



# Applicant Handbook

2024-2025



**PREP**aring  
For Life

# Vision and Mission



## OUR VISION STATEMENT

PREPARING OUR **COMMUNITY** FOR A **SUSTAINABLE GLOBAL FUTURE**

## OUR MISSION

### COMMUNITY

We strive to cultivate a supportive and inclusive community that values relationships, communication, and mutual respect. We engage all stakeholders - students, staff, parents, and the wider community - in meaningful ways, fostering a sense of belonging and collective pride.

By celebrating diversity, encouraging teamwork, and maintaining a whole-school mentality, we aim to create a nurturing environment where every individual is valued and empowered to contribute positively to our shared community.

### SUSTAINABLE

We are committed to advancing sustainability in a wider scope within and beyond our community through our pillars of sustainability. We deliver a quality education that deeply embeds sustainable principles, preparing learners for real-world challenges and promoting a broader societal impact. We champion holistic wellbeing and provide a nurturing environment for all members of our community.

Through community engagement, and a curriculum that emphasises sustainable values, we aim to develop future leaders who are well-prepared to make thoughtful decisions, enact positive change and can thrive beyond academic achievements.

### GLOBAL

Our mission is to foster global awareness and intercultural understanding among our learners. By connecting with diverse communities worldwide, celebrating cultural differences, and integrating global perspectives into our curriculum, we prepare students to become compassionate, informed global citizens. We are dedicated to cultivating an environment where learners appreciate global diversity, embrace challenges, and contribute to a more inclusive and peaceful world.

### FUTURE

We are dedicated to preparing our students for the future, equipping them with the skills, knowledge, and mindset needed to navigate and thrive in an ever-changing global landscape. Our mission is to provide dynamic and creative learning experiences, foster innovation, and cultivate resilience and adaptability. By connecting students with real-world opportunities, promoting lifelong learning, and encouraging personal and professional growth, we prepare them to meet future challenges with confidence and creativity.

# Convention on the rights of the child

Bangkok Prep is committed to the principles outlined in the United Nations



CONVENTION ON THE RIGHTS OF THE CHILD

The UN Convention on the Rights of the Child affirms that every child has a right to education. The purpose of education is to enable the child to develop to his or her fullest possible potential and to learn respect for human rights and fundamental freedoms. The general principles of the Convention which are relevant to education cover non-discrimination, the best interests of the child, the child's right to life, survival and development, and the child's right to express opinions.

1 DEFINITION OF A CHILD	2 NO DISCRIMINATION	3 BEST INTERESTS OF THE CHILD	4 MAKING RIGHTS REAL	5 FAMILY GUIDANCE AS CHILDREN DEVELOP	6 LIFE, SURVIVAL AND DEVELOPMENT	7 NAME AND NATIONALITY	8 IDENTITY	9 KEEPING FAMILIES TOGETHER
10 CONTACT WITH PARENTS ACROSS COUNTRIES	11 PROTECTION FROM KIDNAPPING	12 RESPECT FOR CHILDREN'S VIEWS	13 SHARING THOUGHTS FREELY	14 FREEDOM OF THOUGHT AND RELIGION	15 SETTING UP OR JOINING GROUPS	16 PROTECTION OF PRIVACY	17 ACCESS TO INFORMATION	18 RESPONSIBILITY OF PARENTS
19 PROTECTION FROM VIOLENCE	20 CHILDREN WITHOUT FAMILIES	21 CHILDREN WHO ARE ADOPTED	22 REFUGEE CHILDREN	23 CHILDREN WITH DISABILITIES	24 HEALTH, WATER, FOOD, ENVIRONMENT	25 REVIEW OF A CHILD'S PLACEMENT	26 SOCIAL AND ECONOMIC HELP	27 FOOD, CLOTHING, A SAFE HOME
28 ACCESS TO EDUCATION	29 AIMS OF EDUCATION	30 MINORITY CULTURE, LANGUAGE AND RELIGION	31 REST, PLAY, CULTURE, ARTS	32 PROTECTION FROM HARMFUL WORK	33 PROTECTION FROM HARMFUL DRUGS	34 PROTECTION FROM SEXUAL ABUSE	35 PREVENTION OF SALE AND TRAFFICKING	36 PROTECTION FROM EXPLOITATION
37 CHILDREN IN DETENTION	38 PROTECTION IN WAR	39 RECOVERY AND REINTEGRATION	40 CHILDREN WHO BREAK THE LAW	41 BEST LAW FOR CHILDREN APPLIES	42 EVERYONE MUST KNOW CHILDREN'S RIGHTS	43-54 HOW THE CONVENTION WORKS	<p>unicef IRELAND for every child</p>	

# Our Bangkok Prep Values

The school recognises the importance of translating the Philosophy and Objectives into a simplified format that would be easier for the children and the school community to understand and access on a day to day basis.

The 11 Bangkok Prep Values were devised after discussions with representatives from staff, children and parent representatives. Each Value reflects a core value that we believe will assist our children to become positive, involved and caring children who aspire to be the best that they can be, socially and academically.



**August**



**September**



**October**



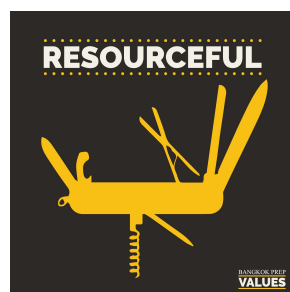
**November**



**December**



**January**



**February**



**March**



**April**



**May**



**June**

# School Background

Bangkok International Preparatory & Secondary School (Bangkok Prep) was founded in 2003 by two educators who had previous extensive experience in international education in Thailand and Vietnam. Friends and family members who shared a similar vision and philosophy also expressed an interest in supporting the venture. It has since flourished into a growing all through (EYFS to Year 13) international school.

The school was the recipient of the 2009 Prime Minister's Award for Best Service Provider in International Education in Thailand. It is accredited by the Council of International Schools (CIS), Heads Conference (HMC) and ONESQA as well as being a member of many Thai and International affiliated agencies and associations. The school is a prominent member of FOBISIA and competes and participates successfully in BISA and TISAC with other prestigious international schools in Bangkok.

