



**Join us**  
**Academic Year 2024-2025**



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Dear Colleague,

I am delighted that you are considering this exciting opportunity to work with us here at Al Ain English Speaking School, Abu Dhabi.

It is a great time to be applying to the school as we continue to grow in numbers with new facilities such as our 2 storey upper primary school with over 30 classes with 2 purpose built science laboratories and a dedicated ICT suite where these children are given bespoke lessons by subject specialists. Our 5-million-dirham auditorium that seats 560 people is state of the art and something that we are very proud of. The opening of the facility saw us celebrate Mr Zaheer Abass (Principal of Secondary) win the Abu Dhabi Education and Knowledge, Teacher Appreciation Award. We also have a little garden and outdoor pizza ovens as part of our Food to Fork programme, which also includes a little chicken farm and a duck pen! We also have a modern STEAM centre which contains a state of the art Home Economic Suite; Engineering and Technology workshop, TV and Radio Studio; 60 Apple Macs; and an automotive mechanics workshop.

We are very proud of all our students here, where we have had the pleasure of celebrating many successes, including Ghayth being awarded the Cambridge High Achiever Award for the Highest Mark in the World for AS Maths. Ghayth joined a previous winner, Roy, who gained the highest mark in the world from Pearson for GCSE French. Most years we also celebrate highest marks in the Middle East or the UAE and this year is no exception with Alaa Sharif winning the highest in the world for AS Psychology.

In addition, I am delighted every year to see a high number of students gain their Duke of Edinburgh Awards from bronze to gold where students experience expeditions ranging from the UAE mountains and desert, to the hills of Nepal. This highlights the wonderful students and facilities that you will encounter should you be successful in gaining a post here with us.

You will also have the opportunity to work with a fantastic team of dedicated teachers, senior teachers and admin and support staff that are exceptionally supportive and passionate about what they do. Most have worked in outstanding schools in the UK and have a goal of driving this school towards the top. Indeed, our last inspection report from November 2021, resulted in us gaining an 'A Grade' rating from ADEK giving us the 'Very Good' rating, with 'Outstanding' features. We have also been inspected by the British Overseas Award team, where we became the first school in Al Ain, and one of only 7 schools in Abu Dhabi to achieve this endorsement.

We encourage and award commitment after 2 years where we give staff the opportunity to apply for one of our full bursaries towards master's degrees and high value CPD such as NPQLTD; NPQLT; NPQLBC; NPQSL, & NPQH. We also run a non-remunerated associated head of year/department scheme where successful candidates from an additional interview, shadow their line manager and are fast tracked to promotion as positions become available.

If your vision and aspirations resonate with ours, I hope you will consider the post as an excellent opportunity and a sure way to make a significant difference.

Please do not hesitate to contact my P.A Caroline Reader ([creader@aaess.sch.ae](mailto:creader@aaess.sch.ae)) should you require additional information.

Thank you for your interest in Al Ain English Speaking School. I wish you every success for the future.

Yours sincerely,

Andrew Thomas B.Ed (Hons) M.Phil NPQH  
Executive Principal



## ABOUT US

Al Ain English Speaking School is one of the oldest schools in Al Ain with a reputation that goes beyond the city boundaries. It sits in the 'Garden City' renowned for being an oasis in the desert. AAESS is an all through school with over 1850 children from 3 to 19, and continually growing. The campus is spacious and welcoming and prides itself with good facilities such as our fantastic indoor swimming pool; floodlit tennis courts; 566 seat auditorium; food prep and nutrition kitchen; automotive garage; TV & radio production studio and two Apple Mac suites. We deliver the British Curriculum and offer iGCSE, AS and A Levels, with our 6th Form students securing places in prestigious universities all over the world.

Al Ain English Speaking School holds the British Schools Overseas Award, where we are endorsed by the British Government and quality assured by Ofsted.

Al Ain English Speaking School is a caring and multicultural community that enables all individuals to realise their potential in a dynamic and innovative learning environment. We value enquiry, perseverance and reflection, treating one another with respect and integrity, while learning together to become responsible and enterprising global citizens.

