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# Repton Abu Dhabi

*Hiring great people and helping them become world class teachers*

Candidate Pack 2023/24

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## Welcome

Thank you for your interest at working at Repton Abu Dhabi. It is a privilege to work at Repton and to live in such a vibrant and amazing city such as Abu Dhabi. The recruitment process is as much about you selecting the right school, as it is about the school selecting the right staff. We hope that you find the below information useful.

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What does a Repton education stand for? Academically challenging and with high aspirations, we are a school that never loses focus of the individual child. Repton is a school where there are many blends: a blend of the pursuit of excellence with a broadening of the mind; a blend in the fulfillment of succeeding as an individual with the pleasure of working as part of a team; and a blend between the investment in self-discovery with an awareness of others. This, as our sister schools refer to, is the 'wholeness' that personifies a Repton education.



An international school with a British flavour, Repton Abu Dhabi offers an inclusive learning environment appealing to both children and parents alike from a range of backgrounds. The curriculum combines the best of the British system with the dynamism of the UAE. It is supported by an exciting and broad extra-curricular programme taking full advantage of our first-rate facilities. In short, we feed a natural curiosity for learning to equip students with a solid foundation on which to build their future dreams. Repton operates across two campuses on Reem Island, Abu Dhabi. Initially, Rose Campus (Foundation School) opened in 2013, and currently operates from FS1 to Year 1, with approximately 600 students.

Fry Campus opened its doors to students from Year 2 to Year 6 in 2017, adding Years 7-8 in 2018 and a phased opening for students in years 9-13 in the coming years, with a capacity of approximately 1,800 students. The Senior School follows iGCSE and A-Level programs. The overall capacity across both campuses is 2300. The Principal leads the whole school structure. In addition to bright, airy and well-equipped learning spaces, Fry campus has outstanding facilities including a five lane, 25-metre indoor swimming pool, three indoor sports halls, four shaded rooftop tennis

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courts and a multipurpose performance hall. Further to this, there is a sky-court/dining area with capacity for 400+ students as well as a central library, art centre, robotics room, design technology rooms, music halls and science laboratories.

Repton Abu Dhabi is extremely popular with locals and expatriates alike, with an excellent reputation in the capital city, having fostered unique bonds with local communities and authorities. Sitting at the heart of 'New Abu Dhabi' on Reem Island, as an Apple Distinguished School, Repton Abu Dhabi will be the 'EdTech' centre of this modern, vibrant city for decades to come.

## Our Teachers

All that we achieve at Repton is dependent on recruiting outstanding teachers, and then ensuring that continuous professional development (CPD) is embedded within the culture of the school. Repton recruits the majority of teachers from the British Isles and works very hard to provide ongoing support and further training.

Each one has joined our team following a rigorous recruitment and selection process, and they are chosen not only for what they do, but also for who they are. Children thrive on challenge and learn to take risks when they know and feel deep within them that they are valued, understood, and cared about. For this reason, we have been awarded 'Outstanding in Pastoral Care and Students' Personal Development by ADEK.'

Each Teacher also brings their own unique teaching style, experience, passions, gifts and talents, and we boast an impressive range of extra-curricular clubs which draw from this range and breadth. Our Class Teachers are experienced in teaching the UK National Curriculum / Early Years Foundation Stage and are from the British Isles - England, Scotland, Wales, Northern Ireland, Republic of Ireland.

Children from FS1 to Year 2 also benefit hugely from Teaching Assistants assigned to each class, the impact of which is outlined in ADEK's latest inspection report.

A forward-thinking CPD programme enables staff not only to work upon the specific needs of their subject, but also to reflect and plan for the betterment of their own mindset, well-being and career development.

Parents can be safe in the knowledge that Repton teachers role-model the most positive learning behaviours, including lifelong learning and Growth Mindset.