The school is in a very strong position with a growing student body, year-on-year improvement in student outcomes, and staff retention, at all levels, is at its highest in the school's history. Fundamentally, the school's success has been due to a team of dedicated staff who have made the school what it is today. The current staff body is characterised by their commitment, excellence and dedication to an exceptionally unique student body. All staff care about what they do for the community and the community we are and want to be. Bangkok Prep is a very special place.

The school has been fortunate enough to benefit from the leadership of some high-profile and respected Heads of School: Keith Wecker (former Head of School at NIST International School, Bangkok) led the school through a period of considerable growth and improvement between 2007 and 2014. Equally, Val Thomas-Peter (former Head of School at Alice Smith School, Kuala Lumpur) led the school between 2014 and 2018 and oversaw the opening of a new Secondary Campus, an increase in academic standards and a significant rise in student numbers. Similarly, Duncan Stonehouse has a wealth of leadership experience in highly-respected British international schools, and is currently the Head of School at a particularly exciting time in the school's history. We have fantastic facilities in our Whole School campus and also have access to our very own Forest School Campus in the city. The school's current leadership team is well-established with the average length of service being nine years.

# School Description and Facilities

Bangkok Prep accepts children from 3 to 18 years of age. The school follows the EYFS in Early Years, the National Curriculum for England for Key Stages 1-3, and students work towards I/GCSE qualifications in Years 10 and 11, and I/A Levels or BTEC qualifications in the Sixth Form (Years 12 and 13).

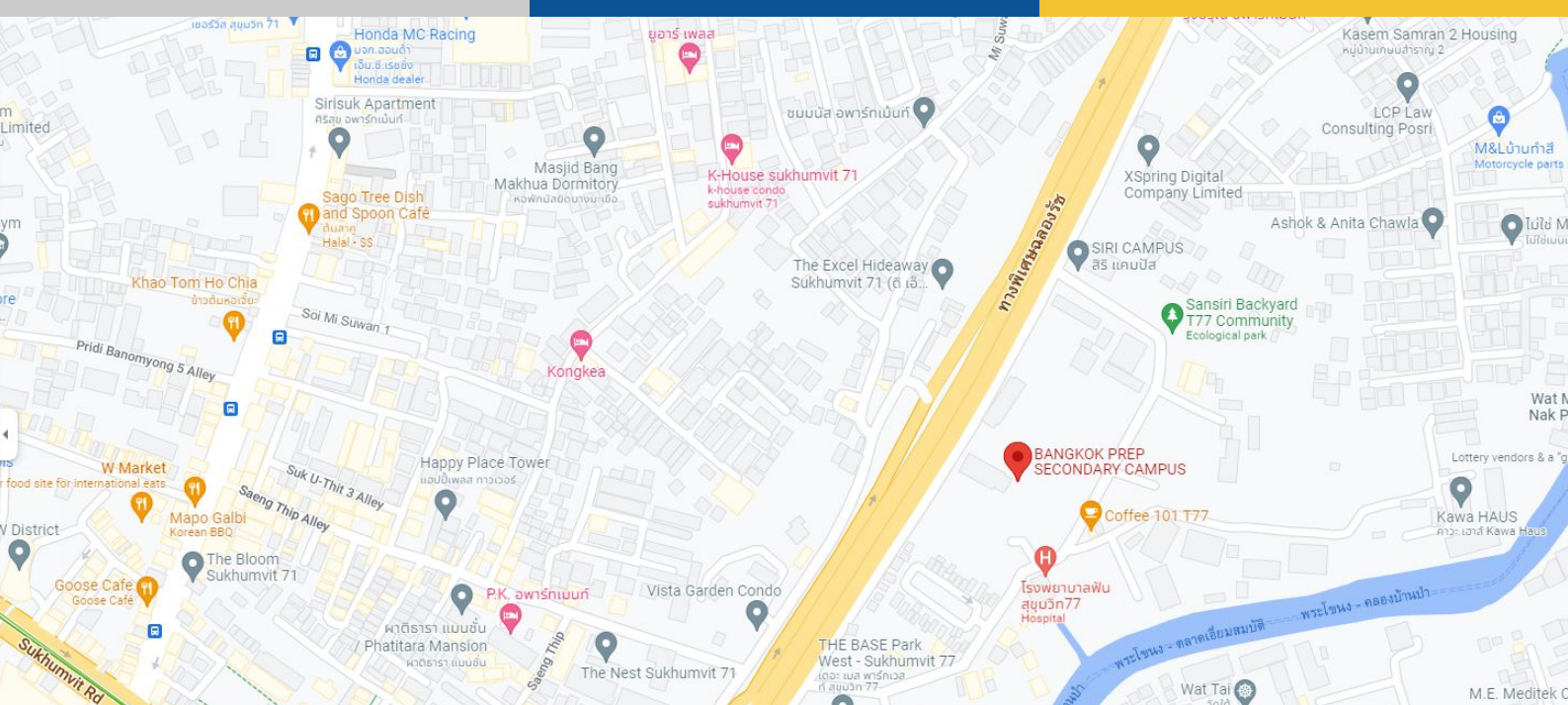
Our new Primary Campus opened in August 2023 and it houses a range of learning spaces available to teachers and children, including modern spacious classrooms and specially designed 'break-out spaces' to develop collaborative learning opportunities. Our EYFS facilities include open planned learning spaces with exclusive indoor and outdoor learning facilities. We have a well-stocked library and online digital library, an outside games field with synthetic astroturf, a seated Music Recital Hall – complete with an array of audio-visual equipment, purpose built Art and Music facilities and our very own 25-metre Primary swimming pool.

The space and facilities available at the Bangkok Prep Secondary Campus feature modern classrooms and science labs, a full (FIFA-sized) sports field, a 50-metre swimming pool, tennis courts, a sports complex, a creative arts, drama and music centre and an auditorium.



# Campus Location

The school campus is conveniently accessible from BTS On Nut, Sukhumvit 77 and Ram Inthra - At Narong Expressway. The campus is surrounded by a private residential neighbourhood.



