

Join us:

# Whole School EAL Coordinator





# Working for a Brighton College school

Brighton College schools are fantastic places to work. Brighton College is the leading co-educational school in the UK and was named 'UK School of the Decade' by *The Sunday Times* in November 2020.

Established in 1845, the College has grown exponentially since 2006 when Richard Cairns became Head Master. Since then we have moved from 147th in *The Sunday Times* results table, to 3rd – the best position ever achieved by a co-ed school. All Brighton College schools are renowned for their excellent academic results and innovative approaches, whilst placing kindness and community at the heart of their approach to education.



We take great pride in recruiting only the very best teachers to Brighton College. We know that outstanding teachers change lives. Teaching at all levels at Brighton is characterised by passion, academic rigour and innovation, with teachers taking an active rôle in designing and delivering our bespoke version of the English National Curriculum.



The Brighton College Family of Schools includes our three Prep Schools in the UK and five current international campuses, with our sixth site opening in Hanoi, Vietnam, in August 2023. In total, over 6,700 pupils are educated in Brighton College schools around the world. Working at a Brighton College school means having a base in one of seven exciting cosmopolitan cities - Brighton, Bangkok, Dubai, Al Ain, Abu Dhabi, Singapore and Hanoi.

This international network provides teachers and school leaders with the potential to make fruitful connections, and brings a range of opportunities for career progression and promotion. In addition, staff at Brighton schools frequently share best practice and benefit from CPD across the whole group.



Most importantly, Brighton College schools are happy places. Staff and pupils feel fulfilled, and our emphasis on kindness fosters a thriving intellectual, sporting and performing arts culture. We hope you will enjoy this opportunity to join a fantastic group of professionals working across our family of schools.



Our approach to education is regularly celebrated. In addition to being named 'UK School of the Decade' by *The Sunday Times*, Brighton College have also been named 'School of the Year' twice by the same publication; *The Week* named them 'Most forward-thinking school' in 2017 and 2019, 'Best in the UK for STEM' in 2020, 'Best for Community Outreach' in 2021, and 'Best for a Global Outlook in Education' in 2022. Spears Education Index ranked Brighton College and Brighton College Abu Dhabi as **two of the top 100 schools internationally** in 2021 for 4 consecutive years, whilst Brighton College Bangkok won the **International Schools Award 2022 for Diversity, Inclusivity and Justice**. We've also been named 'Best British School in the UAE' by LUXLife Magazine and have been selected as a Finalist for 'Pre-Prep School of the Year' and 'School Trip of the Year' in the Independent School Parent awards.



BRIGHTON COLLEGE  
INTERNATIONAL SCHOOLS



94% GRADES 9-7 AT GCSE



800+  
teaching  
staff



99% A\*-B GRADES AT A-LEVEL



30  
subjects  
offered



11

SCHOOLS IN THE BRIGHTON COLLEGE  
FAMILY



150+ CHARITIES AND PROJECTS SUPPORTED



25

NUMBER OF COUNTRIES WHERE  
OLD BRIGHTONIANS ATTEND  
UNIVERSITY



6,700+  
pupils in our  
schools





## ABU DHABI LIFESTYLE

The standard of life is high in Abu Dhabi, services are efficient, and convenience is a strong feature of the day-to-day. Lifestyle options are diverse and vibrant, as might be expected in a city with over 200 nationalities living side-by-side.

# 1



## SAFETY

Abu Dhabi is a leader in world-rankings for lowest crime rate in cities. The city's safe and calm environment is a renowned feature, providing a haven for family life, the young, elderly, women and children.

# 2



## TAX-FREE INCOME

Tax-free salaries, available for all inhabitants of the United Arab Emirates, makes it one of the best locations to build one's future. An attractive prospect for expats and compelling reason to relocate!

# 3



## ALL YEAR SUN

Abu Dhabi is sunny all year round. The city's average temperature hardly drops, and while the summer months are characterised by indoor and air-conditioned terrain, from September to May the comfortable, breezy weather allows for all manner of outdoor pursuits, from beach-bathing to dune-bashing, to exploring market souks.

