



Schola Europaea

Office of the Secretary-General

General Secretariat

Ref.: 2015-02-D-8-en-2

Orig.: EN

**Europa School UK**

**Dossier of conformity – Years 1-5, Secondary Cycle.**

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**BOARD OF GOVERNORS OF THE EUROPEAN SCHOOLS**

**Meeting on 15-17 April 2015 in Prague (Czech Republic)**

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for Education

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Mr K. Kivinen  
Secretary-General  
European Schools  
Rue Joseph II, 30  
Brussels  
1049 Belgium

4 February 2015

Dear Mr Kivinen

**Europa School UK: Dossiers of Conformity and Proposal for European Schools  
Secondary Accreditation (S1 to S5 and S6 to S7)**

I am pleased to enclose the Dossiers of Conformity (Dossiers) covering Europa School UK's (ESUK) proposed secondary cycle of education (S1 to S5 and S6 and S7) to enable consideration for ESUK to become an accredited European School offering the European Baccalaureate (EB) from September 2017.

I would be grateful if the Dossiers can be presented to the Joint Teaching Committee (JTC) on 12 and 13 February and to the Board of Governors (BoG) at its next meeting in April. The Dossiers are submitted simultaneously because ESUK will open its entire secondary school (S1 to S7) on 1 September 2017. Further information is provided in the Foreword of each Dossier, but early consideration of ESUK's proposals is desirable to help with what is hoped will be a seamless and successful transfer of pupils to ESUK on closure of the European School Gulham on 31 August 2017.

It is acknowledged that an audit will have to be undertaken before any decision can be made about accrediting ESUK school's secondary cycle. As covered in their S6 to S7 dossier, ESUK have suggested a pre-audit during the spring term of 2017, followed by an audit covering S1 to S5 and S6 and S7 early in the 2017/18 academic year. Other ideas around auditing that will allow early consideration of ESUK's secondary accreditation from September 2017 could perhaps be discussed at the JTC.

The UK delegation supports ESUK's application for European Schools secondary accreditation but wishes it to be noted that currently the EB is not an accredited qualification for use in the English education system. ESUK have therefore been invited to seek permission and approval to offer the EB as a qualification directly by the Secretary of State for Education.

Yours sincerely

**RICHARD HOY**  
European Schools Team



## **Dossier of Conformity**

**Europa School UK  
Secondary Cycle: S1 to S5**

**On behalf of Europa School UK  
Governing Body**

**Supported by UK Department for  
Education**

## FOREWORD

Following the approval of Accreditation for the Nursery and Primary Cycle by the Board of Governors in December 2014, the Trustees of Europa School UK (ESUK) now submit our Dossier of Conformity for the Secondary Cycle S1 to S5, as the second stage of our application to become an Accredited European School.

In considering this application, we respectfully remind the board members to be aware of the following:

- ESUK currently has only five year groups operational, Reception and Years 1 to 4 which are equivalent to N1-P3 of the European Schools. By September 2017 the school will be running full primary and secondary cycles, Reception to Year 13, equivalent to N1-S7 – with the primary section growing one year at a time until fully populated with pupils from September 2016. The entire secondary cycle will be open and available en masse in September 2017.
- In 2017-2018, pupils entering S1 will have previously been pupils at ESUK in the primary cycle. All other secondary year groups (S2-S7) will have previously been pupils at the European School Culham (ESC), which will close on 31<sup>st</sup> August 2017, or will be pupils new to the school. All ESC pupils are following a European Curriculum in anticipation of sitting the European Baccalaureate at the end of S7. Their parents/carers are understandably keen to receive assurance as soon as possible that their children will be able to continue their studies uninterrupted.
- Parents/carers of pupils already enrolled in the ESUK nursery/primary cycles are also seeking reassurance that their children will be able to derive the full benefits of attending an Accredited European School, as they move into secondary education in a few years' time.
- The ESUK Secondary will follow the European Curriculum, as set out in our proposals (see later).
- ESUK has already modelled the costs of supporting the transition curriculum from 2017 through to summer 2024 – at which point the last transfer year group will have worked its way through the system – and is confident of being able to fund it within a balanced budget. This is based on an assumption that a reasonable majority of pupils transfer over, as it is expected they will, provided that full accreditation as a European School is forthcoming in the near future.
- With respect to the above point, it needs to be remembered that as a state-funded Free School, ESUK is not allowed to charge fees: its funding comes from the UK government via the Department for Education (DfE) and is largely driven by pupil numbers and teaching provision.

## BACKGROUND

ESUK was established by a group of Trustees united in their belief in the benefits of a European Education, in most cases having experienced it directly and/or through their children, particularly via the European School Culham (ESC). When it became known that ESC would close, there was naturally a very strong desire on the part of these and other parents/carers/teachers to see European Education continue in the area. Led by the people who eventually formed the ESUK Charitable Trust, a determined drive began to establish a new school in the area – state-funded not fee-paying, so as to be accessible to a much wider range of local families than would otherwise likely be the case – resulting eventually in the founding of ESUK.

ESUK currently shares - with the European School Culham - the site previously occupied solely by ESC alone. Under the site-sharing agreement, between now and summer 2017, ESUK has the

option of gradually taking over more and more of the buildings and site from ESC - which ceased admitting new year groups of pupils in 2010 and is therefore shrinking in size on a year-by-year basis. At the point where ESC closes completely in September 2017, the ESUK may be offered the site by the Department for Education. All pupils still enrolled at ESC (S2-S7) will have the opportunity of transfer across to become pupils at ESUK and complete their education. This right of transfer was granted in the founding of the Free School by the UK Department for Education.

Despite its imminent closure, ESC continues to be much in demand. ESC and its parents/carers are extremely keen for their children to be able to continue their education at ESUK – provided they can be sure of their children being able to sit their European Baccalaureate, which is in turn dependent on the Secondary school receiving an accreditation. Parents/carers of children currently enrolled at ESUK naturally want to have assurance on the accreditation issue as soon as possible, in order to be able to plan sensibly for their children’s future education.

The reasons for the continuing popularity of ESC and the enthusiasm of its parents/carers for the ESUK approach are well documented. There are excellent links with a wide range of institutions and agencies locally, including EFDA-JET, European Commission, European Medicines Agency, European Space Agency, European Agrosciences, BG Group plc, BMW, COFACE, DHL International, Dow Agrosciences, European Centre for Medium Range Weather Forecasts, Land Rover, Peugeot Citroen Automobiles UK Ltd, Randstad Holding NV, Reckitt Benckiser, Volvo Financial Services.

The proximity of Oxford University is also very influential and has attracted numerous research institutes to the area. Many staff from the university and from Harwell Science Park, European Space Agency, Diamond Light source, Rutherford Appleton Laboratory, nPower, European Centre of Medium Range Weather Forecasts and Science Vale UK have expressed interest in seeing European School Education made available for their children.

However, the state-funded nature of the education available at ESUK has also attracted interest from local residents with no previous multi-lingual experience but with a strong desire to obtain a diverse linguistic and cultural education for their children. This was one of several considerations that led ESUK to develop its bilingual approach, which in Primary sees children learning 50% of the teaching week in one language (currently either German or French) and 50% in another (English). The goal is to ensure that, by the end of the primary cycle, pupils will have acquired an ease of communication and proficiency of understanding in both languages – opening the door to secondary education in a way that will ultimately meet the requirements of the European Baccalaureate, without incurring unsustainable costs. This goal is being undertaken under favourable conditions in England, in which the Department for Education has recently announced a target of all primary age pupils learning a language other than English from age 7 onwards.