**BANGKOK PREP CAMPUS**  
77 SUKHUMVIT 77, VADHANA  
BANGKOK, 10110



# School Structure

The school is proprietary, with shareholders providing significant initial financing for the securing of the prime residential site and ongoing facilities construction. One of the major shareholders is the License Holder, Khun Patrada Yomnak who liaises closely with the Head of School ('Khun' is used in Thai before a person's name to show respect, similar to the English use of Mr or Mrs, it is non gender specific). The school is governed by a Board of Directors and an Executive Board, comprising seven trustees, the License Holder, Parent Representatives and the Head of School. The Executive Board meets at least once per term and reports back, via the Head of School, to the school community. The current Head of School has an excellent working relationship with the Thai License Holder and the members of the Executive School Board and Directors.

## Management Structure

The Senior Management Team comprises seven members, each of whom has significant management experience in British International Schools. The Head of School, Duncan Stonehouse, who chairs the SMT, has been associated with international schools for over 14 years and joined Bangkok Prep in August 2014 having worked in the Senior Management Team at The British School Al Khubairat in Abu Dhabi. He is also the Co-Chair for Professional Development for the International Schools Association of Thailand (ISAT) and a Federation of British International Schools in Asia (FOBISIA) Board Member.

The License Holder, Patrada Yomnak, holds a Master's Degree in Education and has been previously associated with other international schools in Bangkok and Hanoi. She had held a senior administrative position at the Ministry of Education. She has been involved in teaching and as an advisor at Chitralada Palace School. She is currently Co-Chair of the Government Liaison Committee of the Executive Committee of ISAT.

The Head of Secondary is Tia Court-Smith, a UK national, who took up the position in August 2019. Prior to this, she was the Deputy Head of Secondary and then the Whole School Director of Studies at Bangkok Prep.

The Head of Primary is Martin Breen, who joined Bangkok Prep in 2011 as a class teacher and has been on quite the journey, culminating in him taking on Head of Primary in 2023.

The School Manager, Mike Supat Rajkich, is a Thai national who was educated and employed overseas. He has been employed at the school for over 10 years and oversees the campus, admissions office and many other aspects of school management. He also speaks three languages!

The Assistant School Manager and Assistant School Director, Pim Yomnak holds a second Master's Degree in International Education Administration. She has been employed at the school for more than 10 years and oversees campus development, and many other aspects of school management.

Finally, Aoy Charuwan Isarangkura Na Ayuthia joined the SMT in 2020 as the Deputy School Manager and Head of Finance and Accounting. She has been a leader at Bangkok Prep since 2015.

## **Academic Staff**

Currently, there are more than 170 expatriate staff, a team of Thai language teachers, and a generous number of Teaching Assistants and Learning Mentors. The majority of teaching staff are UK nationals and most have had prior experience in other international schools. We welcome applications for all backgrounds and value what can be shared and learned from colleagues who have experienced different teacher training programs and accumulated different experience.

The teaching staff currently spans four decades and is composed of diverse range of different nationalities. The school, like most international schools in Thailand, has a sizeable proportion of second language speaking students. The school provides additional Learning Support when necessary and will offer places to students only if we are able to ensure access to the curriculum. Although we have an EAL department, prospective teachers are expected to differentiate for the level of emerging English speakers in classes and adapt their teaching styles accordingly.

# School Size and Environment

The school has over 50 different nationalities in its student population: the largest being Thai, followed by significant numbers in the American, Australian, British, Japanese, Indian and Korean communities.

At present, the enrolment continues to grow from Nursery through Year 13 with interest in the school growing year-on-year. The school has class sizes of approximately 22 students, with five to seven classes/forms in most year groups.

The students are a delight to teach. Like most international schools in Thailand, many of the students are second language English speakers, many speaking multiple languages. English is the language of instruction in the classroom, with the exception of World Language lessons.

## Curriculum

The school offers the National Curriculum for England which it adapts to the needs of the student population. In Secondary, I/GCSE is offered as a precursor to A Levels (or BTECs), leading the students towards university education.

We provide an adapted English curriculum that is internationally relevant and academically rigorous. We consider the whole child, developing students' strengths and helping them to overcome their weaknesses with a strong and supportive formal and informal curriculum.

As an international school it is important that our curriculum reflects the spectrum of cultures and nationalities that are represented in our community, whilst remaining true to our English curriculum roots. We have a strong focus on being 'Globally Minded' and endeavour to deliver a significant proportion of our curriculum in an international context.

In addition to this, Bangkok Prep is also committed to the development of a sustainable global community. Our curriculum is rich and varied, interweaving our Bangkok Prep Values and placing emphasis on the skills needed to become responsible global citizens.

We are committed to the promotion of the UN's Global Goals for Sustainable Development, interweaving the goals within our curriculum and actively seeking opportunities to not only develop our children's understanding of global issues, but to encourage and empower them to take action. Our focus as a school has consistently been on high quality teaching and learning. The Whole School is focussed on global citizenship and digital citizenship.

## Accreditation

The school was granted full 10-year accreditation status in March 2011 with joint Accreditation by CIS (Council of International Schools) and well as ONESQA (Thai Quality Assurance). In January 2022, we received an excellent Accreditation Report from CIS.

As well as being an authorised examination centre, the school is a member of ISAT (International Schools Association of Thailand), TISAC (Thailand International Schools and Activities Conference), and BISA (Bangkok International Schools Association). The school is an active member of FOBISIA (Federation of British International Schools in Asia) and regularly takes part in its activities across the region, as well as some senior members of staff being involved in key committees. The school's membership of FOBISIA also affords us excellent CPD opportunities.

Our School is also accredited by The Heads' Conference (HMC). HMC schools are world-leading independent schools located in the British Isles and across the globe.

Students and staff also benefit from our active role in TISAC, the Thailand International School Activities Conference.