## Well-being at Repton School

At Repton Abu Dhabi, we foster a culture of wellness throughout the school by providing quality, innovative and inclusive programs, services and facilities that promote healthy, active lifestyles to enhance staff success

The Repton Abu Dhabi Well-being Team have created a Wellness Charter which outlines the fantastic benefits for staff when you work with Repton.



### REPTON ABU DHABI WELLNESS CHARTER

The well-being of our staff is extremely important. Please see below the initiatives available to you.



 <b>Complimentary beverages in the staff room</b>	 <b>A Buddy System</b>
 <b>Medical Insurance</b>	 <b>Annual Well-being Calendar</b>
 <b>In-house Counselling</b>	 <b>Staff Social each term</b>
 <b>Flexible approach to family appointments</b>	 <b>Career Development</b>
 <b>Communications Policy - No emails before 6am and after 6pm</b>	 <b>SLT Open Door Policy</b>
 <b>Cake, laughter and friendship in the staffroom</b>	 <b>Discounts with local business</b>

Repton Abu Dhabi Wellness Charter 2020



## About The Group

Excella provides outstanding British curriculum education in the UAE. Excella's school portfolio comprises Repton Dubai, Repton Al Barsha and Repton Abu Dhabi in the UAE, alongside Dovecote nurseries with branches across UAE. Our schools and nurseries boast world-class

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facilities and a commitment to hiring and developing the best academic talent to support the development of the whole child and prepare them for the challenges of higher education and the exciting yet complex world beyond.

## Our History & Pedigree

In 2006, Excella partnered with Repton School, a prestigious Derbyshire-based independent school in England with a history of more than 460 years of education excellence, to offer a British independent school education in the GCC region.

The first school arising from this partnership, Repton School Dubai opened in 2007. Until 2013 Repton School's overseas interests had been managed directly by the UK school. However, with the opening of Foremarke Dubai (later changed to Repton Al Barsha) and Repton Abu Dhabi in 2013 Repton International Schools Ltd (RISL) was established to manage Repton's overseas interests.

RISL has direct representation on the Boards of Governors of all Excella schools, thereby ensuring a close and coherent relationship with the strategic direction of the schools. The Quality Assurance framework developed by Repton School has created the foundations for the national education inspections. All three Repton schools have been judged to be 'Outstanding' in a wide variety of performance areas.

Excella's objective is to have all portfolio schools rated as Outstanding and to be recognised leaders in the field of education technology.

In support of this, whilst our schools each have unique features and personalities, we believe we're stronger when we work as a group therefore all teams across our UAE schools work closely together to share best practice, activate innovation and participate in shared CPD activities.

## Curriculum Overview

At Repton we follow a British independent school curriculum which incorporates elements of the English National Curriculum but which allows highly skilled teachers to develop an appropriate curriculum for an independent school in an international environment.

The whole course of study through the school is designed to develop students as independent and lifelong learners as well as encouraging a spirit of intellectual curiosity and the pursuit of knowledge. This is achieved not only by what is studied in lessons but via creative links between academic and cross-curricular opportunities, including field trips outside of school. Science, Technology, Engineering, Art and Mathematics subjects (STEAM), are central elements

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in the curriculum. Ministry of Education subjects (Arabic, Social Studies and Islamic Studies) enrich the curriculum in our local context and are integrated as appropriate. All subjects are delivered with a rigour stemming from proven, research-based teaching methods and are bolstered by the latest innovations in using technology to accelerate learning.

Further to this, the school has ready access to the latest in curriculum planning, assessment and monitoring strategies and the staff regularly review their teaching practices to ensure a fresh and dynamic approach to education.

There is a strong emphasis on specialist teaching in subjects such as French, Music, PE and Swimming, and we are supported by a world-class outdoor education program at Group level, unique to the region which is specifically designed to develop resilience, leadership and prepare our students for life after school – a key aspect of our focus on the ‘whole child’.

