

Westminster International School in Tashkent



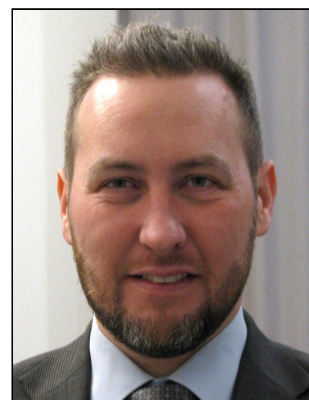
Information for Applicants



Welcome from the Head of Primary

Welcome to Westminster International School in Tashkent! This booklet was written by a group of friends and colleagues who, between them, have a wealth of teaching and leadership experience in Tashkent. Its aim is to relay to you how excited we feel about the soon-to-open Westminster International School in Tashkent and our host city as a place to live but also to be really honest and to manage your expectations about the positives and challenges of living in Tashkent.

We enjoy the support of the long-established and highly-respected Westminster International University in Tashkent and aim to establish WIST as Tashkent's leading international school.



As all professional teachers are well aware, in the fast-changing world of the 21st century children must develop a broad range of skills in order for them to flourish and ultimately succeed in their adult lives.

With this aim in mind, we aim to recruit a dynamic, forward-thinking group of teachers with the skills to provide a wide variety of learning experiences to our students, designed to foster not only intellectual growth but also individual creativity, collaboration skills, physical health and social and emotional well-being.

Sport, music and the arts will be school priorities from day one, supported by an incredible campus befitting of a world-class school. Teachers who enjoy these pursuits and / or have particular skills and talents in these areas will be welcome additions to the WIST staff team!

Our state-of-the-art ICT infrastructure, with interactive whiteboards, mobile devices and cutting-edge educational software in all classes, is one of the keys to realising our vision for an authentically 21st-century learning journey. Teachers with strong ICT skills, or those eager to learn, are encouraged to apply!

Academic staff at the school in 2019-20 will face a significant challenge; laying the foundations for a successful new school, overcoming the logistical challenges this involves and remaining positive and solution-orientated throughout is a big ask and not for the faint-hearted. For colleagues who rise to this challenge and really show their worth there will also be immense opportunity. Our new school will grow and develop quickly, opening all of Preschool and Primary in 2019-20 (two from entry) and a full 11 - 16 Secondary school in 2020-21. Accordingly, we seek dynamic educators who are eager to take on leadership responsibility, to help shape and take control of the project and create a legacy of which they and all involved in the school can be proud.

We aspire to create a successful, happy and respectful school environment where adults and children fulfil a shared commitment to being lifelong learners.

Daniel Frater
Head of Primary School
Westminster International School in Tashkent



Our Campus

Our British-designed campus is a genuinely world-class learning environment.

Our facilities include:

- spacious, attractive classrooms with plenty of natural light
- wide, safe and attractive corridors and thoroughfares
- fully equipped specialist teaching spaces for art and design, science, computing and robotics
- a school garden
- a generously-stocked library
- modern on-site medical facilities
- a cafe for parents and visitors
- a full-size indoor gym
- a 600-seat theatre
- large, generously equipped outdoor play areas; all-weather playground facilities
- two swimming pools: a 25-metre swimming pool and a baby pool
- a full-size football pitch and basketball, tennis, volleyball and netball courts
- an excellent IT infrastructure, equipped with interactive whiteboards, mobile devices and cutting-edge educational software in all classes





Preschool School Curriculum Overview, ages 2-5

WIST's Preschool classes use the internationally respected Early Years Foundation Stage (EYFS) Curriculum for children aged birth - five years. We respect and value how the EYFS prioritises the bedrock of early childhood development - growth in communication skills, healthy physical development and personal, social and emotional development – and strongly believe that if a child is progressing in these areas and feels safe and happy in school then they will make excellent academic progress as well.

As students move through the years and approach their transition to the Primary school, teaching staff will also begin to lay the foundations for success in reading, writing and mathematics. Our Preschool will deliver the EYFS curriculum in authentic manner, using a blend of continuous provision (intelligently designed educational play activities) and focused individual and group sessions that nurture specific skills. As one would expect, the emphasis on the specific areas of the EYFS Curriculum, Literacy, Mathematics and Understanding the World, increases in Nursery and Reception as entry to Year 1 beckons.