Leading  
Independent  
Schools

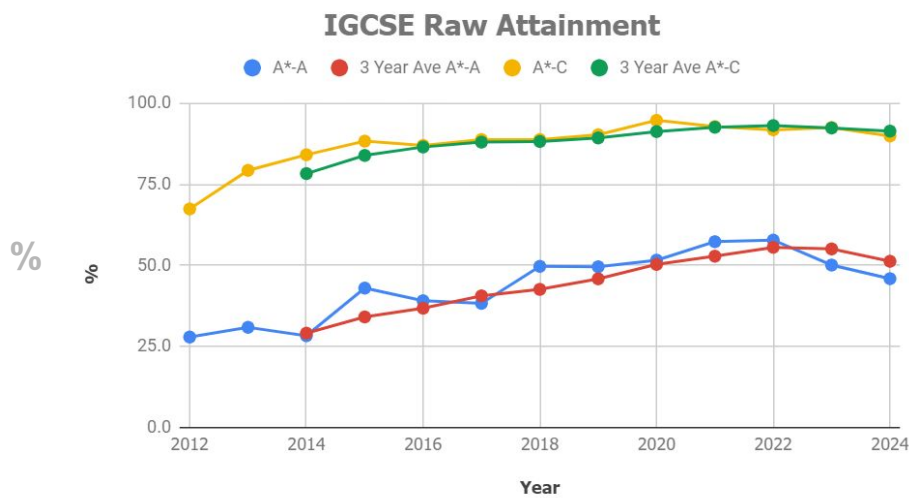


# Student Performance

As a school, we believe that examination results are not everything. However, equally, we are incredibly proud of how our students perform. Results in recent years have shown year-on-year improvement, with value-added attainment being a particular strength of student performance. The graphs below give some indication of how well our students perform:



## IGCSE Raw Attainment

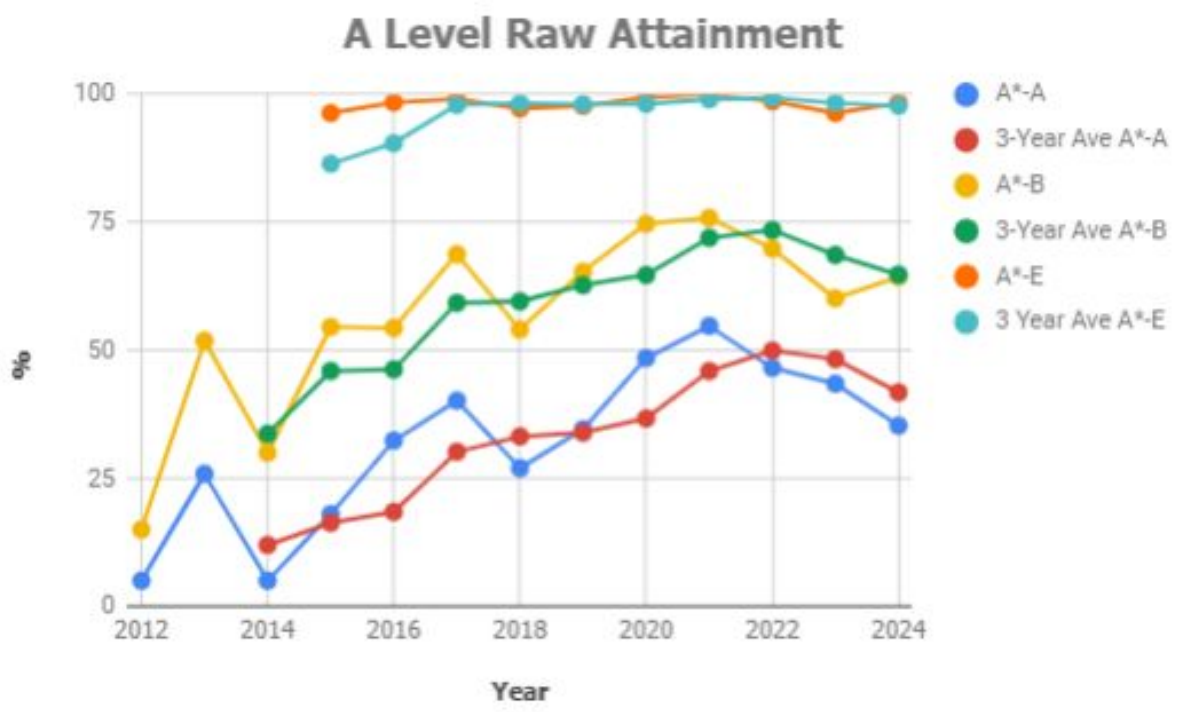


## IGCSE Value Added





## A Level Raw Attainment



## A Level Value Added



## School Year and Day

The school operates a northern hemisphere academic year from early to mid-August to late June. Classes begin from 07:35 in Primary and 08:00 in Secondary. An extensive Extra Curricular Activities programme for students is offered each day. Some activities are outsourced to local providers. Each teaching staff member is required to offer at least one Extra Curricular Activity per week, with additional remuneration for additional approved activities. Our Music and PE teachers are expected to offer additional ECAs as part of their roles.

## Finances

The school is in the very enviable position of being financially stable, with additional support by the major shareholders. The school's enrolment has been increasing each year and the Board has ensured that tuition fees are kept at a competitive level commensurate with the other schools of a similar size and reputation within Thailand. The school fared incredibly well during the COVID-19 crisis with student numbers remaining highly stable and even increasing at the Secondary School between the previous and current academic years.

## Strategic Planning

The school's strategic plan has been established in line with the identified vision of 'Preparing our COMMUNITY for a SUSTAINABLE, GLOBAL FUTURE'. The strategic development plan is split into four distinct areas from the Vision statement.:

- **COMMUNITY**
- **SUSTAINABILITY**
- **GLOBAL**
- **FUTURE**



# Conditions of Service

The 2024-25 full-time teachers' remuneration and benefits package is contained in **Appendix 1**. Newly recruited staff are placed on the salary scale point according to prior full-time teaching experience with maximum entry level at Point 6. One additional Point can be awarded for an approved Master's Degree.



All salaries are paid entirely in Thai Baht which is readily convertible to major foreign currencies. Taxation is according to Thai law and an example of calculation is included in Appendix 3. Some UK staff recruited directly from the UK may be eligible for taxation rebates.