The new school will also prioritise science education – focusing through the early years on providing pupils with a solid grounding in mathematics, then in later years supplementing this through the encouragement of critical thinking skills, the acquisition of sound research techniques and a high level of competence in ICT programming skills. We anticipate that local employers will see the school not only providing a first-class education for the children of their employees but also a future workforce capable of furthering scientific research and cultural understanding. We also anticipate that local employers will want to support the school, particularly with respect to investment in facilities.

With respect to assessment, the school’s preferred final examination for pupils will continue to be the European Baccalaureate.

The English context also demands certain (entirely manageable) adjustments to the European Schools Programme – which should be seen as curricular enhancements, rather than as any kind of compromise – notably to ensure the offer for all pupils includes religious education (from which parents/carers have the right to withdraw their children, should they wish to) and to actively develop pupils’ ICT skills to a high level. We foresee no difficulty in balancing the largely

complementary requirements of the European system and these few compulsory elements of the national system – particularly given the very high calibre of teaching and other staff we have already succeeded in recruiting.

Whilst the legislation relating to Free Schools in the UK does permit the appointment of teachers who do not have a formal teaching qualification, the Trustees of ESUK nevertheless have insisted throughout that all our teachers should have QTS (qualified teacher status) and at least C2 competence in the language in which they will teach. In Primary we also already employ a considerable and growing number of well-qualified teaching assistants, who also speak the relevant languages to C2 standard, reinforcing the immersion approach to language learning. These assistants work in classrooms alongside teachers, providing general support to all pupils and specific support to pupils with special needs. The school also receives additional support, including training, for any pupil with a statement of special educational need from Oxfordshire County Council and other agencies as appropriate.

We also expect all staff to enrich the pedagogical experience of the school by actively offering pupils a profound experience of the culture in which the relevant language is spoken – supporting our ultimate aim of maintaining a challenging and stimulating curriculum for all, whilst remaining truly inclusive. The school is fully compliant with national admissions policies and procedures. Pupils are admitted according to strict non-selective criteria and all costs are funded by the state.

## General information

Name of the school: <b>Europa School UK</b> Address: Thame Lane, Culham, Oxon OX14 3DZ, UK Phone : +44 1235 524060 e-mail : <a href="mailto:info@europaschooluk.org">info@europaschooluk.org</a> Website: <a href="http://europaschooluk.org">http://europaschooluk.org</a>		
<b>Status</b>		
<ul style="list-style-type: none"> <li>• State (public sector) school <i>Recognised by national authorities</i></li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Independent (private sector) school</li> </ul>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<b>Funding</b>		
<ul style="list-style-type: none"> <li>• Public <i>ESUK is a state-funded Free School: it receives funding directly from the UK government equivalent to what any English state school of a similar type and size would expect to receive through its Local Authority. It does not charge fees and is not permitted to do so. Like many other state schools, ESUK is aware that regular fund-raising activities may support supplementary opportunities for the pupils. A lively and innovative Parents' Association has already started to run community events to assist in building up the school's resources and extra-curricular programme. Other permissible routes of donation will be explored.</i>  <i>As a state-funded Free School the ESUK (not permitted to charge fees) has a charging policy, consistent with good practice in other UK state schools, which permits parents/carers to be asked to contribute to the cost of activities that take place outside the normal school day.</i>  <i>The school does not currently have any substantial reserve school fund to draw on for major projects and extra-curricular activities, but expects this situation to change significantly as the school grows in size, through fund-raising activities and/or donations from parents/carers and other supporters of the school.</i>  <i>There is a formal site-sharing agreement between The European School and ESUK. (Ref : 2012-01-D 476-en-3).</i></li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Private</li> </ul>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>• Mixed</li> </ul>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<b>Teaching levels</b>		
<p><i>Note that ESUK admissions are subject to UK National Rules. Year groups are determined by age within the academic year, not the calendar year and the fourteen year groups are numbered from Reception (with their fifth birthday during the academic year) through Year 1 to Year 13, the final year of schooling. For any transfer of pupils into or out of other European Schools, the table of equivalence is used.</i></p>		
<ul style="list-style-type: none"> <li>• Nursery – number of years: 2 (Reception &amp; Year 1)</li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

– age range of pupils: 4 – 6 years		
<ul style="list-style-type: none"> <li>• Primary <ul style="list-style-type: none"> <li>– number of years: 5 (Year 2 to Year 6)</li> <li>– age range of pupils: 6 – 11 years</li> </ul> </li> </ul>	Yes X	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Secondary <ul style="list-style-type: none"> <li>– number of years: 7 (Year 7 to Year 13)</li> <li>– age range of pupils: 11 – 18 years</li> </ul> </li> </ul>	Yes X	No <input type="checkbox"/>
<p>Where applicable, links with other schools for teaching levels not catered for by the school itself: (please give details)</p> <p><i>At the time of writing, the school is open only to pupils in N1-N2 and P1-P3 (Reception and Years 1-4 in the English system). By Sept 2016, all primary year groups will have opened. In September 2017, the entire secondary section will open – Years S1-S7 (Years 7-13 in the English system) – to accommodate the students currently in the ESC that will close on 31st August 2017.</i></p> <p><i>Once fully open, the school expects to be able to provide a broad and balanced curriculum within the European framework for all academic levels and year groups. However, in any cases where this proves not possible (for instance, where option groups might be economically non-viable), the school will look to operate consortia arrangements with other schools offering the European Baccalaureate – or other creative solutions, such as vertical grouping.</i></p> <p><i>Following the success of the school in the community, the constant over-subscription and the request for more places to be offered, the Governing Body of Europa School UK is currently considering expansion by opening a third language Stream (Spanish/English) beginning in Reception in the nearest future. The pupils in the new stream would follow the 50/50 model in primary, whilst in secondary they would become SWALS in the English section.</i></p>	N/A	
Certificates prepared: <i>S5 harmonised exam, European Baccalaureate</i>		
Recognition of the certificate(s) for admission to higher education		
<ul style="list-style-type: none"> <li>• in the country</li> </ul>	Yes X	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>• abroad</li> </ul>	Yes X	No <input type="checkbox"/>
Total number of pupils 785		
Number of pupils per teaching level		
<ul style="list-style-type: none"> <li>• nursery: 112</li> </ul>		
<ul style="list-style-type: none"> <li>• primary: 281</li> </ul>		
<ul style="list-style-type: none"> <li>• secondary: 392</li> </ul>		
<p><i>The details set out above describe the school as it will be once fully open (Sept 2017). At the time of writing, the school is open only to pupils in N1-N2 and P1-P3 (Reception and Years 1-4 in the English system). By Sept 2016, all primary year groups will have opened. In</i></p>		

September 2017, the entire secondary section will open – Years S1-S7 (Years 7-13 in the English system).		
<b>Management</b>		
Head (Principal): Peter Ashbourne		
Deputy Heads: <ul style="list-style-type: none"> <li>• Head of Primary: Pascal Maréchau</li> <li>• Head of Secondary: TBA</li> </ul>		
Administrators <ul style="list-style-type: none"> <li>• Bursar: TBA</li> <li>• Finance and Admin Manager: Nicola Tanner</li> <li>• PA to Principal: Dési Correia</li> </ul>		
Other <i>With only five year groups currently operational, whilst the school has a fully worked-out staffing structure, it has not yet made appointments to a number of leadership/management posts and will not do so until closer to the time when the secondary section will open in its entirety (Sept 2017). When the structure is fully operational, all subject areas will have a subject coordinator: oversight of the whole curriculum and teaching and learning within their cycles will rest with the two Head teachers (Primary and Secondary), reporting ultimately to the Principal. Educational advisors and other professionals will be consulted as needed.</i>		

