEK, the local regulatory body. Being a not-for-profit school, all monies raised through school fees are directed back to resourcing the children's education, an aspect of the school that sets us apart in international education.

An active Friends of BSAK group supports the School by organising and running a range of exciting activities and events throughout the year. Parents work with staff and students to bring the community together to celebrate life at the School and provide opportunities to raise money, which is then used to enhance the opportunities available to the children.

In summary, BSAK is a community, often referred to as a family. Children, parents, staff, governors and friends of BSAK enjoy each day at school and are challenged to develop and grow as individuals and are supported and nurtured to go beyond expectations. It is a happy place where success is found in many forms and celebrated at every opportunity.



MFL DEPARTMENT AT BSAK

The Languages Department at The British School Al Khubairat is a thriving centre of academic excellence and cultural vibrancy. It is a high-performing department that consistently secures outstanding examination results and positive value-added scores, driven by a dedicated team of three full-time and one part-time teacher who are passionate about linguistics. We offer a rigorous curriculum in both French and Spanish, delivering excellence from Key Stage 3 through to A Level.

The department is a forward-thinking environment where progressive pedagogy meets genuine cultural immersion; it is a place where language learning extends far beyond the textbook. We are characterised by a dynamic approach to enrichment, offering a diverse array of co-curricular opportunities that range from Flamenco workshops and European Cuisine to Film Clubs.

We are also an inclusive and responsive hub for global communication, actively supporting students to achieve examination success in a wide variety of heritage languages, including Mandarin, Greek, Portuguese, Russian, Polish, and Italian. A cornerstone of the department's calendar is the annual "European Evening of Culture" a vibrant, student-led celebration of music, dance, and food that places languages at the heart of the school community. This is an exciting opportunity for a visionary leader to inherit a strong, adaptable department and drive it into its next chapter of innovation.





HEAD OF MODERN FOREIGN LANGUAGES (FRENCH) JOB DESCRIPTION

TITLE	Head of Modern Foreign Languages
REPORTS TO	Assistant Head
COLLABORATES WITH	Secondary Staff
CURRENT DIRECT REPORTS	MFL Teachers (French and Spanish)

PURPOSE

A community committed to inspiring our students to create an impactful legacy.

INTRODUCTION

The British School Al Khubairat (BSAK) is the Embassy School in the UAE and Abu Dhabi's leading British, not-for-profit, co-educational day school. From Nursery to Sixth Form, our award-winning dynamic school culture offers students an enriching experience and outstanding results.

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SAFEGUARDING STATEMENT

The welfare and safety of children who attend the British School Al Khubairat is our paramount concern. We will promote the health, well-being and safety of the pupils in all we do. Our children have the right to protection, regardless of age, gender, ability, race or social background. They have a right to be safe in our school. BSAK expects all its employees and volunteers to share this commitment. The school recognises and understands its responsibilities to work together in partnership with other agencies both here in the UAE and the UK to help children to grow up in a healthy and safe environment. Appointments are subject to satisfactory checks including the DBS check, ICPC, Local Police Check, Prohibition check, online search and references.

DIVERSITY STATEMENT

We are inclusive. We celebrate multiple approaches and points of view. We believe diversity drives continual improvement and innovation. We are building a culture where difference is valued.



HEAD OF MODERN FOREIGN LANGUAGES (FRENCH)

JOB DESCRIPTION

OBJECTIVE OF ROLE

- Ensure the effective delivery of teaching for learning in French and Spanish at KS3, GCSE, and A Level to ensure excellent progress and achievement.
- Have a clear drive, passion and plan to raise the profile of modern languages across the school, and in doing so to increase the number of students who choose French or Spanish for GCSE and A Level qualifications.
- Manage and lead the teaching of Modern Foreign Languages to provide strategic direction for the development of the MFL department; developing, sustaining, and modelling the skills, attributes, and behaviours of a high-performing teaching for learning team.
- Promote the role of Modern Foreign Languages in the wider life of the school, including through extra-curricular activities.

