



INFORMATION FOR CANDIDATES

APPLYING TO ST PAUL'S SCHOOL

Updated January 2010

THE CITY: SÃO PAULO

São Paulo, founded in 1544, is a classic example of a Brazilian town which grew out of a religious settlement. Centred around a chapel built by the Jesuit José de Anchieta on the hill where the Pátio do Colégio is situated today, São Paulo's first important period of growth was in 1560, when the inhabitants of a neighbouring village were transferred near to the Jesuit college which stood at the side of the chapel.

It continued to grow slowly through the years, until the great impact of the coffee boom in the second half of the last century. Coffee prepared the way for the industrial explosion which began in the 1940's, when São Paulo was transformed into one of the biggest and richest cities in the world. More than 70% of the population of Greater São Paulo are immigrants or their descendants, of whom the most notable groups are the Italians, the Portuguese, the Spanish, the Germans, and the Japanese. Greater São Paulo with its many suburbs covers 7,951 square kilometres (3,070 square miles).

First-time visitors to São Paulo arriving by plane are struck by the biggest concentration of skyscrapers on the planet. Overshadowed by the more glamorous Rio, São Paulo's sheer size is breathtaking. São Paulo is the largest city in South America, one of the largest in the world, and still one of the fastest growing. It is the industrial and financial heart of Brazil, the locomotive that drives Brazil and which accounts for almost half its economic output. It is the part of Brazil that reminds you that the country is the world's ninth largest industrial economy and a major supplier of food to the world. Today it boasts 20,000,000 inhabitants (counting the municipality proper, plus the population of the satellite cities that make up Greater São Paulo).

At night the city's cosmopolitan heart pulses with a hundred different rhythms from tango to techno, and the aromas of thousands of cantinas, churrascarias, pizza parlours, Chinese and Japanese restaurants, bars and bakeries mingle in the air. Yet at traffic lights on main roads there is a reminder of how Brazil's wealth is built on poverty, as adults and children offer a variety of goods to those waiting in cars. Over a million people in São Paulo live in

favelas and over three million in cortiços.

The website of the Brazilian Embassy in London is excellent, and contains sections (in English) on economics, politics, history, culture and sport as well as tourism www.brazil.org.uk. The websites www.gringoes.com and saopaulo.angloinfo.com also give a wealth of interesting and useful information about living in Brazil.

ST. PAUL'S SCHOOL

St. Paul's School was formally opened in February 1926, as the *Escola Britânica S.A.* The concept of such a school can, however, be traced as far back as 1867, when thirty children of expatriate railway employees building the British-owned São Paulo-Santos Railway line were given education classes by Canon Morrey Jones at St. Paul's Anglican Church. The number of British families arriving in São Paulo then grew steadily from 1867 to 1926 as British engineers, accountants, bankers and industrialists came to work in the growing city.

The *Escola Britânica S.A.* was established to run a non-denominational school along commercial lines, and to *provide a sound education for the sons and daughters of British parents with the fees being fixed as moderately as possible*. The School began with facilities for sixty pupils and accommodation for twelve boys as boarders. The principal concern of the Board of Directors then became the purchase of land for the new school. Negotiations were successfully concluded early in 1927 with the Mahfuz Brothers, who owned a large amount of land in Jardim Paulistano. The *Escola Britânica S.A.* bought 18,000 square metres facing Rua Juquiá for 50 contos, which Mr. Jorge Mahfuz used to buy shares in the Company.

During the early years of the School, a *dual system of education* was introduced, whereby boys and girls were taught separately. The following years saw the steady development and expansion of the School, with Portuguese language lessons and some Brazilian History and Geography brought into the curriculum. Later still, a *modified form of co-education* was introduced. Girls were allowed to become boarders, and boys and girls shared the same lessons. It became increasingly clear to the Headmaster that more British children would be completing their education in Brazil and not going to the UK, so the Brazilian *Curso Ginásial* was introduced in the School. This course was taught in the morning, and lessons in English were given in the afternoon.

In addition to the adaptation of the curriculum to meet Brazilian educational requirements discussions were held from 1947 onwards between representatives of the British Community Council and the Board of Directors of the *Escola Britânica S.A.* about changing the legal structure of the School from a Limited Company (*S.A.*) to a Foundation (*Fundação*). This culminated in the unanimous recommendation in 1951 that the *Fundação Anglo-Brasileira de Educação e Cultura (FABEC)* should be set up in accordance with Brazilian law. The statutes of the new non-profit Foundation stated that its objective was to *further the development of the education and the culture (intellectual, physical and spiritual) of young people of both sexes in the State of São Paulo*.