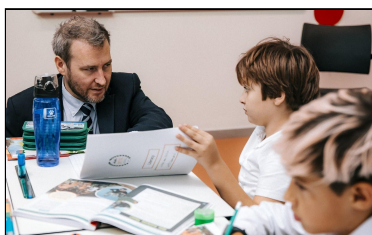
Primary School Curriculum Overview, ages 5-11

Children in Years 1-6 will study an adapted English national curriculum comprised of the following subjects:

- English
- Guided Reading
- Mathematics
- Science, Technology, Engineering, Art and Maths (STEAM)
- Personal, Social and Health Education (PSHE)
- Humanities (History and Geography)
- Physical Education (PE)
- Modern Foreign Languages (MFL, such as Russian, French, Spanish and German)
- Art and Design
- Music

All learners in the Primary School will enjoy learning experiences that excite and engage, blending collaborative, play-based and formal learning approaches in a manner that ensures that all children achieve their full academic and personal potential.

Our state-of-the-art IT infrastructure, with interactive whiteboards, mobile devices and cutting-edge educational software in all classes, is one of the keys to realising WIST's vision of an authentically 21st-century learning journey.



Meeting the needs of EAL learners

In line with our ambition to be a high-achieving school but also one that nurtures children's potential, students aged 5 and older will enter one of two educational streams: Mainstream (MS) and Accelerated English (AE).

Streaming in this manner enables children who already have full academic proficiency in English to achieve at the highest possible level from day one, while ensuring that EAL learners receive teaching specifically tailored to their needs.

In Primary School Mainstream classes, lessons will be pitched at a similar level to those taught at any first-rate international school. Our ambition for these students is that will generally meet or exceed UK age-expectations in standardised assessments and to significantly exceed these by the end of Secondary School.

In Primary School Accelerated English classes there will be a similarly aspirational environment but using approaches even more significantly adapted to the needs of emergent English-speakers. In practical terms, this means that AE Class Teachers will make extensive use of colourful images, dual language resources, language-rich educational play activities, hands-on learning and a wide range of other strategies proven to accelerate English-language development.

The school aims for the vast majority of children to graduate from Accelerated English to Mainstream within 1.5 - 2 years; we will carefully monitor progress and class numbers to make this a reality.



Classes opening in 2019-2020 & 2020-2021

Classes offered in September 2019	Age of child on 1st September	Classes offered in September 2020
Pre-Nursery	2	Pre-Nursery
Nursery	3	Nursery
Reception (MS & AE)	4	Reception (MS & AE)
Year 1 (MS & AE)	5	Year 1 (MS & AE)
Year 2 (MS & AE)	6	Year 2 (MS & AE)
Year 3 (MS & AE)	7	Year 3 (MS & AE)
Year 4 (MS & AE)	8	Year 4 (MS & AE)
Year 5 (MS & AE)	9	Year 5 (MS & AE)
Year 6 (MS & AE)	10	Year 6 (MS & AE)
	11	Year 7 (MS)
	12	Year 8 (MS)
	13	Year 9 (MS)
	14	Year 10 (MS)
	15	Year 11 (MS)
Students in Year 11 will complete Cambridge IGCSE Examinations and will progress on to our Years 12 and 13 which will offer AS and A-Levels; International Baccalaureate options alongside AS and A-Level paths are also being strongly considered.		



Our students

WIST will educate the children of Uzbekistan's business elite and international diplomatic and business communities, using an adapted English national curriculum.

A high proportion are drawn from our host country and some of them may require some support with both with their English and adapting to the requirements of a tier-one international school.

For other students, who come from international business or expatriate backgrounds, our school may not be their first or last educational experience. For many reasons, some children (from Uzbekistan or the wider global community) have received interrupted educational experience and may need additional support or individual learning plans, in order to bring them up to speed with their classmates.



We will offer an educational experience that equips each child or young person with the tools that they need to achieve academically, as well as a range of transferable interpersonal and life skills.

While their abilities, dispositions and aptitudes vary, we know that all children respond positively to high expectations, to challenge and to adults who truly believe in their limitless potential.

What we require from expatriate educators

We seek to employ professionals with a positive work ethic and a high level of self-motivation.