<b>Administrative Bodies</b>	
<b>Members of the Trust</b>	
Professor Andrew Parker	Mrs Karin Loudon
Mrs Jutta Weber	Mr Paul Adams
Mrs Antonella Shorrocks	Mrs Clara Della Croce
	Mrs Jackie Holderness
<p><i>The founding members are legally responsible for the Academy trust and ensure that the school stays true to the purpose it was set up for. They appoint up to seven governors of the ESUK's Governing Body. Under arrangements for Free Schools and Academies in England, ESUK is both a company registered at Companies House and a charitable trust, exempt from the requirement to register with the Charities Commission. The company is a company limited by guarantee and the seven members above each contributed a guarantee of £10 each to form the company. The members of the company appoint the Directors of ESUK, including the Principal ex officio as a Director of the company, and act as Trustees for the Charity.</i></p>	
<b>Governing Body</b>	
Mrs Jutta Weber (Chair)	Mr Peter Ashbourne (Principal)
Professor Andrew Parker	Mr Simon Purves (Parent Gov)
Mrs Antonella Shorrocks	Ms Clare Cousineau (Parent Gov)
Mrs Karin Loudon	Mrs Sarah Kynoch (Staff Gov)
Mrs Clara Della Croce	Mrs Pascale Smith (Staff Gov)
Mrs Jackie Holderness	Mr Damian Hickman
Dr Jane Spiro	(Dr Melanie Gould (Clerk))
<p><i>The diverse governing body of Europa School UK (ESUK) currently has 15 positions including the Principal. The parent and staff bodies each elect two governors. Seven governors can be appointed by the founding members. Three further are for Coopted Governors. Currently the Governing Body has 2 vacancies.</i></p>	
<b>Advisory Bodies</b>	
<p>There are the currently the following Governors' committees:</p> <p>Education committee (including SEN group), Finance Committee (including Fundraising Group), Premises Committee, Admissions Committee, Appeals panel, Working Group 2017</p>	
<b>Regulatory Body</b>	
<p>Education Funding Agency of the Department for Education</p> <p><i>Overseeing funding agreement</i></p>	
<b>Management Committee</b>	
<p>Principal, Head of Primary, Finance &amp; Admin Manager</p> <p><i>Current, will be augmented for Secondary</i></p>	
<b>Pedagogical Committee</b>	
<p>Principal, Head of Primary, SENCO, Senior Teacher</p> <p><i>Current, will be augmented for Secondary</i></p>	
<b>Parents' representation</b>	
<p>The parent body elects two Governors.</p> <p><i>Europa School UK has an active Parents &amp; Teachers Association (PTA) which supports the multicultural educational setup of the school (<a href="http://www.europa-pta.org/">http://www.europa-pta.org/</a>). Additional to the</i></p>	

<i>usual work the PTA of ESUK is developing resource pools (DVDs, books, etc.) for the multilingual education. Additionally it is developing a resources webpage for all parents (<a href="http://esuklanguageresources.weebly.com/">http://esuklanguageresources.weebly.com/</a>)</i>
<p>Students' representation</p> <p><i>The "student voice" is heard through an elected council bringing together representatives from each class. A formal committee structure will be developed in secondary.</i></p>
<p>Staff representation:</p> <p>The staff of ESUK elects two Governors.</p> <p>The PTA is a joint organisation for parents and teachers.</p>

<b>European schooling</b>		
• Existence of a European Institution/Agency	Yes <input type="checkbox"/>	No X
• Existence of an international institution <i>There are numerous institutions in the area, but not with any right to places at the school. Nonetheless there is mutual interest between the institutions and the school</i>	Yes X	No <input type="checkbox"/>
• Whole school devoted to European schooling?	Yes X	No <input type="checkbox"/>
• Section or part of school devoted to European schooling?	Yes <input type="checkbox"/>	No X
• Prior existence in the school of international and/or bilingual education other than European schooling?	Yes <input type="checkbox"/>	No X
<i>There is currently no agreement with the Europa School to give preference to Category 1 pupils, and in general such preference would be incompatible with current UK regulations</i>		

<ul style="list-style-type: none"> <li>• <b>Language sections</b></li> </ul>				
<ul style="list-style-type: none"> <li>• Number of language sections: 1</li> </ul>				
<ul style="list-style-type: none"> <li>• Language(s) of the sections (L1): <i>English</i></li> </ul>				
<b>Organisation of studies</b>				
Nursey & Primary	English/French Stream	English/German Stream		
N1 (Reception)	28	28		
N2 (Year 1)	28	28		
P1 (Year 2)	28	28		
P2 (Year 3)	28	28		
P3 (Year 4)	28	29		
P4 (Year 5)	28	28		
P5 (Year 6)	28	28		
Total	196	197		
Secondary	English Section: L2 French	English Section: L2 German		
S1 (Year 7)	28	28		
S2 (Year 8)	28	28		
S3 (Year 9)	28	28		
S4 (Year 10)	28	28		
S5 (Year 11)	28	28		
S6 (Year 12)	28	28		
S7 (Year 13)	28	28		
Total	196	197		
Total for school	785			
<p><i>Figures for N1-P3 (Reception, Years 1-4) reflect actual numbers. Figures for P4-S7 (Years 5-13) – year groups which are not yet operational - assume full year groups.</i></p> <p><i>Figures for S2-S7 (Years 8-13) specifically DO NOT attempt to reflect the position as it will be in 2017 - when pupils currently on roll in P4-S4 (Years 5-10) at the European School will transfer over into Years 8-13 at ESUK, as these groups are anomalous.</i></p> <p><i>ESUK intends to add a third stream of 28 pupils in English/Spanish starting in N1 from September, 2015. They will eventually feed through to the English Section as Spanish L1 SWALS.</i></p>				
<p><i>The term 'language section' is not appropriate in Nursery and Primary, as ESUK classes are all taught 50/50 in their two languages – German/English or French/English.</i></p>				

<b>Pupils whose first language is not included in the enrolled language stream</b>		
	Nursery	Primary
Arabic		1
Bulgarian	1	
Chinese	1	2
Danish		2
Dutch		3
Finnish	1	2
French	7	1
German	1	2
Greek		1
Hungarian		1
Italian	2	8
Japanese	1	
Punjabi		3
Polish	3	4
Portuguese	1	
Russian	2	1
Spanish	5	3
<b>Total</b>	<b>25</b>	<b>34</b>
	Nursery	Primary
<b>Pupils receiving first language tuition</b>		
English	71	199
French	12	23
German	4	25
<b>Total</b>	<b>87</b>	<b>247</b>
<p><i>The figures above reflect the actual situation at the time of writing – i.e. they relate to N1-P3 only. As a UK state-funded school, ESUK does not charge parents/carers a fee for their child's admission to the school or tuition of the school's main curriculum. As a result, the school runs a restricted number of language streams, which broadly reflect the range of languages spoken by its pupils. Parents/carers understand that, at present, the school can only sustain two NURSERY/PRIMARY streams – German/English and French/English. As the school grows and begins to be able to deploy its funds more flexibly, the school will endeavour to invest in first language tuition for pupils who are being taught within a language stream that does not allow for tuition in their first language.</i></p>		