# 4



## LOW COST OF PETROL

Just a few years ago, fuel was cheaper than bottled water in the oil-rich UAE. While this may no longer be the case, it is still considerably less expensive than elsewhere in the world.

# 5



## BOOMING REAL ESTATE

**6** Abu Dhabi's real estate industry is thriving. Residents and visitors can easily rent or buy properties that fit their requirements and price range. Whether you choose the glittering, yacht-lined location of the Marina, the slick, sophisticated streets of Reem Island or the leafy, suburban areas like Bloom Gardens and Al Raha Beach, Abu Dhabi has it all.



## TRAVEL

**7** Abu Dhabi is the perfect 'hub' for travel, offering inexpensive and accessible adventures to much of Asia, Europe and Africa. Its favourable geographical location makes the city one of the best places in the world for tourism. Abu Dhabi has multiple daily direct flights to all major UK cities.



## ARCHITECTURE

**8** The Government of Abu Dhabi invest huge amounts of money to progress the city's economy, resulting in a breath-taking city-scape from the infamous Grand Mosque, to the Louvre Museum.



## FOOD, GLORIOUS FOOD

**9** If you're an 'adventure' when it comes to food, you've come to the right place! Abu Dhabi features plenty of restaurants that serve local and international dishes: American, Chinese, Indian, Lebanese, Mediterranean, Vietnamese, Turkish and more – you name it! On the other hand, if you prefer to eat at home, most outlets offer take-out and delivery services.



## NEVER A DULL MOMENT

# 1

Abu Dhabi is sometimes described as a 'playground for adults', and the range of experiences and opportunities available here lend credibility to the idea.





## Brighton College Abu Dhabi is looking to appoint a Whole School EAL Coordinator

# About the role

## Teacher of Inclusion (Pre-Prep School)

As the EAL Coordinator you will be a pivotal member of the school's inclusion team, responsible for ensuring that English as an Additional Language (EAL) pupils across all key stages receive the necessary support to thrive academically, socially, and emotionally. This role involves testing, identifying, and providing interventions for EAL pupils, collaborating with the inclusion team and admissions, and supporting teachers in implementing effective EAL strategies. Your role is crucial in ensuring that EAL pupils receive appropriate accommodations and access to the general education curriculum.

### Key Responsibilities

#### 1. Identification and Assessment:

- Conduct initial assessments of pupils to determine EAL needs during the admissions process.
- Use a range of testing tools and methodologies to identify EAL learners' language proficiency levels and track their progress.
- Work with the inclusion team to analyse data (e.g., CAT4, reading and language assessments) to identify and support EAL pupils.

#### 2. Collaboration with Inclusion and Admissions Teams:

- Collaborate with the admissions team to ensure EAL needs are identified early, and support plans are in place before pupils join the school.
- Provide feedback during admissions interviews or observations to inform decisions about support requirements.
- Contribute to the creation of Individual Learning Plans (ILPs) for EAL pupils, where appropriate, in conjunction with the inclusion team.

#### 3. Intervention and Support for Pupils:

- Plan and deliver tailored EAL interventions for pupils with significant language needs.
- Provide one-on-one or small-group support for pupils, focusing on improving academic English and ensuring access to the curriculum.
- Monitor and evaluate the effectiveness of interventions, adjusting as needed to meet pupil needs.

#### 4. Supporting Teacher Development:

- Work with teachers to develop and implement EAL strategies in their classrooms, ensuring Quality First Teaching (QFT) practices are in place.
- Deliver CPD sessions and workshops to upskill teachers on effective EAL practices, including scaffolding, differentiation, and cultural inclusivity.
- Develop and distribute EAL resources, including classroom strategies, visual aids, and academic language tools.

#### 5. Policy and Practice Development:

- Work with the Director of Inclusion to develop and update the school's EAL policy in line with best practices.
- Ensure compliance with regulatory requirements regarding EAL pupils' provision and progress tracking.
- Keep up to date with developments in EAL research and pedagogy and integrate them into the school's practice.