Our expatriate teachers should possess an excellent grasp of the teaching and learning practices suited to a modern British National curriculum school. Their cultural sensitivity and intercultural communication skills should be excellent, enabling them to relate in a positive way to colleagues who are the product of a distinctly different educational and national tradition.

Resilience and a solution-oriented outlook are two qualities essential to any expatriate teacher at WIST. Professionals who possess the positivity, patience, open mindedness and resilience necessary to thrive in an exciting but very culturally different location will enjoy the challenge of working at WIST. A commitment to be an excellent ambassador for our school within the community is also vitally important.



Essential requirements

- Qualified Teacher Status achieved in any of the following countries: United Kingdom, Ireland, Australia, New Zealand, Canada, South Africa or the USA.
- Experience of teaching the relevant age / phase, using one of the above curricula.
- A positive work ethic and a high level of self-motivation; the willingness to act as a role-model and mentor to students and colleagues.
- Skills and experience for working with EAL learners in a mixed ability environment.
- An excellent grasp of the teaching and learning practices suited to a modern English-medium international school.
- Cultural sensitivity and intercultural communication competence - i.e. the ability to relate in a positive way and achieve positive results working with professionals who have been raised in a distinctly different culture.
- Resilience and a solution-oriented outlook; the ability to complete and finish tasks; a 'no excuses' approach.
- A commitment to be an excellent ambassador for our school within the community.

Also desirable is....

- Experience of teaching the specific role applied for, teaching or leadership.
- Specific EAL experience or qualifications.
- Experience of mentoring colleagues / general leadership and management experience; experience of leading appraisal; experience of leading professional learning communities and/or staff training.
- Experience of working in an international setting within a team that has a significant proportion of host country nationals.
- Experience of living and working in the post-Soviet space.
- A passion for learning languages and / or a basic knowledge of Russian, Uzbek or Turkish.

What we can offer expatriate teachers

Working in an environment where teachers are valued will be a major plus for our staff at WIST and is something that university staff at Tashkent Westminster University can already testify to.

Westminster International School offers a generous remuneration package in line with our aim of teachers feeling valued and well-rewarded for their work. We offer a full expatriate package including the following:

- a generous tax-free salary paid for all twelve months of the contract
- a performance bonus, paid in addition to the salary
- an annual travel allowance



- fully-funded accommodation of a very good standard
- international medical insurance covering all GP visits and emergency care
- education for up to two dependents¹ as standard
- an annually renewable contract

How to apply

Applications should be addressed to Mr Daniel Frater, Head of the Primary School, and sent to the email recruitment@wist.uz, including as attachments:

- **a concise covering email**, stating the role for which you are applying and core reasons why you are suited to the role
- **a well-presented curriculum vitae**, including full name, recent photograph, clear details of relevant qualifications, an accurate, clear chronology of teaching experience (with all gaps in employment since your initial teacher training accounted for) and, finally, a concise personal statement / statement of teaching philosophy.

Life in Tashkent

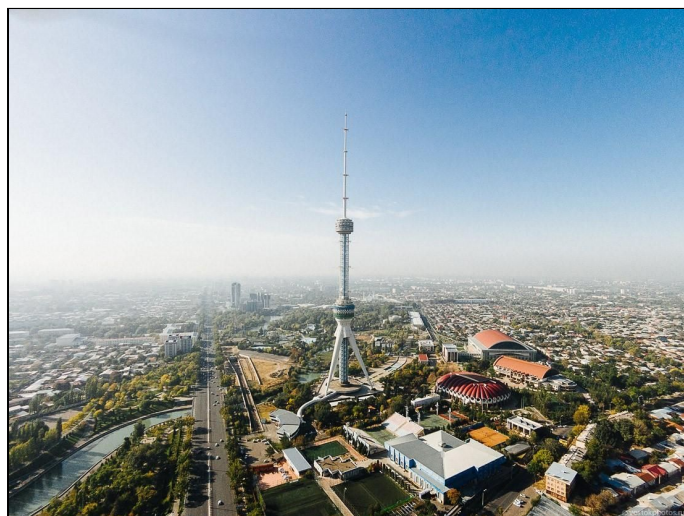
Tashkent is the capital and largest city of Uzbekistan, as well as the most populated city in ex-Soviet Central Asia. In 2009, the city celebrated 2,200 years of written history.