<ul style="list-style-type: none"> <li>Specific tuition in the language of the section for pupils without their own language section <i>There will be support without distinction of native language for pupils experiencing difficulty in L1</i></li> </ul>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Provision of mother tongue teaching for pupils without a section in the language in question <i>May be provided exceptionally from 2017 for those already having L1 other than English when previously attending the European School, Culham</i></li> </ul>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>by a teacher from the actual school <i>where possible</i></li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>using distance learning techniques <i>as required</i></li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>in cooperation with the European Schools <i>to be arranged as required</i></li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>in cooperation with other schools or with embassies <i>in the absence of suitable ES support</i></li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>Provision of vehicular languages as L2</li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Which ones: French	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
German	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<i>English is the Section Language</i>		
<ul style="list-style-type: none"> <li>Tuition in the language of the country</li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>Status of this tuition: <ul style="list-style-type: none"> <li>– compulsory</li> <li>– optional</li> </ul> </li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>Number of pupils studying the language of the country as: <ul style="list-style-type: none"> <li>– L1: <i>All in the current ESUK standard model</i></li> <li>– L2: 0</li> <li>– L3: 0</li> <li>– L4: 0</li> </ul> </li> </ul>		
<ul style="list-style-type: none"> <li>Subjects taught in L2 up to year 5 <ul style="list-style-type: none"> <li>• history</li> <li>• geography</li> <li>• others</li> </ul> </li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>from which year onwards: <i>Human sciences from S1, history, geography from S4</i></li> </ul>		
<ul style="list-style-type: none"> <li>Secondary years 6 and 7 <ul style="list-style-type: none"> <li>• Teaching of history and geography in L2 (DE, EN or FR)</li> </ul> </li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>Learning of a L3 possible from secondary year 2</li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>Learning of a L3 possible before secondary year 2 <ul style="list-style-type: none"> <li>– If so, from which year onwards: S1</li> </ul> </li> </ul>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

- School development plan**

The objectives set here flow from the school's founding principle, which is to be a UK state

school offering a European education.

Short-term objectives	To establish a sound foundation in early education, from which success in the European Schools' programme will be a realistic prospect for all pupils
	To establish a system of assessment appropriate for the European Schools' assessment model, which also ensures appropriate recognition of pupils' achievements within the UK system
	To continue to recruit outstanding and appropriately qualified teachers and support staff as the school continues to grow in size; to provide appropriately targeted continuing professional development for all staff.
	To ensure all year groups continue to be fully-subscribed as each additional primary year group opens
	To secure additional sources of funding to be used to further enrich the learning experiences on offer to pupils, particularly with respect to tuition in first languages not offered in the mainstream timetable of ESUK
	To become an accredited European School
	To develop a robust and comprehensive plan to ensure a smooth and trouble-free transfer from a two form entry primary school (2016) to a two form entry 4-18 'all-through' school (2017)
Long-term objectives	To aid pupils to become reflective, life-long learners in line with the European Framework on Key Competences
	To promote a culture of plurilingualism and provide multicultural, multilingual European Education – including pupils achieving C2 competence in at least two European languages at age 18.
	To encourage applications to the school, reflecting the broad range of social and linguistic backgrounds of those interested in a multilingual European education.
	To create systems to engage support and investment from the local community, business and research and effectively involve pupils and parents in the development of the school
	To recruit outstanding teachers, notably for our specialisms in languages and science.
	To develop a healthy living approach for all pupils.
	To actively develop pupil voice in the organisation of the school
	To provide guidance for choice of options, career path and formal education beyond school

On-going pedagogical priorities	Teaching is based on sound subject knowledge and appropriate pedagogy.
	The primary focus of all school activity will be on learning and broadening of experience
	Assessment should measure attainment and progress and should be used primarily to inform the teacher and pupil in formulating plans for future educational steps
	Learners should be actively involved in their own learning and develop abilities of self-assessment
	Data are collected and analysed to aid learning and to verification against external measures of achievement and progress
	A wide range of learning styles and strategies is employed
	Differentiation is employed in lessons to ensure that each pupil is challenged at an appropriate level
	Parents are informed of and involved in their children's learning
	Pupil behaviour is founded on good role models and positive reinforcement.
	Pupils are given a voice in the running of the school and encouraged to develop as mature, responsible adults
	Individual needs are recognised and directly catered for
On-going European dimensions	The curriculum is that of the European Schools, enhanced to take account of English national requirements
	Pupils are made aware of the rich cultural heritage of their own backgrounds and those of their peers.
	Teachers and support staff provide role models of multicultural and multilingual learning
	Contact and exchange with other schools in Europe is actively pursued
	All pupils to be fluent in at least two of English, French and German
	Other languages to be supported within the means of the school and the aspirations of the school community

<b>Curriculum</b>
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ESUK will offer the full range of the European Schools' curriculum together with some required elements of the English National Curriculum in ICT and Religious Education.  
 In September 2017 ESUK will open its Secondary with all year groups up to S7 (Year 13) to accommodate all the ESC students who will not have finished their European education by 31st August 2017, ie. when the ESC closes.  
 Consequently ESUK is also submitting a separate request for Accreditation for the Baccalaureate Cycle.  
 In order to be able to welcome  
 - the cohort of pupils that will need to transfer into S6 (year 12)  
 - the cohort of students who will have already completed year one of the Baccalaureate Cycle in the ESC and will need to transfer into S7 (Year 13) to sit their final examination in June 2018.

Syllabuses up to secondary year 5 (inclusive)		
• National <i>religious education, ICT</i>	Yes X	No <input type="checkbox"/>
• European Schools ( <i>All others</i> )	Yes X	No <input type="checkbox"/>
• Mixed	Yes <input type="checkbox"/>	No X
• specific (please give details).....	Yes <input type="checkbox"/>	No X
• Teaching of religion	Yes <input type="checkbox"/>	No X
– compulsory	Yes X	No <input type="checkbox"/>
– optional	Yes <input type="checkbox"/>	No X
• Teaching of ethics: <i>included in religious education</i>	Yes X	No <input type="checkbox"/>
– compulsory	Yes X	No <input type="checkbox"/>
– optional	Yes <input type="checkbox"/>	No X

*Under the English National Curriculum, all schools are required to provide religious education for pupils. This is compulsory and must be provided to all pupils – however, parents/carers have the absolute right to withdraw their children from religious education, should they wish to. In practice, few parents/carers choose to do so, recognising that what is being provided is ‘education’ not ‘instruction’ – i.e. pupils learn about other faiths, in the same way that they learn about other countries and ways of life in geography. Within the UK, the school will follow the balanced and comprehensive local SACRE curriculum, available at:*

<http://europaschooluk.org/media/20061/TheAgreedSyllabus2015-2020.pdf>

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## Teaching materials and equipment