Rated "Good" in every category by British Schools Overseas (BSO) 2022

Rated "Very Good" by ADEK 2021

The National Curriculum for England EYFS, KS1-KS3, GCSE, IGCSE, A Levels & BTEC

Comprehensive and bespoke ECA programme with 300+ activities on offer

Consistently outstanding GCSE and A Level exam results





# AI AIN ENGLISH SPEAKING SCHOOL CAMPUS

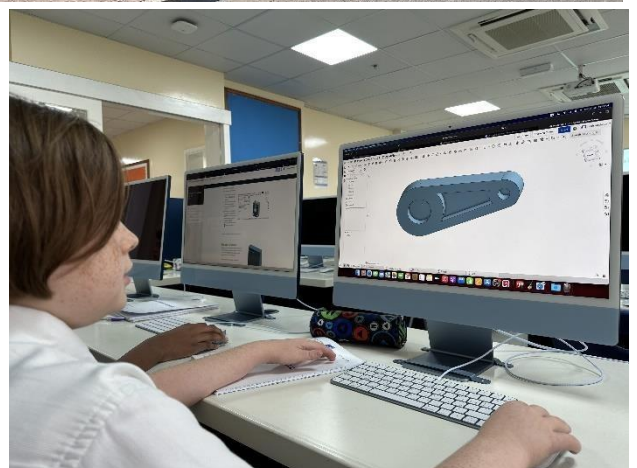


Al Ain English Speaking School has recently gone through a multi-million pound upgrade programme, which is located in the city of Al Ain.

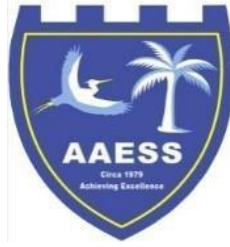
The curriculum is modelled on the National Curriculum for England, leading to GCSE, IGCSE, BTEC & A Level qualifications. AAESS offers a truly British education, immersed in a wonderful multi-cultural environment, which ensures an exceptional holistic opportunity for our students, within our international community.

AAESS is the only school in Al Ain that houses very modern facilities, including Food Prep kitchens; TV & Radio studios; bespoke primary science & ICT labs; 60 Apple Macs built to the highest spec; a fully fitted automotive garage & a modern and new Design Technology and Engineering workshop. Alongside our 25m indoor swimming pool; floodlit tennis courts, and not forgetting our vegetable garden, duck & chicken houses, AAESS is indeed a pioneer in leading the way here in education in Al Ain and the UAE. Even our nursery school is purpose built, with separate playgrounds and break-out areas.

This all makes AAESS the number one choice of the expat parent here, where we are at the heart of the community with what we do as well as offer.







AAESS is an aspirational and exciting learning environment, providing a high quality education based on the National Curriculum of England and Wales for students aged between 3-18 years. The School is the oldest and most established in Al Ain and regularly overly subscribed.

At AAESS we are ambitious for our students, having high expectations and believing that everyone has the ability to succeed and reach their potential. As such we are dedicated to providing stimulating and challenging learning for all pupils, enabling them to find and develop their individual talents as they move through school to become the leaders of the future. We are proud of our newly renovated modern facilities and spacious grounds which are used effectively to enhance pupils' learning, as we value success in wider areas such as sport, music and art as highly as we do academic achievement. Student's progress and results are very good here, and most of all, they are happy.

We recognise that in order to achieve fully, our students need a caring and supportive environment in which to grow and flourish. We appreciate diversity and encourage students to be pioneers who take risks and develop a love of learning to take with them throughout their life.

As a well-respected school within the community of Al Ain, we welcome every opportunity to further strengthen links with establishments in our city. We strive to ensure that our students leave school with a set of values and a perspective on life that enables them to succeed in whatever they choose to do.

I look forward to your application and I wish you all the very best in your career: 'Inshallah', it will be at Al Ain English Speaking School, here in the beautiful 'Garden City' of Abu Dhabi.



