



**ST ANDREWS INTERNATIONAL SCHOOL  
BANGKOK**

A NORD ANGLIA EDUCATION SCHOOL

*"Our mission is to provide an inclusive, international education in a happy, supportive and stimulating environment where all the needs of the individual learner are met. Students are inspired to be the best they can be, enabling them to become responsible global citizens."*

### **Teaching Staff Conditions and Benefits 2022-2023**

St Andrew's ethos is embedded in a desire to provide high-quality education in a more inclusive, personalised learning environment. This ensures that children are treated as individuals and that the curriculum can truly be child-centred.

We have compiled this booklet to provide you with more information about work-life at St Andrews International School Bangkok. As well as the terms and conditions of employment, it includes more personal insight into working abroad and at St Andrews in particular. It is important for the continued growth and development of the school that we employ teachers who are familiar with a range of teaching methods and approaches and who are themselves innovative and motivating. We would encourage you, therefore, to give consideration to how you would support our curricular approaches prior to the interview, so that it can form the basis of our discussions.

Working in an international school is a fulfilling experience. It combines the best of the UK curriculum with the opportunity to adapt and develop styles of teaching and assessment that best suits the children we teach. A further dimension to working for St Andrews is our inclusive nature. Often children with learning needs are denied the opportunity to benefit from the international education system. We operate an inclusive admissions policy supported by a professional Learning Support team. We welcome children from diverse educational backgrounds with needs such as Asperger's syndrome, dyspraxia, dyslexia, global learning delays and physical disabilities. Children with additional needs are fully integrated into classes with additional support provided as necessary.

We look forward to discussing how you believe you could contribute to our development plans and help us deliver a stimulating and challenging curriculum.

### **About Us**

We are a co-educational international school and part of Nord Anglia Education, an organisation of over 69 schools in more than 29 countries committed to providing the best of the world's educational practices. St Andrews is a truly inclusive school that welcomes students of all abilities.

Our school website ([www.standrews.ac.th](http://www.standrews.ac.th)) gives you more detailed information about our school and our community. The following summarises some of the website information.

## **Our Campuses**

St Andrews International School Bangkok was founded in 1997 on an attractive location right in the centre of the city's amenities and transport links. In August 2017, our High School moved and expanded into a second site, conveniently located on Sukhumvit Road. This expansion enabled our original campus to offer uniquely tailored learning spaces that cater to the needs and interests of our Primary School students. At the same time, our augmented High School facilities continue to inspire and prepare students for a broader range of higher educational pursuits and career opportunities.

Our curriculum is based on the UK National Curriculum, with our Early Years and Primary curricula made up of half-termly themes or topics through which Science and foundation subjects are taught.

The Key Stage 3 curriculum is adapted to suit our international school community and our school's location in Thailand, and to prepare students for IGCSEs and International Baccalaureate Diploma Programme, the academic backbone to our Senior Studies programme. We have full international accreditation by The Education Trust, which is a UK-based provider of accreditation services, INSET and educational programmes to schools in the UK and abroad. The school also holds the British School Overseas Award (BSO) which has ensured that all our standards of education and operation are what one would expect to find in a British independent school. From this award, our school can offer newly qualified teachers the NQT training course so they gain full QTS status.

The breadth of the curriculum is assured through programmes in Sport, Music, Languages and Creative Arts. These provide opportunities for children to participate in a wide range of indoor and outdoor sports, gymnastics and swimming. There are also Art and Design Technology workshops and Science laboratories, as well as new kitchens and whole school canteen.

Over the years our school has continued to improve its facilities which has allowed for our development into a high-quality international school. All our Primary classrooms have SMART Boards with computers and a data projector so these resources can be used for whole-class teaching. All High School classrooms and laboratories have data projectors linked to computers and some rooms have SMART Boards.

From Year 5, all children learn a musical instrument and have the opportunity to perform on stage to various audiences in assemblies, concerts and talent shows. We have an extended specialist instrumental music teaching programme across the school. There is class-based specialist taught music from Early Years to Year 3 in a specialist music room. We ensure that all of the children have opportunities to perform in Drama productions, musical productions and concerts; consequently, we have a growing Middle and High choirs, drama clubs and several High School bands as the children are developing confidence in their own creative abilities.

Our school opens its doors to the wider school community regularly. In any one academic year we will celebrate International Day; Thai cultural festivals such as Loy Krathong and Songkran; Book Week; fund-raising events; parent training sessions; sports days; swimming galas; productions, international sports tournaments and musical concerts. Parents are welcome in the school environment and take a lively interest in the curriculum and its delivery.

## **Candidate Selection and Timeline**

From the applications, candidates will be selected for initial Skype interviews, or invited to visit the school. Candidates selected for an interview who have to fly to Bangkok will have half their airfare and one-night accommodation and breakfast at a local hotel reimbursed by the School. We will book a conveniently located hotel for the candidate. Following the interviews, all candidates will be contacted by either telephone or email.