KEY RESPONSIBILITIES

- Promote excellence and consistency in teaching and learning to ensure all students develop to their full potential and are equipped for life beyond school, including the quality assurance of the MFL team.
- Lead the development of Teaching for Learning across the whole MFL Department, based on best practice from cognitive science.
- Lead in the regular review and development of schemes of work, keeping up to date with current educational initiatives within your subjects and beyond, ensuring that excellent practice and high standards of teaching and learning are maintained.
- Line management of MFL teachers (French and Spanish).
- Lead the MFL Department's analysis of data, tracking of student progress, and intervention procedures.
- To ensure that moderation of assessment is taking place to standardise attainment.
- To lead the Department's Development Plan into fruition.
- Lead the development of Modern Foreign Languages beyond the curriculum, including language CCAs, trips, and competitions.
- Exemplify best practice in your own classroom, and share good practice throughout the department.
- Identify the training needs of both yourself and your team; attend INSET and disseminate as required.
- To oversee the departmental budget and ensuring that classrooms and specialist rooms are well-resourced with up-to-date textbooks and digital learning platforms.
- Follow whole school and departmental policies relating to the marking of children's work, and the assessment, recording, and reporting of children's attainment.
- Join in with and be supportive of school events and activities generally.



HEAD OF MODERN FOREIGN LANGUAGES (FRENCH) JOB DESCRIPTION

KEY REQUIREMENTS

Bachelor's degree in French, a relevant teaching qualification (e.g. PGCE), and at least five years of relevant teaching experience of a language subject, and at least two years of relevant experience.

Also:-

- Recent Safeguarding training.
- Proven success in raising student achievement across the age ranges.
- Proven experience of curriculum development and delivery.
- Experience of monitoring the progress of individuals and cohorts of students.
- Recognize students' learning needs and communicate these effectively to other professionals.
- Work effectively in a team, taking the lead when required.
- Manage time effectively.
- Excellent communication skills at all levels, both orally and in writing.
- Excellent ICT skills including some familiarity with school management information systems.
- Good administrative and record-keeping skills.
- Proven competence in working independently and under pressure.
- An excellent punctuality and attendance record.
- Commitment to principles and policies of BSAK and understanding of how they apply to teaching for learning.
- Commitment to the community ethos of the school.
- Proven commitment to own continuing professional development.



HEAD OF MODERN FOREIGN LANGUAGES (FRENCH) RECRUITMENT TIMELINE



w/c 9th February 2026
Initial Interviews

2nd March 2026
Offer made



4th February 2026
Closing date for applications

w/c 23rd February 2026
Final interviews





HEAD OF MODERN FOREIGN LANGUAGES (FRENCH)

FINANCIAL PACKAGE INFORMATION

Many of our applicants are from the United Kingdom, so it is potentially really helpful to have a breakdown of the financial incentive of working at BSAK. While we know that the reason that colleagues want to work at our school and why staff stay at BSAK much longer than the average International school is not about money - it is far more about our amazing students, facilities, and professional development pathways; we do also think it is important for colleagues in the UK to know more about the financial implications of a move to BSAK.

We hope this page is helpful for a comparison to your own monthly take home pay. All figures that we have converted to GB Pounds are an approximation based on the current exchange rate, which can vary anywhere between 4-6 dirhams to the pound, although it has been under 5 dirhams to the pound since the Brexit vote in 2016 (*NB. the UAE dirham has been pegged to the US Dollar at a fixed rate of 3.7 Dirhams = 1 Dollar since 1997*).

It is also important to remember that these figures do not include any form of pension contribution - it is important for colleagues in the UAE to plan for their retirement; although at the end of service, there is a gratuity scheme which does pay a one off benefit based on the number of years employed.

Take Home Pay	
Monthly BSAK take home pay for the Head of Modern Foreign Languages (Fench) Role	21,897 Dirhams* (\approx £4,441.56) (equivalent of over £53,292 tax free per year) *Based on a minimum of 6 years as a qualified teacher and this is the maximum scale a new teacher can join BSAK

Other benefits as a member of the teaching staff at BSAK:

- **Housing:** BSAK teachers receive a housing allowance based on their family circumstances, which allows for quality accommodation (e.g. typically in a newer apartment block with facilities such as a gym and pool) with no extra outlay of rent money required from a teacher.
- **Medical:** All BSAK teaching staff receive free private health care which provides access to the excellent local medical facilities which are state of the art. Our health insurance in recent years has been provided by either Bupa or Cigna.
- **Flights:** All teachers and their dependents receive free return flights home each year.
- **School places for dependents:** Teaching staff who have children receive 85% educational fee remittance for up to 2 children.





ABU DHABI

EXCEEDING EXPECTATIONS

If you are interested in applying for this position please complete the application form found in the [Vacancies section](#) of our website.

Early applications are advised as BSAK reserves the right to make an early appointment.

**The closing date for applications:
4th February 2026.**