Regular Personal Study is set to support and extend the children’s learning. Moreover, it instils self-discipline and independent study, which are vital to academic progression through the school. As would be expected, the support and involvement of parents in encouraging students to complete such work firmly and necessarily backs up the school’s policy on extended learning.

In support of The UAE Moral Education Programme and Repton’s Ten Values, our curriculum is value driven. We also integrate the development of skills in the areas of global, social, and cognitive competences through all subjects, preparing our children for the world of the future and enabling them to thrive and solve the problems of their generation.

## Pastoral Care

Happy children learn. To thrive they need to feel that they belong, they matter, they are listened to, and that they are safe.

Our Pastoral Care has been rated as Outstanding by ADEK. Caring for our students underpins everything we do, be it encouraging a child at Sports Day, supervising a safe playtime, celebrating their achievements in assembly, organising a parent meeting about behaviour at the end of a school day or tracking attendance.

Every member of the school family is involved in shaping and developing the whole child. Through our collaborative and caring community, our Students’ Personal Development has also been rated as Outstanding by ADEK.

Teachers, Teaching Assistants, Heads of Inclusion, Counsellor, Nurse, Heads of Year, Heads of House and other Senior Leaders, all work together to make sure that each child’s needs are understood.

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Our School Nurses are part of this important support system. As well as offering ad hoc care, they plan a calendar of educational events for students, parents and staff. They work with SEHA and HAAD, and monitor each child's BMI status, linking with the PE and Swimming Department to ensure each child learns healthy habits that will last a lifetime.

In short, the Pastoral Care Team plays a full part in the life of the school community, supporting the ethos and standards expected and encouraging students, staff and parents to do likewise.



## Inclusion

In line with the UAE's Vision 2021 strategy plan, the staff at Repton Abu Dhabi are committed to providing an inclusive education to all students. We strive to ensure that students with a learning difficulty have a positive learning experience and are supported in their learning.

We treat students or prospective students with a learning difficulty, no less favourably than others. The school has the required support systems available to meet students' needs both at the admissions level and the classroom level. To this end we work collaboratively with management, departments, teachers, pastoral and medical teams, parents and students in supporting learning diversity. Repton embraces the concept of inclusive education because it is the heart of effective education.

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## Digital Learning

Repton Abu Dhabi was the very first Apple Distinguished School in the Middle East. From age 3 onwards, our students are each equipped with their own iPad, and technology is integrated across the curriculum. This is so successful that our attainment in Computing far exceeds the UK national average every year. Coding is a timetabled subject, and children are also exposed to resources such as interactive Spheros, Beebots and drones, and have access to robotics challenges. iPads are also used to collate, assess, and comment on homework to help children meet their individualised targets.



Technology is blended with, and enhances, traditional and contemporary subjects and methodologies. Our student Digital Leaders Team, Apple Teacher trained staff, and Digital Vision ensure that our screen time policy keeps the use of technology focused and strategic. Innovation, however, is not restricted to digital technology. Children are encouraged to solve problems in new ways, particularly through STEAM subjects (Science, Technology, Engineering, Art, Maths), and Innovation Time is a dedicated weekly lesson at Fry Campus.

In addition, we also use physical coding as a problem-solving strategy in lessons across the curriculum, linking the importance of computational thinking and deconstructing concepts as a core 21st century skill.



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## Sports

Sports play an integral role in promoting our school ethos. Competitive sports allow students to develop their team-work skills, commitment, communication and sportsmanship. From Year 2 onwards the School offers two hours of physical education per week. And there are numerous sports teams they can enter trials for on a yearly basis.

We also provide a wide range of sporting opportunities during extra-curricular activities which utilise our outstanding indoor and outdoor facilities.