**ANDREW THOMAS**  
**B.Ed (Hons) M.Phil NPQH**  
**Executive Principal**





# **CLASS & SUBJECT TEACHERS**

## **JOB DESCRIPTION**

### **JOB PURPOSE**

To teach across the age and ability range in accordance with the curriculum through excellence, innovation, creativity and compassion. It would be expected for a Teacher of Primary or Secondary to help to shape the respective curriculum, develop a passion for learning and help inspire young minds.

### **STANDARDS**

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up to date and are self-critical; force positive professional relationships and work with parents in the best interests of their pupils.

#### **1. SET HIGH EXPECTATIONS WHICH INSPIRE, MOTIVATE AND CHALLENGE PUPILS**

- 1.1 Establish a safe and stimulating environment for pupils, rooted in mutual respect.
- 1.2 Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
- 1.3 Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

#### **2. PROMOTE GOOD PROGRESS AND OUTCOMES BY PUPILS**

- 2.1 Be accountable for pupils' attainment, progress and outcomes.
- 2.2 Plan teaching to build on pupils' capabilities and prior knowledge.
- 2.3 Guide pupils to reflect on the progress they have made and their emerging needs.
- 2.4 Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.
- 2.5 Encourage pupils to take a responsible and conscientious attitude to their own work and study.

#### **3. DEMONSTRATE GOOD SUBJECT AND CURRICULUM KNOWLEDGE**

- 3.1 Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings.
- 3.2 Demonstrate a critical understanding of developments in the subject and curriculum areas and promote the value of scholarship.
- 3.3 Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy, articulation and the correct use of standard English, whatever the teacher's specialist subject.
- 3.4 If teaching early reading, demonstrate a clear understanding of systematic, synthetic phonics.
- 3.5 If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

#### **4. PLAN AND TEACH WELL STRUCTURED LESSONS**

- 4.1 Impart knowledge and develop understanding through effective use of lesson time.
- 4.2 Promote a love of learning and children's intellectual curiosity.
- 4.3 Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.
- 4.4 Reflect systematically on the effectiveness of lessons and approaches to teaching.
- 4.5 Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).



## **5. ADAPT TEACHING TO RESPOND TO THE STRENGTHS AND NEEDS OF ALL PUPILS**

- 5.1 Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.
- 5.2 Have a secure understanding of how a range of factors can inhibit pupils' ability to learn and how best to overcome these.
- 5.3 Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development.
- 5.4 Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

## **6. MAKE ACCURATE AND PRODUCTIVE USE OF ASSESSMENT**

- 6.1 Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- 6.2 Make use of formative and summative assessment to secure pupils' progress.
- 6.3 Use relevant data to monitor progress, set targets and plan subsequent lessons.
- 6.4 Give pupils regular feedback both orally and through accurate marking and encourage pupils to respond to the feedback.

## **7. MANAGE BEHAVIOUR EFFECTIVELY TO ENSURE A GOOD AND SAFE LEARNING ENVIRONMENT**

- 7.1 Have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour in classrooms and around the school, in accordance with the school's behaviour policy.
- 7.2 Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise sanctions and rewards consistently and fairly.
- 7.3 Manage classes effectively using approaches which are appropriate to pupils' needs in order to involve and motivate them.
- 7.4 Maintain good relationships with pupils exercise appropriate authority and act decisively when necessary.

## **8. FULFIL WIDER PROFESSIONAL RESPONSIBILITIES**

- 8.1 Make a positive contribution to the wider life and ethos of the school.
- 8.2 Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- 8.3 Deploy support staff effectively.
- 8.4 Take responsibility for improving teaching through appropriate professional development responding to advice and feedback from colleagues.
- 8.5 Communicate effectively with parents with regard to pupils' achievements and well-being.

## **9. PERSONAL AND PROFESSIONAL CONDUCT**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- 9.1 Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school by:
  - Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
  - Having regard for the need to safeguard pupils' well-being in accordance with statutory provisions.
  - Showing tolerance of, and respect for, the rights of others.
  - Not undermining fundamental Islamic values, including mutual respect, and tolerance of those with different faiths and beliefs.
  - Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.





- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

9.2 Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.

9.3 Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

## **PERSON SPECIFICATION**

### **Education and experience:**

You must have a minimum of 2 years experience teaching the National Curriculum of the area/subject applied for and relevant degree/PGCE.

It is essential that you have experience of teaching the National Curriculum in British Schools.  
High quality degree (2:1 and above)

## **KEY RESPONSIBILITIES**

This job description is a fluid document, and the list of responsibilities should not necessarily be seen as absolute. The post holder may be expected to carry out additional tasks that are reasonably deemed appropriate and, in a new and growing school, the job is likely to evolve.

## **FURTHER DETAILS**

### **Teaching**

To teach according to departmental schemes of work.

To ensure that lessons are well prepared, efficiently resourced and appropriate to the ability level of the pupils.

To maintain good discipline at all times in accordance with school rules, and to use the school's sanctions system appropriately.

To assess pupils in accordance with School/Department policy.

To mark work in accordance with School/Department policy.

To be aware of cultural sensitivities.

To develop (and share) teaching resources.

To assist the HoD in areas such as preparing internal exams and schemes of work.

To complete grading and reports as required in a timely manner.

To liaise with colleagues on all matters of common concern regarding pupils and the curriculum.

To cover lessons as required.

### **Co-curricular Commitments**

To be prepared to help with games and/or activities for a minimum of 2 hours per week (with at least 1 hour being a Co-Curricular Activity or accompanying an away team).

To show an interest in the wider life of the school by attending occasional fixtures, plays or concerts, for example.



## **STAFF BENEFITS**

### **Salary**

Al Ain English Speaking School has its own generous tax free salary scale. Salaries are dependent on relevant qualifications and experience for the post.

Staff will contribute fully to the co-curricular and pastoral life of the school and this is reflected in the salary offered. A strong commitment to the pastoral and house system is also anticipated.

### **Accommodation**

Fully furnished accommodation is available for those on full international contracts.

### **Relocation**

New staff will be flown into the country at the expense of Al Ain English Speaking School. New staff on full international contracts will also be provided with a settling-in allowance.

### **Annual Air Fare**

Flight allowance is given to individuals where applicable.

### **Medical Insurance**

Medical insurance is provided for self and families if sponsored by the school. Dependents receive medical insurance if under the employee's sponsorship.

### **School Fees**

100% payment of children's school fees with no limit on number of dependents.

### **Discounts**

Discounted membership and rates at cultural attractions, F&B outlets, gyms and other leisure facilities etc.

## **APPLICATION PROCESS**

We invite interested candidates to apply as soon as possible via the TES website. We welcome applications from all parts of our community as we aspire to attract staff that matches the social and cultural diversity of our student intake. Please ensure your application includes an appropriate cover letter. Applications that are submitted with a generic or no cover letter will not be considered.

### **Pre-employment checks.**

All appointments will be subject to three satisfactory references (which may be taken prior to interview and one must be your current school principal), Disclosure service by the Disclosure and Barring Service, ICPC, medical fitness for the role and/or a local police check. Where applicable, overseas police checks and prohibition from teaching and management checks will also be completed. All checks must be completed before employment can commence at the school.



### **Safeguarding and Child Protection**

As a result of the Asylum and Immigration Act 1996, employers now have to verify that new recruits who are not British Nationals are eligible to work in this country. Therefore, any applicant who is offered an interview will be asked to provide official documentation to verify their ID, address and right to work in the UAE. It is also normal practice for the school to ask for original qualifications to be presented at interview, as detailed on their application. Photocopies or certified copies will not be accepted.

Al Ain English Speaking School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff to share this commitment. An enhanced DBS check and/or ICPC is required for all successful candidates.

### **Attestation**

Upon successful recruitment for the post all qualifications will be required to be attested at the cost to the employee.