• School books and textbooks	Yes X	No <input type="checkbox"/>
– national: (and international) English language	Yes X	No <input type="checkbox"/>
– specific: <i>Intermath, texts to support teaching through French and German</i>	Yes X	No <input type="checkbox"/>
• Computers, tablets, bare bones computers, thin clients	Yes X	No <input type="checkbox"/>
• Multimedia libraries	Yes X	No <input type="checkbox"/>
• Library books/works of reference	Yes X	No <input type="checkbox"/>
• Scientific experimentation equipment/apparatus <i>Added as required at secondary level</i>	Yes X	No <input type="checkbox"/>
• Others: <i>Interactive whiteboards/projectors</i>		
<ul style="list-style-type: none"> <li>• In respect of the needs of the pupils already enrolled (Reception and Years 1-4), the school already has all the books, textbooks, computers and equipment necessary to deliver a high quality European Education – enhanced to meet the additional requirements of the English National Curriculum. This includes the Intermath course, which at present is a specific requirement at primary level. As the school grows in size year-on-year, between now and summer 2017 – at which time, all year groups in the primary section will be fully operational – it will supplement these materials as needed to ensure that all pupils at primary level will be fully equipped, including any individually-specified teaching/learning materials or equipment.</li> <li>• From 2017, when the whole secondary section becomes fully operational in a single step, the school will continue to purchase materials etc. as needed, out of its increasing funds. These funds will rise substantially in 2017, due to the simultaneous influx of a large number of pupils from the European School. However, it may be that many parents/carers of pupils who have previously been attending The European School – and have been used to having personally-owned copies of textbooks etc. – may prefer their children to continue with this arrangement, in which case they will have the option of purchasing copies individually, should they wish to. Either way, the school will ensure that all materials and equipment necessary for pupils – for following the European Curriculum and ultimately sitting the European Baccalaureate – will be available on free loan or for purchase.</li> <li>• The school will also ensure that all materials and equipment, as necessary for compliance with the English National Curriculum – for instance, materials and equipment related to the study of ICT – will be available.</li> <li>• It is anticipated that large quantities of materials and equipment currently lodged with the European School will transfer over to ESUK – in the same way that, as per the current site-sharing agreement, more sections of the building will transfer across with each succeeding year, as ESUK grows in size and the European School reduces in size as it follows its phased closure programme.</li> <li>• As a state-funded Free School, ESUK cannot require parents/carers to directly purchase books etc.: all these materials are owned and retained by the school. Pupils are expected to come “properly equipped” to school – with pens, pencils, rulers etc. – however, the school also holds a reserve stock of necessary equipment, for use as needed by pupils.</li> </ul>		

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### Weekly timetables and School calendar

- ESUK follows the European schools' calendar. However, we will also try whenever possible to keep into consideration the school calendar in force in Oxfordshire so as to help our parents with childcare issues and family holidays, should they have children both in the ESUK and other local schools.
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- The weekly **primary** timetable consists of five full days and breaks down as follows:

	P1&P2		P3, P4&P5		
	Stream L	Working L	Stream L	Working L	
Stream Language (FR/DE)	06:30		06:30		08:25 1st Session
Working Language (EN)		06:30		06:30	10:00 Break
Mathematics	02:30	02:30	03:00	03:00	10:20 2nd Session
Music	00:30	00:30	00:30	00:30	11:30 Lunch
Art	01:00	01:00	00:30	00:30	12:30 3rd Session
PE	01:00	01:00	00:45	00:45	14:00 Break
DoW	01:45	01:45	02:00	02:00	14:20 4th Session
RE		01:00		01:00	15:35 End
Recreation	03:20		03:20		
<b>Total</b>	<b>30:50</b>		<b>30:50</b>		

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The weekly **secondary** timetable consists of five full days and breaks down as follows (1 period = 45 minutes):

YEAR GROUP	S1 (Y7)	S2 (Y8)	S3 (Y9)	YEAR GROUP	S4(Y10) + S5(Y11)
SUBJECT	Periods	Periods	Periods	SUBJECT	Periods
L1 English / SWALS	5	5	4	L1 English / SWALS	4
Mathematics	4	4	4	Mathematics	4 or 6
L2 (DE or FR)	5	5	4	L2 (DE or FR)	4
Third Language (L3)	2	3	3	Third Language (L3)	3
Integrated Science	4	4	4	Biology	2
Human Science	3	3	3	Chemistry	2
Art	2	2	2	Physics	2
Music	2	2	2	History	2
Religion	2	2	2	Geography	2
Physical Education	3	3	3	Religion	1
ICT	1	1	2	Physical Education	2
Latin		2	2	Latin	4
Supervised study/support	5	3(+2)	4(+4)	Fourth Language (L4)	4
Assembly	1	1	1	Economics	4
←				Art	2
				Music	2
Optional Subject				ICT	2
				Supervised study/support	4(+4)
				Assembly	1
				Optional Subject	

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Secondary shape of day	
08:15 – 09:00	Period 1
09:05 – 09:50	Period 2
09:50 – 10:10	Break
10:10 – 10:55	Period 3
11:00 – 11:45	Period 4
11:50 – 12:35	Period 5
12:35 – 13:20	Period 6 (Lunch)
13:20 – 14:05	Period 7
14:10 – 14:55	Period 8
15:00 – 15:45	Period 9

- **School calendar**

● number of school days per year: 180		
● division of the school year into:		
– terms	Yes X	No <input type="checkbox"/>
– semesters	Yes <input type="checkbox"/>	No X
● Breakdown of school holidays: <i>ESUK follows the European schools' calendar. However, we will also try whenever possible to keep into consideration the school calendar in force in Oxfordshire so as to help our parents with childcare issues and family holidays, should they have children both in the ESUK and other local schools.</i>		

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## Assessment of pupils

<ul style="list-style-type: none"> <li>frequency of reporting (school reports): 2 per year: mid-year and end of year</li> </ul>		
<ul style="list-style-type: none"> <li>type of assessment</li> </ul>		
<ul style="list-style-type: none"> <li>– formative</li> </ul>	Yes X	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>– summative</li> </ul>	Yes X	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>class councils</li> </ul>	Yes X	No <input type="checkbox"/>
<p>The school will assess against the criteria of the European Schools' curriculum, making use of the proposed reporting arrangements and assessment system of the European Schools.</p> <p>The school will additionally record attainment and track progress of all pupils in line with the reportable data requirements of OFSTED for the purposes of evaluation and accountability</p> <p><b>Marking</b></p> <p>S1 to S3</p> <p>For these year groups whole mark will be awarded at the end of each semester.</p> <p>The final year mark in each subject will not be a mathematical average of the two marks in the semester reports, but will also reflect the observations, results and any other data available to the teacher.</p> <p>S4 &amp; S5</p> <p>For these year groups both half and whole mark can be awarded at the end of each semester.</p> <p>There are two types of marks</p> <ul style="list-style-type: none"> <li>A-Mark reflects the participation in class, homework, projects, continuity of performance, oral presentations, A test results etc</li> <li>B-Mark corresponds to the results in the 2 written tests per semester in class. It is awarded at the end of each semester.</li> </ul> <p>The final year mark (C-Mark) is based on but not necessarily the average of the year's A and B marks</p> <p>In S5 the school organises written examinations twice a year (December and May/June).</p> <p>Within the UK there are also specific assessment expectations for pupils across the age range - though these are currently under review. Whatever requirements emerge, ESUK will ensure full adherence to these – including assessing both attainment and progress for formative purposes, in line with English national practice.</p>		
<p>The school will assess against the criteria of the European Schools' curriculum, making use of the proposed reporting arrangements of the European Schools.</p>		
<p>Within the UK there are also specific assessment expectations for pupils across the age range - though these are currently under review. Whatever requirements emerge, ESUK will ensure full adherence to these – including assessing both attainment and progress for formative purposes, in line with English national practice.</p> <p>We will use the A and B grades of the European Schools throughout secondary, with B-tests introduced in S4 and the Harmonised assessment used at the end of S5.</p>		

Internal assessment will be evidence-based, including a portfolio of pupil work throughout primary. Teachers will involve pupils in the assessment of their own work.

Under current national arrangements, the school is required to establish an entry point for pupils into formal education through the UK Early Years Foundation Stage Profile. This is currently working well but it is anticipated that we may decide to merge or replace this with the proposed European Schools' Entry Profile.

Currently the school also uses NFER standardised tests to confirm internal assessment of progress and provide an externally verified measure of attainment. We anticipate continuing some such form of standardised testing, related as closely as possible to the European Schools' programme.

For reporting to parents, the Europa School UK will use the proposed reporting arrangements of the European Schools, augmented where necessary to reflect local relevance within the ESUK curriculum and include compulsory national reporting.