## Pay and Conditions of Employment

We take the issue of staff retention very seriously. It is important, therefore, at the recruitment stage, for everyone to be clear about the salary and benefits package that accompanies a teaching position at our school. Please ask questions if there are any issues that you think need further clarification. The information below is just a brief summary of the detail contained in the standard contract of employment. If there is any doubt concerning the interpretation of this summary then the contract itself is the superior point of reference.

### Salary Scales

St Andrews teachers receive a monthly salary paid in Thai baht into a local bank account. Entry to the 30-point salary scale is according to qualifications and experience. A teacher will receive an annual increment each year.

### Expat-Teacher SCALE 2022-2023

POINT	AMOUNT 22/23 (Thai Baht)
1	92,236
2	94,989
3	97,743
4	100,670
5	103,713
6	106,005
7	108,759
8	111,514
9	114,268
10	117,022
11	119,775
12	122,530
13	125,284
14	128,037
15	130,791
16	133,545
17	136,299
18	139,053
19	141,807
20	144,562
21	147,315
22	150,069
23	152,824
24	155,577
25	158,332
26	161,087
27	163,843
28	166,597
29	169,351
30	172,107

## Placement on the Scale

New teachers are placed on the scale according to their qualifications and their number of years of teaching experience. The maximum entry on the scale is Point 12.

## Posts with Additional Responsibility

These are awarded in the form of allowances from A to F. All positions carrying additional allowances are advertised within the school and appointments are made following interviews.

Allowances Type	Allowances 22/23 (Thai Baht)
F	31,350
E	22,000
D	17,600
C	11,000
B	6,600
A	3,300

These are awarded in the form of allowances from A to F. All positions carrying additional allowances are advertised within the school and appointments are made following interviews.

## Settling-in Allowance

Upon arrival in Thailand, each expatriate teacher will receive a one-off payment of 20,000 baht to assist with the purchase of essential household items for their new home. The expatriate teacher incurs the cost of any shipment of personal effects. However, these costs can be deducted from this amount.

## Repatriation Allowance

Upon leaving the company's employment each teacher will receive a repatriation allowance equal in value to the settling-in allowance they received on arrival.

## Bonus Payments

Assuming satisfactory performance, all teachers will receive a two-month net salary bonus upon completion of each two-year contractual period. This bonus payment is approximately 8% of salary and is considered to be equivalent to the UK employer's pension contribution.

## Flights

Expatriate teachers and their contractual dependents receive a one-way economy flight from their contractual airport to Bangkok at the start of their employment. Upon completion of the contract, the teacher and contractual dependents will be entitled to the cost of a one-way economy flight back to their contractual airport.

During a two-year contract, the teacher and contractual dependents will receive the cost of a round trip economy flight between Bangkok and their contractual airport. The School will calculate the cost of this round trip and inform the teacher by the end of February each year. For mid-contract and end of contract

flights, the amount is included in the teacher's March salary payments.

## **Medical Cover**

In Thailand, there is very good health care available. The School has an international medical insurance package with MSH. This is recognised as an excellent international insurance package. It covers a whole range of medical issues details will be given on request.

## **Is It For You?**

Consider your responses to the following issues:

- 1 Do you enjoy changes to your routines, living environment, eating and social life?
- 2 Do you welcome challenges in your professional life, including teaching children with English as an Additional Language, teaching children with learning needs, finding new material or approaches?
- 3 Are you able to present a professional approach to your work, ensuring high standards of preparation, delivery, assessment and evaluation?
- 4 Do you like meeting new people and exploring new cultures?
- 5 Do you like living in a bustling city environment?

If you have answered 'yes' to the above questions then you are likely to enjoy working in an international school.

Consider, for the interview, how you would balance the following issues:

If you worked for St Andrews you would be expected to work professionally with children from varied cultural, social, economic and educational backgrounds. You would need to consider the child's needs and learning approaches. Also, you would need to recognise differing cultural and social emphasis from the parents and adapt your communication with parents appropriately.

Despite working in a tropical climate and popular tourist destination, you would need to maintain a professional appearance and approach. Children in international schools deserve the highest level of commitment from their teachers. You need to balance your exploration of a new culture and country with your professional commitments.

Although South-East Asia is a long way from the UK, it is possible for families and friends to visit with offers from many airline operators. You do need, though, to be able to make friends from the colleagues you work with, as they will mostly be those with whom you also socialise.

A further dimension to working for St Andrews is our inclusive nature. Often children with learning needs are denied the opportunity to benefit from the international education system. We operate an inclusive admissions policy supported by a professional learning support team. We welcome children from diverse educational backgrounds with needs such as Asperger's syndrome, dyspraxia, dyslexia, global learning delays and physical disabilities. Children with additional needs are fully integrated into classes with additional support provided as necessary.

Please consider the issues raised in this booklet which is just an introduction to the school and the environment in which it operates. Please feel free to contact us if you need to ask any questions about our information.

If you would like to apply for a position at our school please complete the application process through Jobtrain, accessible via the Nord Anglia Education website:

<http://www.nordangliaeducation.com/careers/>

If you require any further information, please email [recruitment@standrews.ac.th](mailto:recruitment@standrews.ac.th)

To find about how we look after your data please visit our [Personal Information Collection Statement](#)

**Human Resources**

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