



**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 2023-2024

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. Please consider how you would support our curricular approaches before 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 teaching and assessment styles that best suit 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 88 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) 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 in an attractive location right in the centre of the city's amenities and transport links. In August 2017, our High School relocated and expanded on 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 comprising half-term themes or topics through which core 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 of our Senior Studies programme. Over the last couple of years, we have added BTEC courses. We are now fully approved to offer the International Baccalaureate Career-related Pathway, giving our senior students a wealth of pathways to graduate from our High School.

We have full international accreditation by The Education Trust, a UK-based provider of accreditation services, INSET, and educational programmes for 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 Sports, 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 learning support and high needs specialist facilities to support everyone within our school community.

Over the years, our school has continued to improve its facilities, allowing our development into a high-quality international school. All our Primary classrooms have SMART Boards with computers and a data projector to use these resources 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. Specialist music teachers teach music from the Early Years onward in fully equipped music rooms. We ensure that all 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 and orchestras as the children develop confidence in their creative abilities.

Our school regularly opens its doors to the wider school community. 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, FUN Day, 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

Following our advertisement of the available positions through social media and recruitment platforms, candidates will be shortlisted for online interviews. These are through Google Meet, Microsoft Teams or Zoom, depending on where candidates are currently based. The online interview allows candidates to meet a range of individual teachers and managers working within our school so both the school and the candidate get a fuller picture of how a candidate would fit into our school and life in Bangkok and Thailand.

If a candidate is working in Thailand, they would be asked to come to the school for an interview and

possibly teach a lesson. This would give them an even better insight into what it would be like to work within our school community.

Pay and Conditions of Employment

We take the issue of staff retention very seriously. Therefore, at the recruitment stage, we ensure everyone is clear about the salary and benefits package accompanying a teaching position at our school. Please ask questions if there are any issues you think need further clarification.

The information below is a summary of the details in the standard employment contract. 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. The salaries listed below are the actual amounts teachers would receive in their bank accounts after their income tax has been taken off and paid to the local authorities. This is because Thailand's tax rate is progressive, meaning the more you earn, the more tax you pay. Therefore, our school has opted to clearly state how much an individual teacher will receive, allowing people to work out how much money they would have to spend each month.

There is no separate housing allowance. This has been incorporated into the salary so that it is also paid as part of the salary bonus that staff receive on the successful completion of their contract with the school.

Expat-Teacher SCALE 2023-2024

POINT	AMOUNT 23/24 (Thai Baht)
1	95,022.00
2	97,858.00
3	100,695.00
4	103,711.00
5	106,846.00
6	109,208.00
7	112,045.00
8	114,883.00
9	117,720.00
10	120,557.00
11	123,393.00
12	126,231.00
13	129,068.00
14	131,904.00
15	134,742.00
16	137,579.00
17	140,416.00
18	143,254.00
19	146,091.00

20	148,929.00
21	151,765.00
22	154,602.00
23	157,440.00
24	160,276.00
25	163,114.00
26	165,953.00
27	168,792.00
28	171,629.00
29	174,467.00
30	177,306.00

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 23/24 (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 completing each two-year contractual period. This bonus payment is approximately 8% of salary and is considered 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. The amount is included in the teachers' March salary payments for mid-contract and end-of-contract flights.

Medical Cover

In Thailand, there is excellent health care available. The School has an international medical insurance package with MSH. This is recognised as an excellent international medical insurance package. It covers a whole range of medical issues, and 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, and 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, you will likely enjoy working in our 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 Southeast Asia is a long way from the UK, families and friends can easily visit with offers from many airline operators. You do need 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 require any further information, please email recruitment@standrews.ac.th.

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

Human Resources

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