For the purposes of accountability to the national authorities and to provide motivation and involvement in learning for pupils, we measure individual pupil progress as well as attainment at fixed points. This will be facilitated by the European Schools' 'inclusion of a learning continuum in order to demonstrate the pupil's development' – adapted to translate into the points scores currently in use in the UK system - supported by detailed mapping of the European Curriculum against the English National Curriculum.

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## Provision for SEN (special educational needs) pupils

• Special equipment	Yes X	No <input type="checkbox"/>
• Specialist staff	Yes X	No <input type="checkbox"/>
<p><i>The ESUK has a Special Educational Needs (SEN) policy, which is fully in line with the most up-to-date UK national requirements. The school will also adhere to all special arrangements for pupils with special needs relating to examinations in the European School System.</i></p> <p><i>The school will consider and make suitable provision for an individual pupil's need concerning:</i></p> <ul style="list-style-type: none"> <li>• <i>a special learning programme</i></li> <li>• <i>extra help from a teacher or assistant</i></li> <li>• <i>to work in a smaller group</i></li> <li>• <i>observation in class or at break</i></li> <li>• <i>help taking part in class activities</i></li> <li>• <i>extra encouragement in their learning, eg to ask questions or to try something they find difficult</i></li> <li>• <i>help communicating with other children</i></li> <li>• <i>support with physical or personal care difficulties, eg eating, getting around school safely or using the toilet</i></li> </ul>		

### • Learning support

• Extra tuition	Yes X	No <input type="checkbox"/>
• Catch-up classes	Yes X	No <input type="checkbox"/>
– in which subjects: L1, L2, Mathematics		
• Individualised lessons	Yes X	No <input type="checkbox"/>
• Small group lessons	Yes X	No <input type="checkbox"/>
Initial support is within the normal classroom through differentiated approaches to teaching and learning. Where needed the school will consider all options listed.		

### • Links with the European Schools system

• Links with the European Schools system	Yes X	No <input type="checkbox"/>
• Links with one European School in particular	Yes X	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>• which one: Culham, and Network of AES</li> </ul> <p><i>ESUK at present maintains very close links with The European School Culham, with whom it currently shares a site until the end of August 2017. ESUK also holds membership of the Associated European Schools Network and will be proactive in further developing robust partnerships with other schools within the European Schools system.</i></p> <p><i>We would welcome involvement of Secondary pupils in Eurosport and will give full support to training made available to AES</i></p>		
• <b>Information for pupils and guidance</b>	Yes X	No <input type="checkbox"/>
• provided by: class teachers, student counsellors, admin staff		
• from which year: S2		

## Extra-curricular activities

Activities offered:		
• in the school	Yes X	No
• outside the school	Yes X	No
• organised by		
– the school	Yes X	No
– parents and external agencies	Yes X	No
• free of charge	Yes X	No
• charge made	Yes X	No
<i>Charging is dependant in the type of activity. In some cases a voluntary contribution may be sought. For after-school activities there is usually a charge.</i>		

### Communication with parents

Means:		
• school reports <i>Twice a year, mid-year and end of year, following ES model</i>	Yes X	No
• meetings <i>Introductory meeting for parents by class group</i> <i>formal individual consultation twice a year (to include older students with parents)</i> <i>drop in availability once a week</i> <i>individual by appointment</i>	Yes X	No
• mail (usually soft copy my e-mail)	Yes X	No
• internet - website	Yes X	No
• newsletter	Yes X	No