The cost of living in Bangkok is lower than Western cities and the salary provides for a comfortable lifestyle for the employee. A housing accommodation subsidy is provided for all teaching staff and most staff live within a short distance of school.



Taxis are cheap and plentiful, but staff residing in Bangkok for a reasonable period of time often purchase motorbikes or cars.



For overseas-hired staff, airfares are provided at the commencement and conclusion of a two year contractual term, together with a mid-contract cash professional allowance payment.



Health insurance coverage is provided for the employee, as well as the costs of obtaining the various work permits and teaching license.  
*Please note that coverage of pre-existing conditions will be at the discretion of the insurance provider.*



A bonus incentive is provided for staff renewing beyond the initial two-year period. Full details are provided in contracts.

# Responsibility Allowances

The school has identified numerous positions within both the Primary and Secondary schools where paid Positions of Responsibility (POR) are offered on a yearly basis. These positions offer successful applicants experience in middle level management and recipients report directly to their line manager and a member of the Primary or Secondary Leadership teams.

## Contractual Requirements

Full requirements and conditions are contained in contracts. Full-time Primary teachers are expected to be on the campus between 07:15 and 16:00, and Secondary teachers are expected to be on the campus between 07:30 and 16:15. Teaching staff are expected to teach up to an 80% timetable, and in our Secondary school may take on class tutor group responsibilities. As part of the teaching contract, staff also expected to lead a weekly Extra Curricular Activity (ECA) and take part in two community / marketing days during the weekend per year. Staff are also required to undertake duties and cover responsibilities.

## Staff Meetings

Primary staff meetings commence at 14:45 and Secondary staff meetings commence at 15:25 once a week after school. Other subject/year group meetings may be held during the school day or after school. Additional meetings may be arranged for POR holders.

## New Staff Arrival and Orientation

Staff recruited to commence the new school year at Bangkok Prep will receive further details in a booklet entitled 'New Staff Arrival and Orientation Information 2024-25'. Key points covered will include:

- Pre-arrival preparation and paperwork
- Visa and Work Permit procedures
- Taxation and entitlements
- Accommodation
- Helpful hints on Thailand and Thai Culture/customs
- Opening a Bank Account
- Medical services



## Life in Bangkok

Bangkok Prep is situated near Soi 77 in the newly established T77 residential complex which is conveniently located near to the BTS Station On Nut. The school is situated in one of Bangkok's upmarket residential areas (Sukhumvit) which is in the centre of much of Bangkok's shopping, restaurants, plazas, and embassy life. Taxis are air-conditioned and very cheap and getting around in non-peak hour traffic is quite reasonable considering the size of the city.

Most teachers live in apartments within a 2km radius of the campus, and, as well as using taxis and the local BTS (sky train), some have bought cars or motorbikes. The side streets (sois) are alternate ways of travelling rather than using the main Sukhumvit Road. These sois are clearly labelled in English numbers and follow a logical sequence. An underground railway system (the MRT) also opened up a few years ago and provides alternative transportation. The new modern airport, Suvarnabhumi, is located on the same side of the city as the school and access time to the airport is now only 30-40 minutes.



## Apartments

Apartments are comfortable and air-conditioned and are generally well-furnished. Prices vary significantly and you will be given assistance and advice upon arrival on the range and style of apartments. Rents are negotiable and the accommodation allowance assists you in your living style. Some staff try to live within their accommodation allowance, whereas others are prepared to pay extra for their personal lifestyle preferences. Accommodation costs are generally a little cheaper the further you move away from the Sukhumvit Road area. Home help and cleaners are readily available and affordable on your salaries if you so wish.



## Eating and Shopping

The campus is located within easy distance of supermarkets and shopping centres. A wide range of international food and supplies are available, as well as fresh local produce. Bangkok has taken on a very sophisticated style over the past 10-15 years with superb restaurants catering for all culinary tastes, great nightclubs/pubs/and cinema centres. There are numerous balls and dinner dances throughout the year catering for celebration of expatriate national events days (St Patrick's Ball, St Andrew's Ball, St David's Ball, Rugby Club Balls etc.) – a good chance to dress up and join a table at one of the many five star hotels in town. Markets, parks, libraries and museums are equally available and enjoyable. There is something for everyone in Bangkok.



## Weekends/Vacations

Whilst Bangkok offers so much to do, many staff try to get out of town for a weekend or long weekend to the beaches or islands. The Eastern Seaboard is now very accessible by public bus or hiring a taxi and Pattaya, Rayong, or Koh Samet are only 2-3 hours' drive away. Additionally, Hua Hin, Cha Am on the southern beaches are also 2-3 hours' drive/or train away. Chiang Mai in the north is a 1 hour flight, and Phuket and Koh Samui have regular flights. Culturally historic cities of Sukhothai, Ayutthaya and Kanchanaburi are wonderful places to visit.