The mixed cityscape reflects Tashkent's rich historical past and mixed heritage.

The city is a fascinating mix of leafy streets, impressive government and business buildings, pre-Imperial Uzbek traditional architecture and Soviet-style hotels and apartment blocks; these unite to create a fascinating, culturally and historically diverse blend that's well worth exploring.

The climate is pleasant; similar to continental Europe in the winter and hot in the summer; this is perfect for the vibrant café and 'chaihona' (teahouse) culture that exists in Tashkent. Buildings and accommodation are generally equipped with air conditioning, which makes life easier during the very hottest months which, coincidentally and generally those when the school is closed. See the following link for an overview of Tashkent's annual weather:

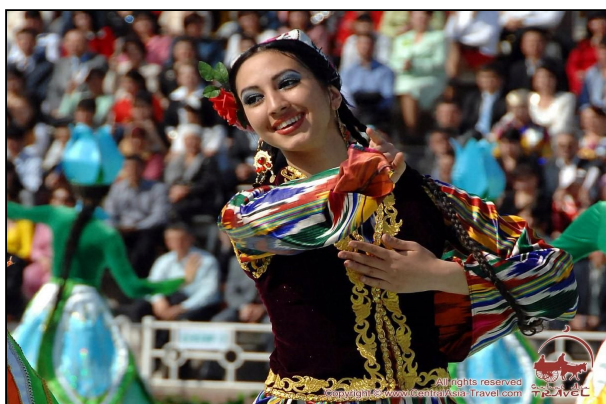
<https://www.timeanddate.com/weather/uzbekistan/tashkent/climate>



¹ WIST will offer education for children aged 2-11 (Pre-Nursery - Year 6) in 2019-20.



Meeting people and making friends



Locals welcome foreigners and, as a rule, very much enjoy meeting and making friends with people from different cultures (be prepared to answer friendly questions about your country of origin, particularly related to football teams, cars and marriage traditions!). This is, in part, due to the fact that while ethnic Uzbeks represent the majority in Tashkent, the city has a rich multi-ethnic and multicultural mix comprised of Uzbeks, Tajiks, Kazakhs, Karakalpaks and a multitude of other ethnic groups, all of which have a long and proud tradition of peaceful co-existence.

There is a close-knit (but now steadily growing) expatriate community in Tashkent who primarily work for the diplomatic corps, mining companies, the hotel and leisure industries, the military, for non-governmental organisations (charities, government partnership and international development projects and the like) and in education. Some are grizzled Tashkent veterans who've made a life and family for themselves through the changes, the trials, tribulations and wild opportunities of the 1990s and early 2000s. Others, particularly the diplomats, NGO employees and teachers are younger and on 2-3 year postings. There is a quite an established and inclusive circuit of small drinks parties, celebrations and garden parties laid on by the various embassies and ambassadors, to which most expatriates can easily receive an invite. For example all expatriates working at the English speaking international schools will generally receive an invite to events at the British Ambassador's residence, even if they are not British. You will also find that there are quite a few international societies and clubs run by expats living in Tashkent as well. For example, TWIG - Tashkent Women's International Group on Facebook is run and administered by expat women living in the capital; it is the perfect facility to exchange recommendations and ask for advice from others. The organisation also runs several fundraising events each year.



Safety and security

With a population of 2.5 million, Tashkent is extremely safe in comparison to comparably sized cities in Europe and Eurasia and has a secular atmosphere.

Sensible precautions should be taken in any large city like Tashkent, for example booking official taxis at night, showing respect for local people and law enforcement and consuming alcohol in moderation. However, overall levels of safety and security are very high in comparison to many similarly sized cities.

Women generally do not cover their heads in public and gender politics, in the arena of city life, is more akin to Russia, cosmopolitan areas of Turkey or Europe than, for example, the Middle East or North Africa.