## Outdoor Education & Extra-Curricular Activities

We believe that learning and adventure is not restricted to the confines of the classroom or the formal curriculum. Outstanding schools offer a huge variety of sports and extracurricular activities that are often student-led and designed to inspire and challenge in equal measure. Repton is determined to stay at the very forefront of this provision in sport, music, the performing and creative arts and in design, technology and innovation. Whether on top of a mountain in the French Alps, a community project in the jungles of Thailand, or facing a fast bowler on the cricket pitch, all the activities and events we offer are designed to build confidence and character, resilience and grit.

Employers tell us that twenty-first century learning skills such as collaboration and team work, communication and problem solving, have never been more important. Therefore, giving young people demanding but rewarding experiences and challenges helps them to develop these

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essential life skills. The sport and extra-curricular programme offered at Repton is second to none and delivers enormous opportunity and choice.



## What Do Parents Say?

“We chose Repton after visiting about 11 schools in Abu Dhabi. Repton was our first choice being the only school which fulfilled our preferences: it is a Family-friendly school. At Repton you find an atmosphere that makes you feel like you are part of a big family. The Principal and Deputy Head are welcoming and greet everybody each morning in the Reception. All teachers and generally all staff have a family friendly approach towards everyone and make you feel welcome to the big Repton family.

Parents are invited to be a part of the children’s lives in the school by participating as volunteers for all events during the academic year. This allows parents to follow the evolution of children in the school environment. Repton offers a varied and rich curriculum with extra activities starting at Foundation Stage 1 (FS 1). Some of these include:

- Swimming lessons
- Arabic lessons

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- French lessons
  - ECAs (After School Clubs)

Foundation School is a separate building from senior school. This creates more safety for a parent who enrolls children at the age of 3 in a school. Knowing that your 3 year old child won't have a lot of interaction with much older children. These are just a few reasons that come to mind but there are many more. We love Repton Abu Dhabi and are pleased to contribute towards improving the reputation and image of the school"

Adriana Lazar

Friends of Repton

## Character Requirements for Teachers

As a school we are very proud of the culture we have built at Repton Abu Dhabi. Schools are about people and relationships and our recruitment strategy very much focuses on hiring people with outstanding character. We are protective of our culture. The following character traits are non-negotiable:

- Team Player who adds to the collaborative culture of the school
- Positive attitude, adaptable and solution focused
- A life-long learner with a growth mindset
- Humility and humour - An ability to work hard but have fun

## Experience & Education Requirements for Teachers

- Bachelor's degree plus QTS and PGCE
- For specialist teachers, the bachelor's degree must be in a directly related field (e.g.

Mathematics teacher should have a Maths related bachelor's degree)

- For senior school positions teaching KS4 and above, A-Level experience is mandatory
- Generally, we require a minimum of 2 years post qualification experience in a British Isles/UK curriculum school

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## Remuneration Package

- Competitive tax free salary commensurate with years of experience
  - Accommodation (mandatory for those new to country due to visa restrictions), potential option of cash allowance in lieu of accommodation for those already settled in Abu Dhabi
  - Annual return flights, global healthcare plan for self, spouse and up to two children up to age 18 (subject to status)
  - School fees remission for up to two dependent children in Repton Abu Dhabi •
- Exceptional CPD opportunities

## References

Please include within your application/resume the name, job title, work email address and telephone numbers of a minimum of three professional referees. For teaching roles, one of these referees must be your current Headteacher/Principal.

Please rest assured that no referees will be contacted until we have received your specific consent to do so.

## Qualifications, Identification, Health and Background Checks:

At interview, candidates will be required to provide documentary evidence of academic and professional attainment. You will also be required, if an offer is to be made, to undergo a pre-placement medical assessment and relevant background checks as part of the school's rigorous recruitment process in line with our robust safeguarding policies.

*The Repton Family of Schools is totally committed to safeguarding the welfare of children and young people and expects the same from its employees. All new staff will be subject to detailed and enhanced pre-employment clearance, including identity checks, criminal background checks for all countries lived in, qualification checks, employment checks to include an exploration of any gaps in employment, and satisfactory reference checks for all employment in the last 5 years*