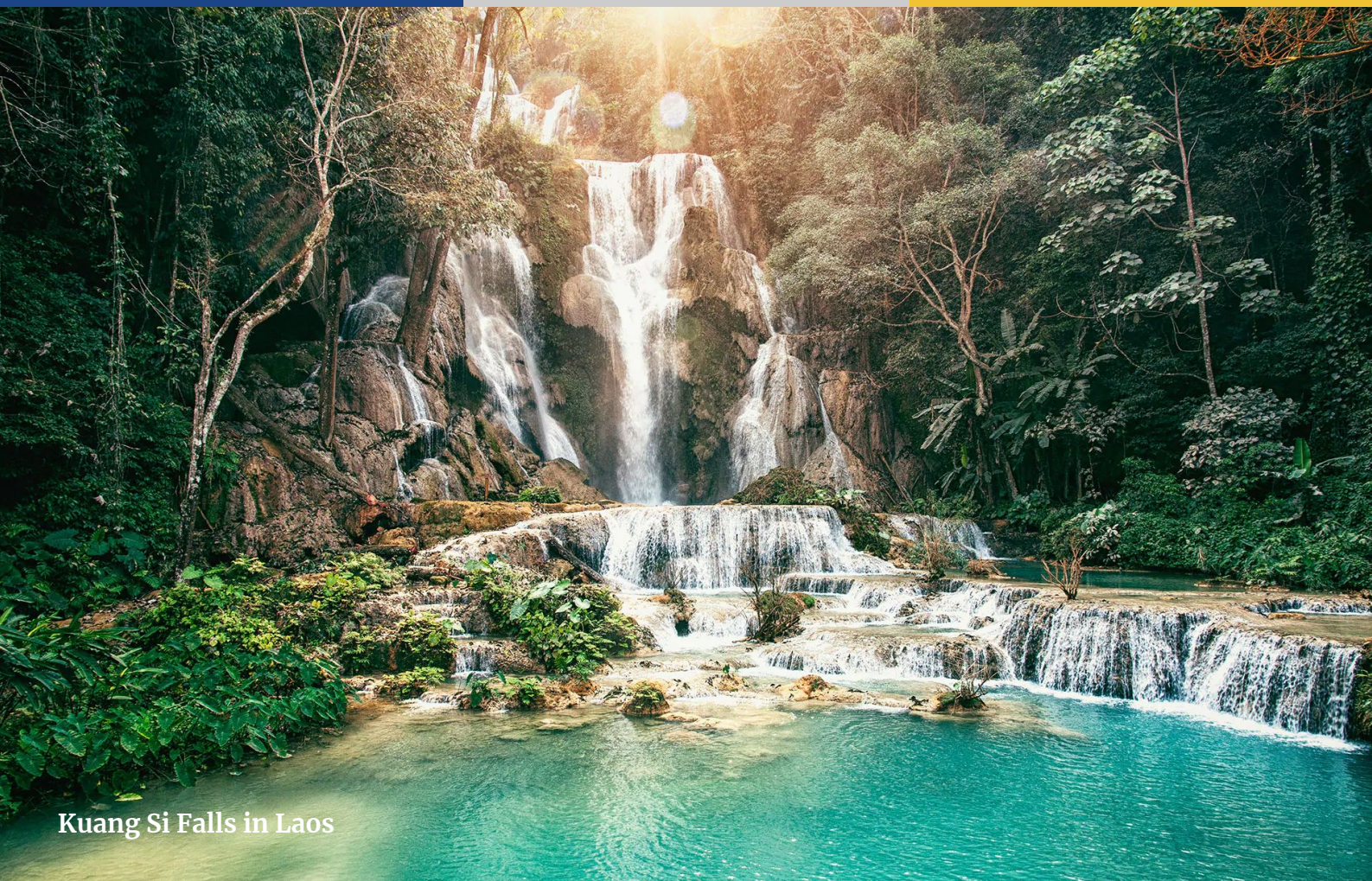
## Getting away!

Bangkok is also a hub for flights to Laos, Vietnam, Myanmar, Nepal, Singapore, Hong Kong or Malaysia – all no more than 2.5 hours' flight time. Australia is only a 9 hour flight away to Melbourne or Sydney.

Hotel/bungalow/villa accommodation costs within Thailand are affordable and negotiable.

The quality of expatriate life in Bangkok is good and most staff find their social niche in Bangkok and thoroughly enjoy life here. Sporting clubs (football, muay thai, rugby, tennis, gyms etc.) are all readily accessible for those wanting a more active life.

**Bangkok is what you make of it! It is a great city waiting to be explored!**



Kuang Si Falls in Laos

# Student Testimonials



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Being a student of Bangkok Prep for the past 7 years, I've witnessed the significant growth of our community. Not only have we expanded our campus, broadened our academic programs, and progressed towards sustainability, but we have also developed to become more interconnected and resilient as a community despite challenges. Still, as bulldogs, we continually seek to improve not only for ourselves but the wider community. As Head Girl, I aim to empower, advocate and represent the student body to ensure that everyone feels safe and can truly express themselves in school. I am truly honoured to drive advancements in my second home, to prepare students to become future leaders of the world, and for all members of Bangkok Prep to achieve their constant and true.

**Kwan-Kai K Head Girl 2024-25**

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Over the last few years of my life, my memories at Bangkok Prep will be ones that I cherish throughout my lifetime. Bangkok Prep has been and always will be an integral part of my life, crucial in shaping who I am today. The supportive community of peers, teachers and staff helped me through highs and lows being there for me every step of my journey in education and life. I am proud to become the Head Boy of a successful school and to have a key duty to represent its excellent student body. As the Head Boy I would like to see the heights this school will reach in the future having been a proud part of its journey. I will always look back to Bangkok Prep as a life changing experience allowing me to grow beyond my boundaries and limits.

**Sushi S Head Boy 2024-25**

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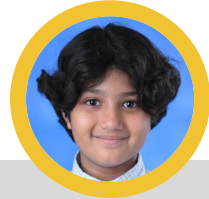
I have been in this school for over 3 years now and as time goes by I realise how amazing this school community is. However, the community members that really make this school as it is today are the TAs, Nurses, Security guards, teachers, and students that I get to interact with and see everyday and more. The one thing that I really love is that we always collaborate as a team, and that for me is amazing. Along with this, we are Eco friendly and diverse. I can't wait to see what we can accomplish together and how amazing it can get from here!

**Lucy - Primary Head Girl 2024-25**

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# Student Testimonials



I have been in Bangkok Prep for 4 years and this school is amazing, eco friendly and diverse. One thing I love about this school is that the teaching is wonderful and helpful. Bangkok prep has the best Music, Sports, Academic and food facilities that I have ever experienced. The teachers, TA's and other staff have helped a lot throughout my Bangkok Prep journey and I am very grateful for their help. I can't wait to see what lies ahead in the future for the school.

**Tushir - Primary Head Boy 2024-25**



# Teacher Testimonials



I've been working at Bangkok Prep for just over a year now and already feel completely at home, both in the school and in the city. The long standing and dedicated team have been incredibly welcoming and have been very supportive whilst I found my feet. The induction process was incredibly thorough, ensuring I felt fully prepared for the start of the school year. It's truly wonderful to collaborate with such talented and hardworking professionals who share a global outlook and mindset. I've enjoyed getting to know the hardworking and incredibly friendly students who also have a keen sense of fun! I couldn't be happier with my decision to become a part of the Bangkok Prep community.