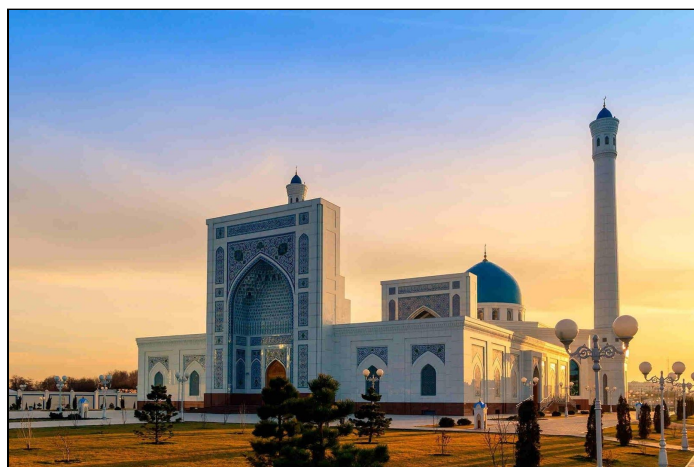
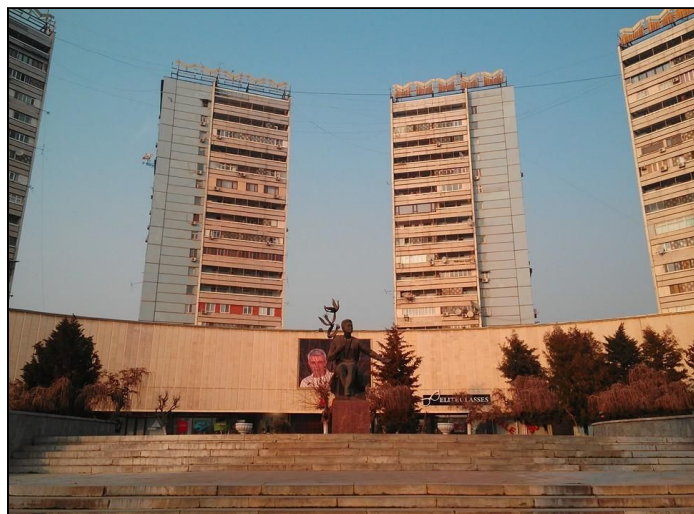


Recent changes to the cityscape

Since 1991, the city has evolved economically, culturally, and architecturally. The change of administration in 2016 has ushered in a period of swifter progress, enabling a country that was once somewhat inaccessible to foreign visitors and foreign investment to develop at a faster pace.

A number of buildings from the Soviet era have been replaced with new modern leisure and shopping facilities. The central district includes the 22-story NBU Bank building, an Intercontinental Hotel, the International Business Centre, and the Plaza Building.

Due to the destruction of most of the ancient city during the 1917 revolution and then the 1966 earthquake, little remains of Tashkent's traditional architectural heritage. Tashkent is, however, rich in museums and Soviet-era monuments, such as the beautiful and ancient Kukeldash Madrasah, Yunus Khan Mausoleum, the Khast Imam Mosque, containing one of the oldest Qurans in the world, and the Palace of Prince Romanov.



Cafes and restaurants



Tashkent offers varied cuisine and plenty of social opportunities. There are very fine Georgian (e.g. Bagrationi), Vietnamese (Vietnam), Turkish (Efendi), Korean (multiple), French, Italian and other European cuisine restaurants, as well as limitless choice of Uzbek restaurants ranging from simpler eateries often offering quite heavily salted, fatty but also extremely tasty plov, shashlik and samsa to fancier restaurants such as Soy that caters to a very high standard.

Alcohol is permitted in most places but owing to the pleasant climate, there is sometimes less of a focus on this. Many European-style cafes are dotted around the city centre, serving hot beverages, cakes and light meals, as well as Uzbek-style teahouses, serving tea and the array of soups and hot dishes that have been cooked fresh that day; these are now too numerous to name but some of the favourites include Bon Patisserie, Sunduk, Book Cafe, B&B Cafe and Chaykoff.



Night life

The people of Tashkent are also fond of partying however and although bars and clubs range in size, there is always a dance area and an area to sit and relax. In these establishments, music mixed by DJs is common, although varies in genre. Many restaurants also provide music and encourage dancing – often a live band will alternate with a DJ. This creates an enjoyable atmosphere and is very child friendly – a lot of Uzbek families enjoy eating in altogether in restaurants and then dancing there too; such restaurants include 'Na Nebe' and 'Trufel'

For those wishing to carry on the festivities after 10 or 11 pm, several notable nightclubs include OneMore, Steam Bar, CMI, Семь Пятниц (meaning Seven Fridays) and The Bar Speakeasy. Elvis Bar and Tapas Club (inside Tartar Hotel) also provide late night drinking and dancing, but in a more relaxed, less dressy atmosphere.