#### 6. Monitoring and Reporting:

- Maintain records of EAL pupils, including assessment data, progress reports, and support plans,
- Regularly review the progress of EAL pupils and report findings to the Director of Inclusion and relevant staff.
- Contribute to whole-school evaluations, such as inclusion audits or inspection preparations, by providing insights on EAL provision.

#### 7. Whole-School Collaboration:

- Foster an inclusive school culture by promoting awareness of EAL needs and diversity.
- Liaise with parents, providing guidance on how to support their children's English language development at home.
- Partner with the inclusion team to address the needs of EAL pupils who may also have additional educational needs (e.g., SEN, AGT).

#### 8. Behavior Management and Support:

- Support Pastoral team in implementing positive behavior interventions and support strategies to address behavioral challenges.
- Collaborate with the school's behavior support team and parents to develop and implement behavior plans as needed.
- Create a supportive and inclusive classroom environment that promotes positive behavior and social interactions.
- Be a member of a House Team, supporting tutors as required.
- To be aware of and act upon all policies regarding the safeguarding of children.





# Person Specification

Brighton College Abu Dhabi is an exciting place to work, and it is our staff who will make our community such a vibrant and stimulating environment.

The success of Brighton College Abu Dhabi will be due to excellent and innovative staff. Above all, therefore, we are looking for individuals who foster a passion for high level customer service and who demonstrates an ability and genuine desire to develop a premium school.

## EXPERIENCE

Many staff joining our school have a proven track record in their previous roles.

More importantly, in the application process, we will look for candidates who demonstrate the ability to thrive within an environment that staff describe as both invigorating and refreshing. The ability to support the ambition, values and breadth of College life.

The successful candidate for this challenging and rewarding position will have at least 2 years' teaching experience working with Students of Determination and those with special needs

## QUALIFICATIONS AND REQUIREMENTS

### Education:

- Bachelor's degree in Education, English, Linguistics, or a related field; a master's in TESOL, or related qualification, Applied Linguistics, or Educational Leadership is desirable.

### Experience:

- Minimum of 3 years of teaching experience, with a focus on EAL pupils; experience in the British curriculum is preferred.

### Skills:

- Expertise in EAL testing, intervention, and progress monitoring.
- Strong communication and interpersonal skills to work effectively with staff, parents, and pupils.
- Ability to design and deliver effective CPD sessions for staff.
- Knowledge of EAL best practices, inclusive education, and curriculum adaptation.
- Strong collaboration and communication skills to work effectively with pupils, parents, teachers, and administrators.
- Patience, empathy, and the ability to build positive relationships with pupils with diverse needs.
- Flexibility and adaptability to meet the changing needs of pupils and the educational environment.
- Understanding of relevant laws, regulations, and policies related to special education, inclusion, and pupils with disabilities.



# The application process

All applications must consist of the following completed documents (saved as PDF):

1. Letter of application (maximum one page) addressed to Ms Wengie Del Rosario, PA to the Vice Principal.
2. Fully completed teacher application form (available on website)
3. CV (maximum 3 sides)

Further information can be requested from Ms Wengie Del Rosario, (PA to the Vice Principal) [wrosario@brightoncollege.ae](mailto:wrosario@brightoncollege.ae)

*Please note:*

Incomplete applications will not be considered and Brighton College Abu Dhabi reserves the right to interview and offer to a strong candidate prior to the closing date. It is strongly recommended that candidates submit their applications as soon as possible.



## Remuneration

Brighton College Abu Dhabi offers a competitive remuneration package which include an attractive tax-free salary and:

All of the above in-line with specific school policies.

## Safeguarding and equal opportunities

All Brighton Colleges Abu Dhabi is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Any offer of employment will be subject to the successful completion of pre-employment checks, including an enhanced police

check, the receipt of satisfactory references, the College's pre-employment medical questionnaire, relevant original ID documentation and examination certificates. Online searches may be done for prospective candidates as per our safer recruitment policy.

The College is committed to ensuring that the recruitment and selection of staff is conducted in a manner that is systematic, efficient and effective, and which promotes equality of opportunity.