**Jonathan Breaden - Primary Assistant Head of Learning**



There is a unique culture at Bangkok Prep; one of embracing challenges and one which is proud to be different. The children genuinely have fun and enjoy their learning activities. The teachers I work with are dedicated and caring, the students being their first priority on every level. Bangkok Prep maintains a positive relationship with parents, ensuring their questions, comments and suggestions do not go unanswered. It's a great place to work and build a successful teaching career.

**Will Fearon - Year 3 Teacher and Eco Leader**



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Without doubt the best things about working at Bangkok Prep are the children and staff. It is impossible to walk through any part of the school without receiving a wide smile and a “Hello Ms Bialek” from several of the children (and staff!). Everyone goes above and beyond in their teaching and learning and I can confidently say, Bangkok Prep children and staff are the best community that I have ever had the pleasure of working with. Bangkok Prep is also devoted to fostering an ethos of continuous professional development through an abundance of CPD available to staff and opportunities for coaching and mentoring. I have learnt so much in my time at Bangkok Prep, and I know everyone else has too.

**Ania Bialek - Deputy Head of Primary**

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Bangkok Prep is a great school to work at. The children are respectful, hardworking and very motivated to learn and grow. Bangkok Prep also offers many opportunities to grow as a teacher and take on roles to progress in your career, always having coaching sessions to develop your role and to make sure you have support to keep learning and improving in whatever position you are in. Finally, I would say it is a very positive environment to work at and I always feel trusted and respected by everyone in school.

**Marta Reira La Huerta - Primary World Languages Teacher and Head of World Languages**

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The students really are a pleasure to teach. They are highly motivated, very respectful and eager to please. Another really positive aspect of the school is that management are all very supportive and do their best to support you during busy periods in the year. If you have something to share I genuinely feel they will listen to you.

**Daniel Chandler - Year 6 Teacher**

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This is my 15th year working at Bangkok Prep and I have seen the school go from strength to strength. The school's reputation continues to grow, and I am proud to work at such a well-respected, sought after school. Being a parent, as well as a teacher here, I know that my children are receiving an excellent education, in a supportive, nurturing, inspiring environment. They both love learning and are happy to come to school and that is the best endorsement a school can get!

**Suzanne Domtongcharoen - Year 2 teacher**

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Working at Bangkok Prep has been a wonderful experience and I have always felt fully supported in my first international post. Staff and student wellbeing is a key focus for the school and it has created an incredible learning community, allowing us all to flourish. Students are proud to attend Bangkok Prep and love coming to school each day. They are motivated, curious and eager to learn, so teaching here is a pleasure. Staff growth is encouraged so opportunities for CPD are vast with providers across Thailand, Asia and even further allowing staff to take charge of their own development.

**Charles Clark - Head of EPQ, Teacher of Geography, Travel & Tourism, Global Perspectives**

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I have the pleasure of working with a team of wonderful teachers who are highly talented professionals. I am also equally appreciative of the efforts of the senior leadership team and the board for establishing this school as an excellent place to work and learn. I have been receiving excellent support and guidance to carry out my role as Head of Department. I am motivated by the school vision and life values it instils in its students. Students at Bangkok Prep are real gifts to teach. Whatever background they come from, they quickly adapt themselves to the Bangkok Prep culture of an Outstanding Learning Community. It is a privilege to be part of a community of reflective learners who respect plurality of perspectives.

**Praveen Kumar - Head of Business and Economics**

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I joined Bangkok Prep in 2019 during the pandemic. It wasn't an easy time to move but the school couldn't have been more helpful. Right from the very start, I have felt comfortable at Prep and part of the community of lovely staff and students. The students are motivated and want to do their best, which makes your job more interesting as you are constantly looking for ways to challenge them and understand what makes them tick. One of the things that attracted me to Bangkok Prep was their commitment to sustainability and this year I have become Eco-coordinator and am excited to work with an eager team of students to develop sustainability within the community and start working on some projects at our new forest campus.

**Lynne Pearson - EAL teacher and ECO Leader**



As I enter my eighth year at Bangkok Prep, I feel my time with the school is a testament in itself to how welcoming and supportive the environment is. The school is growing year by year, with plenty of opportunities for career development for those who are motivated. The location of the school is fantastic, but what makes this school truly special is the people. There's a real strong sense of camaraderie amongst the staff which contributes to a great social scene amongst the team that creates a sense of community beyond the classroom. Most importantly, the students are phenomenal. When I first started here nearly eight years ago, I worried about connecting with students, as this was my first international school. But I quickly realised that wouldn't be an issue. The students' eagerness to learn and their respect for both their teachers and the school has been a driving force behind my long-standing commitment here.

**William Holt - Secondary Year Leader and Teacher of English and Media**



I joined Bangkok Prep in August 2019 in my first international teaching post and I am really happy to belong to such a wonderful school community. As Faculty Leader for Science I have always felt fully supported in my role by the Secondary Leadership Team. Staff wellbeing is a focus at the school and I feel heard and valued as a colleague. Professional development is encouraged by the school and there are a wide range of courses available to us to attend as well as internal opportunities. The students at the school are engaged, interested, eager to participate and a joy to teach in lessons, as well as being keen to involve themselves in the wide ranging extra curricular provision. Several teachers, including myself, live in the T77 area affording a luxurious commute of only a few minutes.