Day time excursions, groceries and shopping

The city houses many colourful and lively bazaars, the largest being Chorsu Bazaar, which is found at the centre of the old town. Everything needed for your day-to-day, plus more is for sale. Uzbek bazaars are fascinating to have a look around, but also the best places to buy all of your locally grown produce; it will be the cheapest, the freshest and organically grown, produced with few or no chemicals and pesticides.

If you seek specific imported goods, the Macro or Korzinka supermarkets are sound options.



Increasingly there are many more fun and interactive places to take children in the city. Samarqand Darvoza and Kontinent shopping centres are modern and quite child-friendly. Next mall is very popular among families and well-known for its Science Lab for children, a Dinosaur Museum, Ice Rink and Cinema.

Clothes and electrical items of a good quality are hard to come by in Tashkent. It is recommended that you purchase these before coming to Tashkent. High quality tailors can be found in most districts.

Haggling is acceptable when discussing a price of a taxi (not booked over an app) and should be done in advance. Haggling over groceries is less common, particularly as bazaar prices are fairly standard across the board.



Art, culture and history

For visual and performance art, the Alisher Navoi Opera and Ballet Theatre, The Youth Theatre and the independent Ilkhom Theatre are all well worth a visit; the latter has several performances a month where English subtitles are displayed – most plays are in Russian, some in Uzbek.

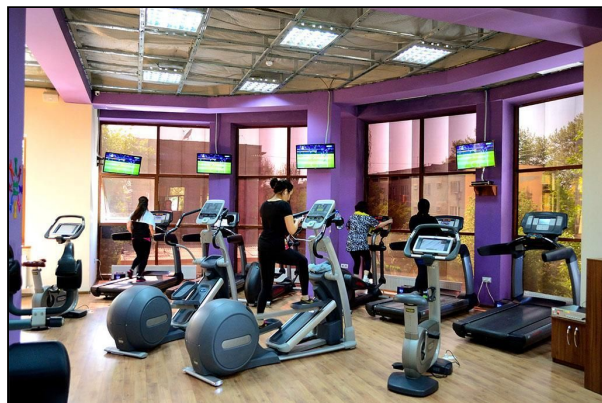
The Fine Art Museum of Uzbekistan, Museum of Applied Arts, State Museum of History, Amir Timur Museum and the Navoi Literary Museum all detail different time periods and events in Uzbekistan's rich tapestry of history. Well worth a visit for anyone interested in ancient and modern history and generally very democratically priced; visitors will benefit from reading up a little online before their visits to ensure that they get the most from the experience, since Tashkent museums often have fascinating artefacts but the presentation, translation and general accessibility of expositions to visitors is sometimes not of a similar standard to museums in leading European cities.



Sport and fitness

For sports enthusiasts, there is a lot to do in Tashkent and also in surrounding countryside.

Football is the most popular sport in Tashkent, with the most prominent football clubs being Pakhtakor Tashkent FK and FC Bunyodkor, both of which compete in the Uzbekistan Super League. There are also athletics, boxing, dancing, fitness studios and gyms located across the capital. Our HR and local academic staff will be more than happy to help you find a gym or sports club in your area. Popular gyms include Chekhov Next and the gym and pool at The Wyndham Hotel.





Many expats also enjoy cycling or running outside; although this is not common among the local population, sporting enthusiasts will not find any problems or negative attention from getting their exercise fix!

If you wish to escape the hustle and bustle of city life, there are mountains less than a two hour drive away, where hiking, skiing (albeit rough and read) and horse riding can be enjoyed, as well as lake swimming and fishing in the summer. These activities are great fun but it's important to take safety precautions and to remain mindful of the fact that health and safety standards and ambulance response times do not meet international standards. If you wish to stay in the mountains for the weekend, small 'dachas' – basic holiday homes or more up market hotels are a good way to extend your stay.



Navigating and getting around the city

It is possible to travel by metro, bus, taxi and minibus in Tashkent. The metro and catching a taxi are by far the most efficient ways to travel, as well as being incredibly cheap. A taxi ride across town will cost approximately 8,000 Soum - that's approximately one dollar! The metro is cheap, clean and efficient and costs even less.

