

APPLICATION PACK



IALE INTERNATIONAL SCHOOL

lale International School is a private, non-selective, co-educational school on the outskirts of Valencia. It is jointly owned by the Monzonís Family and the International Education Partnership (IEP), a subsidiary of IES Holdings II which also owns the Internationella Englska 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 1967 growing steadily to now have a roll of 641 students. The school caters for children from aged 1 to 18. Approximately 76 per cent of the students are Spanish, although more than 24 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.



lale International School occupies purpose built accommodation. It can be reached in approximately 20 minutes by car from centre of Valencia and 3 hours from both Alicante and Barcelona. It is also on the main east coast railway with good connections to the north and south, as well as with Madrid. The site has developed to accommodate the school's growth. It includes a specialist science laboratory, art room, auditorium, computer lab, library, outdoor swimming pool, kitchen and dining room.



lale International School is a bilingual school and therefore follows the Spanish bilingual curriculum. English is very important however with a minimum of 50 per cent of subjects in the primary school being taught in English. The use of English is encouraged throughout the school.



OUR VALUES

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

- **Command of English:** As English is the universal language, we give our students the key that will allow them to develop in a totally globalised world, mastering the English language through the linguistic immersion offered by our native teachers in an international environment.
- **High academic results:** Every child can achieve success. We help our students to discover and enhance their talents by working in a personalised way, with their virtues and needs.
- **Musical, sport and technological education:** We focus on the essential disciplines in the cognitive and intellectual development of the human being, embodied in a structure of music, sports and technological education.

Iale International School promises to always place these fundamental values at the centre of everything it does. Leaders at all levels must strive to work towards them, by recruiting competent people who share these beliefs, by assembling and motivating members of staff to go in this same direction, by supporting people in the organisation in their efforts and by constantly making it clear that our purpose is the academic, personal and social development of the students.

We strive to ensure our students gain language proficiency, particularly in English, guaranteeing their ability to effectively communicate in the modern world. 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, Scotland, Ireland, France and Italy. 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.

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.

The majority of our English teachers have taken the step to move abroad. As a result they are welcoming and supportive to new members of the team.



PRIMARY SCHOOL

The primary school comprises of 322 students and 40 teachers and support staff. The primary school is split into Infants (age 1-6) and Primary (age 7-12). The primary school is led by heads of department who are part of the senior leadership team. Each year group has one or two classes. Teachers in Infants are supported in their work by teaching assistants. Additional support staff work with class teachers 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 Infants, as far as possible, we follow the Early Years Foundation Stage Framework and structure pupil development in the different areas around age appropriate topics. The infant department 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 Primary, 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 219 students and 20 teachers and follows the Spanish national curriculum. It comprises of Secondary (age 13-16) and Sixth Form (age 17-18). It is led by the heads of department who are part of the senior leadership team. Form tutors 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.

In Sixth Form the students follow the options route which best suits their interests and aspirations to allow them to sit the "Pruebas Pau" exams for university access. Following graduation, the majority of our students opt to continue their education at some of the best national and international universities.

In both Primary and Secondary, students are prepared for official language exams in English, French and Chinese.

LIFE IN VALENCIA

As a city, Valencia has something for everyone. It has a historic centre, surrounded by a more modern area. Being flat, and fairly compact, it is an ideal city for having a number of amenities within walking and cycling distance.

There are pristine beaches just south and north of the city. The port area has everything for sailing enthusiasts; jet skiing, windsurfing, kite-surfing and beach bars. There are also some good scuba diving spots just a short distance away. Valencia is close to some beautiful mountains where you can go hiking in the summer and snowboarding and skiing in the winter. The region also has vineyards producing excellent wine, with some offering wine tasting opportunities.

The former 5 mile-long riverbed was transformed into an amazing park in the 1960s filled with exotic species of plants and trees, and intersected by beautiful, medieval and gothic bridges. It is a popular area with great jogging and cycling tracks. You can meditate there, or try the free yoga and fitness classes. It is also a beautiful spot to go to with friends for a picnic. The impressive modern buildings of the Science Museum, Oceanographic and Palau de Musica can also be found in this area.

The city has numerous restaurants catering for all types of diets. The Valencian region is famous for its rice dishes, most notably the authentic Paella Valenciana. The rice is grown in the rice paddies (The Albufera National Park) to the south of the city and the whole of Spain knows Valencia as the place to go to for the perfect paella cooked over a wood fire.

For a few days in March, Valencia celebrates spring's arrival with the Fallas. Around 800 fallas are created using large wooden structures covered with paper-maché. These monuments are displayed in the streets and then at the end of the week they

are burnt to the ground. There are many parades with music, fireworks and people wearing traditional dress. In 2016 UNESCO added this festival to its list of Intangible Cultural Heritage of Humanity.



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 4 weeks in August. There are also a number of religious public holidays spread throughout the year.

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

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.