**Hannah Caldwell - Secondary Faculty Leader (Science)**



# Appendix 1 - Remuneration and Benefits 2025/26



## Expatriate Teaching Staff Remuneration and Benefits 2025-26

Salary Point	Years prior Teaching and service commitment	Monthly Gross (THB)
15	Service Commitment 3	133,000
14	Service Commitment 2	131,000
13	Service Commitment 1	129,000
12	-	127,000
11	-	125,000
10	-	123,000
9	-	121,000
8	-	119,000
7	-	117,000
<b>6 (maximum entry)</b>	<b>6+</b>	<b>115,000</b>
5	5	112,000
4	4	110,000
3	3	108,000
2	2	106,000
1	0 < 2	104,000
A	NQT	100,000
B	NQT	98,000
Accommodation Allowance	<ul style="list-style-type: none"> <li>Baht 37,000 gross (first 2 year contract), increasing to Baht 42,000 gross for second and subsequent contracts</li> </ul>	
**Transportation airfare allowance (Employee)	<ul style="list-style-type: none"> <li>Start of contract – least cost economy, one way from approved point of origin</li> <li>End of contract – least cost economy, one way flight to approved point of origin</li> <li>Contract renewal – least cost economy, return flight to approved point of origin and Bangkok</li> <li>Dependent non-working spouse eligible</li> </ul>	
**Shipping Allowance	<ul style="list-style-type: none"> <li>Baht 15,000 gross upon arrival, and departure after 3 or more years' service</li> </ul>	
**Relocation Allowance	<ul style="list-style-type: none"> <li>Baht 15,000 gross for overseas hired employee upon arrival</li> </ul>	
Mid-contract Professional Allowance	<ul style="list-style-type: none"> <li>Baht 56,000 gross paid at the end of the first year of the initial two year contract. The allowance will be paid in subsequent contracts providing a flight entitlement is not paid</li> </ul>	
Bonus	<ul style="list-style-type: none"> <li>10% of gross salary, including any POR, for a 2 year extension beyond the initial 2 year contract (paid at end of fourth year)</li> <li>5% of gross salary, including any POR, for a 1 year extension beyond the initial 2 year contract (paid at end of third year)</li> </ul>	
Health Insurance	<ul style="list-style-type: none"> <li>Premium paid for expatriate teaching employee and 2 dependants (see Medical Insurance section of contract)</li> <li>All provinces in Thailand (subject to limitations)</li> <li>50% subsidy for any additional dependants</li> </ul>	
Laptop Computer	<ul style="list-style-type: none"> <li>Provided for staff as indicated on the contract</li> </ul>	
Activities Payment above contract obligations	<ul style="list-style-type: none"> <li>Payment according to established rates for second and subsequent approved after school activity offerings</li> </ul>	
Position of Responsibility Allowance	<ul style="list-style-type: none"> <li>Range from Baht 2,000 – 27,000 gross per month, depending upon position</li> </ul>	
Permits	<ul style="list-style-type: none"> <li>Initial single non-immigrant B visa – paid by the employer for the employee and legal dependants</li> <li>Renewal of non-Immigrant B visa – paid by the employer for the employee and legal dependants</li> <li>Work Permit- paid by employer annually</li> <li>Teaching License – paid by the employer annually</li> <li>Multiple Re-entry Permit – paid by the employer once per academic year, if requested</li> <li>Overstay fees are the responsibility of the employee</li> </ul>	
Upon Initial Arrival	<ul style="list-style-type: none"> <li>**Initial up to 10 nights' accommodation paid for by employer for employee and approved dependants</li> <li>Initial medical examination (required for work permit)</li> <li>Initial photographs (required for permits)</li> </ul>	
Dependent Children Education	<ul style="list-style-type: none"> <li>Scholarship on tuition fee only provided for up two eligible dependent children per family</li> </ul>	
Taxation	<ul style="list-style-type: none"> <li>All teaching staff will pay taxation at the prevailing Thai Government rates.</li> <li>Dependent upon conditions criteria (prior taxation status in UK, total length of contractual service at the School being no more than 2 years), eligible employees will be given assistance in the process of submitting a claim for potential taxation rebate</li> </ul>	

\*\*Applicable for overseas-hired staff only

## Appendix 2 - POR Structure 2025/26

<b>Position</b>	<b>Allowance (THB Gross/month)</b>
POR 7 – Assistant Head	27,000
POR 6 – Head of Unit	>24,000
POR 5 – Faculty Leaders	16,000
POR 4 – Year Leaders	14,000
POR 3 – HOD + 4	10,000
POR 2 – HOD + 2	7,000
POR 1 – Special Projects	2,000-3,000

## Appendix 3 - Sample Approximate Tax Calculation

For a 12-month fiscal year (January-December)

- Single employee
- Individual approximate taxation will be determined by the school upon your arrival

### Deduction before tax

Employment standard deduction:	100,000 THB
Personal allowance:	60,000 THB
Non-Working Spouse allowance (legally married):	60,000 THB
Child allowance:	30,000 THB

### Calculation of tax

Taxable income = Gross income – Deductions (using data above), where Gross income includes salary, housing allowance, professional, mid-contract allowances, bonus, etc.)

- First 150,000 THB of taxable income is taxed at 0%
- Taxable income over 150,001 THB up to 300,000 THB is taxed at 5%
- Taxable income over 300,001 THB up to 500,000 THB is taxed at 10%
- Taxable income over 500,001 THB up to 750,000 THB is taxed at 15%
- Taxable income over 750,001 THB up to 1,000,000 THB is taxed at 20%
- Taxable income over 1,000,001 THB up to 2,000,000 THB is taxed at 25%
- Taxable income over 2,000,001 THB up to 5,000,000 THB is taxed at 30%
- Taxable income over 5,000,001 THB is taxed at 35%

### Example (Single hire)

(Salary 100,000 Baht + Housing Allowance 30,000 THB = 130,000 THB per month)

Gross income	= 1,560,000 THB	
Deductions before tax	= 160,000 THB	
Therefore, Taxation Income	= 1,560,000 – 160,000	= 1,400,000 THB
Tax on first 150,000	= 0% of 150,000	= 0 THB
Tax on next 150,000	= 5% of 150,000	= 7,500 THB
Tax on next 200,000	= 10% of 200,000	= 20,000 THB
Tax on next 250,000	= 15% of 250,000	= 37,500 THB
Tax on next 250,000	= 20% of 250,000	= 50,000 THB
Tax on next 26,000	= 25% of 470,000	= 100,000 THB
Therefore Total tax	= 215,000 THB	
Therefore Net Income	= 1,560,000 – 215,000	= 1,345,000 THB

**N.B.:** approximate only, dependent on previous employment status (if within Thailand) and subject to any other additional allowances (e.g. gross professional mid contract allowance, gross POR, gross bonus, etc.)