Taxi apps such as MyTaxi.uz and iTaxi UZ are quick, convenient and cost effective ways of securing a ride, especially if you are not conversant in local languages.

While catching unofficial taxis remains a fairly common practice in the city, the ease with which official taxis are now available makes this unnecessary for newer arrivals.

We recommend learning some basic Uzbek or Russian (the lingua franca for Uzbek nationals of all backgrounds) in order to move about Tashkent with ease. When asking directions from local people, new arrivals should also be aware that most people use and familiar with landmarks over and above street names. For example, you might "please take me to 'Book Cafe', next to the Amir Temur monument".

All in all, Tashkent is a vibrant colourful city, with an interesting blend of lifestyles, cultures, people and cuisines, well worth exploring and an exciting, welcoming place to call home.



An overview of some of the key positives and challenges of living in Tashkent

(This table is primarily geared towards informing newer expatriates who aren't used to how things roll in the CIS territory!)

Positives of Tashkent	Challenges of Tashkent
<p>Generally a very safe city, compared to similarly sized cities in Europe and Asia.</p> <p>Relatively little traffic or overcrowding.</p> <p>A pleasant climate (a short winter; extremely hot only in June - August, much of which is the summer holiday).</p> <p>Relatively low cost of living compared to the UK; see the link: https://www.numbeo.com/cost-of-living/in/Tashkent</p> <p>Accommodation is of a good standard and is available in a range of locations; even centrally located apartments are walkable from the school.</p> <p>Produce, meat and other goods are fresh, often organic and very tasty; supermarkets and local markets stock all items to meet your basic wants and needs at a reasonable price.</p> <p>A good choice of traditional and modern cafes and restaurants, offering a wide choice of different national cuisine and everything from budget to luxury options (and everything in between). Staff in these outlets usually speak English sufficiently well to take orders etc.</p> <p>Friendly, welcoming and, as a rule, culturally tolerant local people. A richly multicultural atmosphere.</p> <p>Many representatives of the younger generations are proficient in English and other languages.</p> <p>An accessible expatriate community that's friendly and close-knit on account of its modest scale; a nice circuit of highly accessible expatriate events available through the embassies, consulates and expatriate groups that operate in the city.</p> <p>Modern medical facilities available at Tashkent International Clinic and a number of other private clinics, staffed by fluent English-speaking doctors.</p> <p>Visa process is now easier than many locations in the CIS-region and tourist visas are now a thing of the past for UK citizens visiting for holidays. Useful for relatives and friends visiting for a week or two.</p> <p>Airport is fairly pleasant and now quite modern; flight time from the UK is 7 to 7.5 hours.</p> <p>Taxis are cheap and a great way of getting around (but wear a seatbelt).</p>	<p>English levels of people you will meet, such as shop assistants and taxi drivers are generally on the lower side.</p> <p>Internet is, as a general rule, significantly slower than in Europe; reasonable speeds are attainable at school, at home and on mobile devices but this can be frustrating in cafes and when out and about, when using random wifi; it's also quite a lot more expensive than in the UK.</p> <p>Shopping has improved greatly improved of late but Tashkent remains on the expensive side for imported foods or consumer goods.</p> <p>You'll mostly be insulated from local bureaucracy since most expatriate teachers 'surface live' and don't do things like purchase or licence a car, buy property, get married etc. However, be aware that local bureaucracy is very slow, complicated and generally impenetrable to foreigners if you choose to go there; speaking local languages is of some help in navigating this but doesn't change the situation that much.</p> <p>The city is navigable using prams and pushchairs but expect more issues than in a typical western-European city. Pavements can be uneven, meaning that you should be attentive when walking down side-streets.</p> <p>While apartments themselves are usually very nice indeed, communal areas in residential blocks are sometimes a bit run-down.</p> <p>Punctuality and a sense of urgency can be lacking when resolving problems with some local people unused to international norms, such as taxi drivers, shop assistants and landlords; patience is required when dealing with them.</p> <p>Be aware of food hygiene in the hotter months, particularly when dining out in simpler cafes and restaurants.</p> <p>Drivers are sometimes reckless and inattentive; Wear a seatbelt when driving around the city.</p>