During the 1960s and 1970s the School was run as a co-educational day school for pupils from the age of 4 to 16, terminating with the GCE, later IGCSE, Examinations. As such it was essentially a preparatory school and the pupils would have to move to other schools in Brazil or overseas to complete their pre-university studies. It became increasingly apparent to the Headmaster and the Board of Governors that the School should extend its scope to

include a Sixth Form where pupils up to the age of 18 would be prepared for university entrance. Accordingly in the early 1980s two important decisions were taken.

Firstly, to meet the need of the pupils who would be studying abroad the School introduced the International Baccalaureate Diploma. This was chosen in preference to the UK A-Level Examinations as it was more suitable for the international nature of the School population. In addition to being accepted as an entrance qualification by UK universities it was recognised in other European countries and the USA. The first six pupils to complete the two-year IB Diploma course in the Sixth Form did so in June 1987.

Secondly, to meet the needs of those pupils who intended to go to university in Brazil it was important for the School to play its part in the São Paulo educational framework. Accordingly in 1983 the School was registered with the State of São Paulo Education Authorities under the name of *Escola Britânica de São Paulo*. This registration enabled St. Paul's to offer an education suited to the needs of the whole Community whilst retaining its fundamental aims. Official recognition was further granted in 1985 for St. Paul's to function as part of the Brazilian Educational System as *Escola de Ensino de Primeiro Grau* (up to 15 years) *e de Segundo Grau* (up to 18 years). This procedure led to the first Sixth Formers receiving the *Segundo Grau* in 1984.

The Headmaster has membership of HMC¹ and IAPS², as well as LAHC³.

St. Paul's is the only British School in the city, together with three American schools, a couple of other English-speaking international schools, a German, a Swiss, a French, a Spanish and an Italian school. Many pupils have to get up at 6:00, or even earlier, and travel in from the ever-increasing suburbs to arrive for the start of the School day at 7:45 for Preparatory School pupils and 8:00 for Seniors. Prep lessons end at 15:00 and Senior lessons at 15:30.

The Board of Governors is appointed by Trustees of the British Community, and includes parents of current or former pupils, a representative of the British Commonwealth and Community Council, ex-officio members and the Headmaster. Her Majesty Queen Elizabeth II is the current Visitor of the School and Her Majesty's Ambassador to Brazil is the Honorary President.

St. Paul's is co-educational with a roll of around 1,000 pupils from 3 to 18 years. In terms of nationalities, the School numbers are made up of approximately 75% Brazilians, 10% British and Commonwealth and 15% other nationalities. The teaching staff total is just over 160, of which around 40 describe themselves as British; around 27 are from overseas as Contract Staff (expatriates). The aim of the School is to provide a British education for British children resident in São Paulo, and for Anglo-Brazilians, Brazilians and other nationalities. The medium of instruction is English, though for most pupils it is not their mother tongue.

The curriculum offered in the Pre-Preparatory and Preparatory Schools follows the spirit of the UK National Curriculum, with pupils sitting Key Stage 2 SATs in Mathematics and English before entering the Senior School. Pupils prepare for IGCSE courses in Form 4 and

¹ Headmasters' and Headmistresses' Conference (UK)

² Independent Association of Prep Schools (UK)

³ Latin American Heads' Conference

Form 5, and the International Baccalaureate Diploma Programme in the Sixth Form. All members of staff are expected to contribute to the Extra-curricular Activities Programme, which includes an extensive range of activities both at lunchtime and after School.

In recent years pupils have gone on to universities in the UK (Oxford, Cambridge, Warwick, LSE, Durham, Bristol, Kent, Edinburgh, Bath, Lancaster and Nottingham), in the United States (Yale, Harvard, Columbia, Tufts, George Washington, University of Pennsylvania and Boston University), as well as universities in Brazil, Argentina and Chile.

Each part of the School has its own floor in the main building: the Pre-Preparatory School (approximately 240) is a self-contained unit on the ground floor, the Preparatory School (approximately 400) is situated on the middle floor and the Senior School on the top floor. The School has around 450 pupils in the Senior School (around 50 - 80 in each year), but the presence of the younger ones swells the ranks and adds to the vibrancy. The general impression when entering the School is that of any other modern British school - it just happens to be in Brazil.