### Funding of European schooling

• By the supervisory body		
– state (public sector)	Yes X	No
– private (private sector)	Yes <input type="checkbox"/>	No X
– national authorities	Yes X	No
– local authorities <i>– but local decisions influence distribution of funding</i>	Yes <input type="checkbox"/>	No X
• School's own funds	Yes <input type="checkbox"/>	No X
• Parents: <i>after-school activities and voluntary contributions</i>	Yes X	No
• European Commission	Yes <input type="checkbox"/>	No X
• European Agency or Institution	Yes <input type="checkbox"/>	No X
2015-2020 2020-2024 2024-2029 2029-2034 2034-2039 2039-2044 2044-2049 2049-2054 2054-2059 2059-2064 2064-2069 2069-2074 2074-2079 2079-2084 2084-2089 2089-2094 2094-2099 2099-2104 2104-2109 2109-2114 2114-2119 2119-2124 2124-2129 2129-2134 2134-2139 2139-2144 2144-2149 2149-2154 2154-2159 2159-2164 2164-2169 2169-2174 2174-2179 2179-2184 2184-2189 2189-2194 2194-2199 2199-2204 2204-2209 2209-2214 2214-2219 2219-2224 2224-2229 2229-2234 2234-2239 2239-2244 2244-2249 2249-2254 2254-2259 2259-2264 2264-2269 2269-2274 2274-2279 2279-2284 2284-2289 2289-2294 2294-2299 2299-2304 2304-2309 2309-2314 2314-2319 2319-2324 2324-2329 2329-2334 2334-2339 2339-2344 2344-2349 2349-2354 2354-2359 2359-2364 2364-2369 2369-2374 2374-2379 2379-2384 2384-2389 2389-2394 2394-2399 2399-2404 2404-2409 2409-2414 2414-2419 2419-2424 2424-2429 2429-2434 2434-2439 2439-2444 2444-2449 2449-2454 2454-2459 2459-2464 2464-2469 2469-2474 2474-2479 2479-2484 2484-2489 2489-2494 2494-2499 2499-2504 2504-2509 2509-2514 2514-2519 2519-2524 2524-2529 2529-2534 2534-2539 2539-2544 2544-2549 2549-2554 2554-2559 2559-2564 2564-2569 2569-2574 2574-2579 2579-2584 2584-2589 2589-2594 2594-2599 2599-2604 2604-2609 2609-2614 2614-2619 2619-2624 2624-2629 2629-2634 2634-2639 2639-2644 2644-2649 2649-2654 2654-2659 2659-2664 2664-2669 2669-2674 2674-2679 2679-2684 2684-2689 2689-2694 2694-2699 2699-2704 2704-2709 2709-2714 2714-2719 2719-2724 2724-2729 2729-2734 2734-2739 2739-2744 2744-2749 2749-2754 2754-2759 2759-2764 2764-2769 2769-2774 2774-2779 2779-2784 2784-2789 2789-2794 2794-2799 2799-2804 2804-2809 2809-2814 2814-2819 2819-2824 2824-2829 2829-2834 2834-2839 2839-2844 2844-2849 2849-2854 2854-2859 2859-2864 2864-2869 2869-2874 2874-2879 2879-2884 2884-2889 2889-2894 2894-2899 2899-2904 2904-2909 2909-2914 2914-2919 2919-2924 2924-2929 2929-2934 2934-2939 2939-2944 2944-2949 2949-2954 2954-2959 2959-2964 2964-2969 2969-2974 2974-2979 2979-2984 2984-2989 2989-2994 2994-2999 2999-3004 3004-3009 3009-3014 3014-3019 3019-3024 3024-3029 3029-3034 3034-3039 3039-3044 3044-3049 3049-3054 3054-3059 3059-3064 3064-3069 3069-3074 3074-3079 3079-3084 3084-3089 3089-3094 3094-3099 3099-3104 3104-3109 3109-3114 3114-3119 3119-3124 3124-3129 3129-3134 3134-3139 3139-3144 3144-3149 3149-3154 3154-3159 3159-3164 3164-3169 3169-3174 3174-3179 3179-3184 3184-3189 3189-3194 3194-3199 3199-3204 3204-3209 3209-3214 3214-3219 3219-3224 3224-3229 3229-3234 3234-3239 3239-3244 3244-3249 3249-3254 3254-3259 3259-3264 3264-3269 3269-3274 3274-3279 3279-3284 3284-3289 3289-3294 3294-3299 3299-3304 3304-3309 3309-3314 3314-3319 3319-3324 3324-3329 3329-3334 3334-3339 3339-3344 3344-3349 3349-3354 3354-3359 3359-3364 3364-3369 3369-3374 3374-3379 3379-3384 3384-3389 3389-3394 3394-3399 3399-3404 3404-3409 3409-3414 3414-3419 3419-3424 3424-3429 3429-3434 3434-3439 3439-3444 3444-3449 3449-3454 3454-3459 3459-3464 3464-3469 3469-3474 3474-3479 3479-3484 3484-3489 3489-3494 3494-3499 3499-3504 3504-3509 3509-3514 3514-3519 3519-3524 3524-3529 3529-3534 3534-3539 3539-3544 3544-3549 3549-3554 3554-3559 3559-3564 3564-3569 3569-3574 3574-3579 3579-3584 3584-3589 3589-3594 3594-3599 3599-3604 3604-3609 3609-3614 3614-3619 3619-3624 3624-3629 3629-3634 3634-3639 3639-3644 3644-3649 3649-3654 3654-3659 3659-3664 3664-3669 3669-3674 3674-3679 3679-3684 3684-3689 3689-3694 3694-3699 3699-3704 3704-3709 3709-3714 3714-3719 3719-3724 3724-3729 3729-3734 3734-3739 3739-3744 3744-3749 3749-3754 3754-3759 3759-3764 3764-3769 3769-3774 3774-3779 3779-3784 3784-3789 3789-3794 3794-3799 3799-3804 3804-3809 3809-3814 3814-3819 3819-3824 3824-3829 3829-3834 3834-3839 3839-3844 3844-3849 3849-3854 3854-3859 3859-3864 3864-3869 3869-3874 3874-3879 3879-3884 3884-3889 3889-3894 3894-3899 3899-3904 3904-3909 3909-3914 3914-3919 3919-3924 3924-3929 3929-3934 3934-3939 3939-3944 3944-3949 3949-3954 3954-3959 3959-3964 3964-3969 3969-3974 3974-3979 3979-3984 3984-3989 3989-3994 3994-3999 3999-4004 4004-4009 4009-4014 4014-4019 4019-4024 4024-4029 4029-4034 4034-4039 4039-4044 4044-4049 4049-4054 4054-4059 4059-4064 4064-4069 4069-4074 4074-4079 4079-4084 4084-4089 4089-4094 4094-4099 4099-4104 4104-4109 4109-4114 4114-4119 4119-4124 4124-4129 4129-4134 4134-4139 4139-4144 4144-4149 4149-4154 4154-4159 4159-4164 4164-4169 4169-4174 4174-4179 4179-4184 4184-4189 4189-4194 4194-4199 4199-4204 4204-4209 4209-4214 4214-4219 4219-4224 4224-4229 4229-4234 4234-4239 4239-4244 4244-4249 4249-4254 4254-4259 4259-4264 4264-4269 4269-4274 4274-4279 4279-4284 4284-4289 4289-4294 4294-4299 4299-4304 4304-4309 4309-4314 4314-4319 4319-4324 4324-4329 4329-4334 4334-4339 4339-4344 4344-4349 4349-4354 4354-4359 4359-4364 4364-4369 4369-4374 4374-4379 4379-4384 4384-4389 4389-4394 4394-4399 4399-4404 4404-4409 4409-4414 4414-4419 4419-4424 4424-4429 4429-4434 4434-4439 4439-4444 4444-4449 4449-4454 4454-4459 4459-4464 4464-4469 4469-4474 4474-4479 4479-4484 4484-4489 4489-4494 4494-4499 4499-4504 4504-4509 4509-4514 4514-4519 4519-4524 4524-4529 4529-4534 4534-4539 4539-4544 4544-4549 4549-4554 4554-4559 4559-4564 4564-4569 4569-4574 4574-4579 4579-4584 4584-4589 4589-4594 4594-4599 4599-4604 4604-4609 4609-4614 4614-4619 4619-4624 4624-4629 4629-4634 4634-4639 4639-4644 4644-4649 4649-4654 4654-4659 4659-4664 4664-4669 4669-4674 4674-4679 4679-4684 4684-4689 4689-4694 4694-4699 4699-4704 4704-4709 4709-4714 4714-4719 4719-4724 4724-4729 4729-4734 4734-4739 4739-4744 4744-4749 4749-4754 4754-4759 4759-4764 4764-4769 4769-4774 4774-4779 4779-4784 4784-4789 4789-4794 4794-4799 4799-4804 4804-4809 4809-4814 4814-4819 4819-4824 4824-4829 4829-4834 4834-4839 4839-4844 4844-4849 4849-4854 4854-4859 4859-4864 4864-4869 4869-4874 4874-4879 4879-4884 4884-4889 4889-4894 4894-4899 4899-4904 4904-4909 4909-4914 4914-4919 4919-4924 4924-4929 4929-4934 4934-4939 4939-4944 4944-4949 4949-4954 4954-4959 4959-4964 4964-4969 4969-4974 4974-4979 4979-4984 4984-4989 4989-4994 4994-4999 4999-5004 5004-5009 5009-5014 5014-5019 5019-5024 5024-5029 5029-5034 5034-5039 5039-5044 5044-5049 5049-5054 5054-5059 5059-5064 5064-5069 5069-5074 5074-5079 5079-5084 5084-5089 5089-5094 5094-5099 5099-5104 5104-5109 5109-5114 5114-5119 5119-5124 5124-5129 5129-5134 5134-5139 5139-5144 5144-5149 5149-5154 5154-5159 5159-5164 5164-5169 5169-5174 5174-5179 5179-5184 5184-5189 5189-5194 5194-5199 5199-5204 5204-5209 5209-5214 5214-5219 5219-5224 5224-5229 5229-5234 5234-5239 5239-5244 5244-5249 5249-5254 5254-5259 5259-5264 5264-5269 5269-5274 5274-5279 5279-5284 5284-5289 5289-5294 5294-5299 5299-5304 5304-5309 5309-5314 5314-5319 5319-5324 5324-5329 5329-5334 5334-5339 5339-5344 5344-5349 5349-5354 5354-5359 5359-5364 5364-5369 5369-5374 5374-5379 5379-5384 5384-5389 5389-5394 5394-5399 5399-5404 5404-5409 5409-5414 5414-5419 5419-5424 5424-5429 5429-5434 5434-5439 5439-5444 5444-5449 5449-5454 5454-5459 5459-5464 5464-5469 5469-5474 5474-5479 5479-5484 5484-5489 5489-5494 5494-5499 5499-5504 5504-5509 5509-5514 5514-5519 5519-5524 5524-5529 5529-5534 5534-5539 5539-5544 5544-5549 5549-5554 5554-5559 5559-5564 5564-5569 5569-5574 5574-5579 5579-5584 5584-5589 5589-5594 5594-5599 5599-5604 5604-5609 5609-5614 5614-5619 5619-5624 5624-5629 5629-5634 5634-5639 5639-5644 5644-5649 5649-5654 5654-5659 5659-5664 5664-5669 5669-5674 5674-5679 5679-5684 5684-5689 5689-5694 5694-5699 5699-5704 5704-5709 5709-5714 5714-5719 5719-5724 5724-5729 5729-5734 5734-5739 5739-5744 5744-5749 5749-5754 5754-5759 5759-5764 5764-5769 5769-5774 5774-5779 5779-5784 5784-5789 5789-5794 5794-5799 5799-5804 5804-5809 5809-5814 5814-5819 5819-5824 5824-5829 5829-5834 5834-5839 5839-5844 5844-5849 5849-5854 5854-5859 5859-5864 5864-5869 5869-5874 5874-5879 5879-5884 5884-5889 5889-5894 5894-5899 5899-5904 5904-5909 5909-5914 5914-5919 5919-5924 5924-5929 5929-5934 5934-5939 5939-5944 5944-5949 5949-5954 5954-5959 5959-5964 5964-5969 5969-5974 5974-5979 5979-5984 5984-5989 5989-5994 5994-5999 5999-6004 6004-6009 6009-6014 6014-6019 6019-6024 6024-6029 6029-6034 6034-6039 6039-6044 6044-6049 6049-6054 6054-6059 6059-6064 6064-6069 6069-6074 6074-6079 6079-6084 6084-6089 6089-6094 6094-6099 6099-6104 6104-6109 6109-6114 6114-6119 6119-6124 6124-6129 6129-6134 6134-6139 6139-6144 6144-6149 6149-6154 6154-6159 6159-6164 6164-6169 6169-6174 6174-6179 6179-6184 6184-6189 6189-6194 6194-6199 6199-6204 6204-6209 6209-6214 6214-6219 6219-6224 6224-6229 6229-6234 6234-6239 6239-6244 6244-6249 6249-6254 6254-6259 6259-6264 6264-6269 6269-6274 6274-6279 6279-6284 6284-6289 6289-6294 6294-6299 6299-6304 6304-6309 6309-6314 6314-6319 6319-6324 6324-6329 6329-6334 6334-6339 6339-6344 6344-6349 6349-6354 6354-6359 6359-6364 6364-6369 6369-6374 6374-6379 6379-6384 6384-6389 6389-6394 6394-6399 6399-6404 6404-6409 6409-6414 6414-6419 6419-6424 6424-6429 6429-6434 6434-6439 6439-6444 6444-6449 6449-6454 6454-6459 6459-6464 6464-6469 6469-6474 6474-6479 6479-6484 6484-6489 6489-6494 6494-6499 6499-6504 6504-6509 6509-6514 6514-6519 6519-6524 6524-6529 6529-6534 6534-6539 6539-6544 6544-6549 6549-6554 6554-6559 6559-6564 6564-6569 6569-6574 6574-6579 6579-6584 6584-6589 6589-6594 6594-6599 6599-6604 6604-6609 6609-6614 6614-6619 6619-6624 6624-6629 6629-6634 6634-6639 6639-6644 6644-6649 6649-6654 6654-6659 6659-6664 6664-6669 6669-6674 6674-6679 6679-6684 6684-6689 6689-6694 6694-6699 6699-6704 6704-6709 6709-6714 6714-6719 6719-6724 6724-6729 6729-6734 6734-6739 6739-6744 6744-6749 6749-6754 6754-6759 6759-6764 6764-6769 6769-6774 6774-6779 6779-6784 6784-6789 6789-6794 6794-6799 6799-6804 6804-6809 6809-6814 6814-6819 6819-6824 6824-6829 6829-6834 6834-6839 6839-6844 6844-6849 6849-6854 6854-6859 6859-6864 6864-6869 6869-6874 6874-6879 6879-6884 6884-6889 6889-6894 6894-6899 6899-6904 6904-6909 6909-6914 6914-6919 6919-6924 6924-6929 6929-6934 6934-6939 6939-6944 6944-6949 6949-6954 6954-6959 6959-6964 6964-6969 6969-6974 6974-6979 6979-6984 6984-6989 6989-6994 6994-6999 6999-7004 7004-7009 7009-7014 7014-7019 7019-7024 7024-7029 7029-7034 7034-7039 7039-7044 7044-7049 7049-7054 7054-7059 7059-7064 7064-7069 7069-7074 7074-7079 7079-7084 7084-7089 7089-7094 7094-7099 7099-7104 7104-7109 7109-7114 7114-7119 7119-7124 7124-7129 7129-7134 7134-7139 7139-7144 7144-7149 7149		



## Staff

<b>Specific management</b> , if applicable:		
• Head teacher (for each teaching level)	Yes X	No <input type="checkbox"/>
• Department head(s)	Yes <input type="checkbox"/>	No X
• Others	Yes <input type="checkbox"/>	No X
• <b>Teaching staff</b>		
<b>Number of teachers</b>		
• Number of teachers for European schooling: <i>~46 full-time equivalent posts</i>		
• Number of teachers recruited specially for European schooling: <i>all</i>		
• Number of teachers from the host school involved in European schooling: <i>n/a</i>		
<b>Teachers' status:</b> <i>Employed by the school</i>		
<b>Length of contracts:</b> <i>Permanent, except for specific short term need</i>		
<b>Teachers' remuneration</b>		
• National authority of the host school responsible for remuneration	Yes <input type="checkbox"/>	No X
• School itself responsible for remuneration	Yes X	No <input type="checkbox"/>
<b>Recruitment of teachers</b>		
• Recruitment of teachers organised in cooperation with the educational authorities of the country in which they are qualified and registered to teach	Yes <input type="checkbox"/>	No X
• Involvement of European School inspectors in the recruitment of teachers <i>although inspectors may be asked to assist with contacts for recruitment</i>	Yes <input type="checkbox"/>	No X
• Involvement of national inspectors in the recruitment of teachers	Yes <input type="checkbox"/>	No X

<b>Teachers' qualifications</b>		
<ul style="list-style-type: none"> <li>Teachers are native speakers of the language in which they teach</li> </ul> <p>* we require a level C2 from the European Framework</p>	Yes X*	No <input type="checkbox"/>
<ul style="list-style-type: none"> <li>Teachers are holders of the academic and professional qualifications required to teach the subject in question in the country or countries (case of a language spoken in several countries) in the language of which they teach</li> </ul> <p>All teachers hold teaching qualifications recognised within EU</p>	Yes <input type="checkbox"/>	No X
<b>Evaluation of teachers' performance</b>	Yes X	No <input type="checkbox"/>
– by the Head	Yes X	No <input type="checkbox"/>
– by the national inspectors of the subject	Yes <input type="checkbox"/>	No X
– by European School inspectors	Yes <input type="checkbox"/>	No X
• frequency: three times a year		
• In-service training of teachers	Yes X	No <input type="checkbox"/>
– by whom: <i>the school, national teacher organisations, European Schools, Local Authority, independent providers</i>		
– frequency: <i>varies</i>		

- Teaching Assistants**

• number: 11 FTE currently in post,		
<ul style="list-style-type: none"> <li>qualifications: level 3 or level 2 with addition training</li> </ul> <p>TAs are deployed as classroom support in N1 to P3 including some specialising in learning difficulties</p>		

- Administrative and ancillary staff**

<ul style="list-style-type: none"> <li>number: 5 FTE currently in post, 6 FTE to be added</li> </ul> <p><i>With only five year groups currently operational, the school has a fully worked-out staffing structure, but has yet to make appointments to some leadership/management posts, doing so closer to the time when the secondary section will open in its entirety (Sept 2017). When the structure is fully operational, all subject areas will have a subject coordinator: oversight of the whole curriculum and teaching and learning within their cycles will rest with the two Head teachers (Primary and Secondary), reporting ultimately to the Principal. Educational advisors and other professionals will be consulted as needed.</i></p>		
posts: principal, head of prim/sec, bursar, PA to principal, receptionist ICT-manager, caretaker, educational advisor		
qualifications: according to the requirements of the post		

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- Opinion of the Joint Teaching Committee**

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- The Joint Teaching Committee expressed a favorable opinion on the dossier of
- conformity of Europa School UK for years S1-S5 and invited the Board of Governors to

- approve it.