The School has gone through an interesting and challenging period in its development. The classrooms have been refurbished to the highest standards, and up to date Science facilities have been installed. The computer provision is complete with over 200 PCs networked on site, and every classroom has a *Promethean* interactive whiteboards running *ActiveStudio 3* or *ActivePrimary 3*.

The School Library, which was opened in 1993 by the Right Honourable Betty Boothroyd, MP, Speaker of the House of Commons, has over 32,000 resources on its database, including, besides books, CD-ROMs, DVDs and videos, audio tapes, career brochures and a wide selection of magazines, newspapers and periodicals. The School has an impressive Art Centre, two swimming pools, a football pitch, a Preparatory School Science Laboratory, a spacious theatre and drama studio, music rooms, a gymnasium and an underground car park. There is a large dining facility and a Sixth Form Centre with Computing Suite, examination rooms and a place of worship was inaugurated in 2001 by His Excellency, Her Majesty's Ambassador to Brazil, Sir Roger Bone KCMG, on the occasion of the 75th Anniversary of the School.

The School is a busy and hardworking place: standards are high, as are expectations. In April 1995 the School underwent a full HMC Inspection, the first overseas school so to do, and emerged with great credit. A second full Senior School Inspection took place in April 1999; again there was much praise. The last inspection was April 2007 which was conducted by the HMC/LAHC team of inspectors.

St. Paul's School is seen as one of the foremost academic establishments in Latin America, capable of holding its own with the best in the UK. The average score for students sitting IB examinations ranges from 31 to 34. In 2009 at IGCSE the pass rate (Grades A*-C) was 96.1% with at 43% A* or A. The Governors are committed to maintaining this position of academic excellence.

DUTIES OF A TEACHER AT ST PAUL'S

The role of the teacher at St. Paul's is to promote at all times and in every possible way the pupils' intellectual and social development and learning, including independent learning

skills. This role develops according to the age group, for which the line manager (Head of School) may give appropriate guidance. However, the following apply throughout the St Paul's.

It is envisaged the work of the teacher is in three related areas:

1. Professional/Self-development (including, but not limited to):

Participation in and keeping a record (portfolio) of personal goals, training and development initiatives

2. Pupils' Development and Learning:

a) Academic Learning (including, but not limited to):

Creating and monitoring lessons and learning activities which are appropriate to a range of learning styles and pupil abilities

Provoking and developing children's sense of curiosity and wonder about the world

b) Social Development (including, but not limited to):

Ensuring a safe, stimulating, ordered and supportive environment for learning
Giving ethical direction and pastoral care and encouraging moral and spiritual development

3. Professional Relationships:

a) with other teachers and staff (including, but not limited to):

Being a "team player" – supporting the work of other colleagues by participating in meetings, covering absent teachers, duties etc; in general, contributing to the life of the whole school.

b) with parents (including, but not limited to):

Reporting on pupil progress, orally and in writing, as may be required by school policy.

Staff Review and Development

St Paul's is always striving to enhance the quality of pupils' learning by identifying the needs of the Staff within the context of the School as a whole. The School places a significant emphasis on the development of the teacher through a very generous INSET budget.

FINANCES

General

Brazil has a moderate free market and export-oriented economy. Measured nominally, its gross domestic product surpasses a trillion dollars, the tenth in the world and the second in the Americas; measured by purchasing power parity, \$1.9 trillion, making it the ninth largest economy in the world and the second largest in the Americas, after the United States. In Reais (Brazilian currency), its GDP is estimated at R\$ 2.9 trillion Reais in 2008.

Brazil is a member of G8+5 and G20. Its trade partners number in the hundreds, with 60% of exports mostly of manufactured or semimanufactured goods. Brazil's main trade partners in 2008 were: Latin America (25.9% of trade), EU (23.4%), Asia (18.9%), the United States (14.0%), and others (17.8%).

According to the World Economic Forum, Brazil was the top country in upward evolution of competitiveness in 2009, gaining eight positions among other countries, overcoming Russia for the first time, and partially closing the competitiveness gap with India and China among the BRIC economies. Important steps taken since the 1990s toward fiscal sustainability, as well as measures taken to liberalize and open the economy, have significantly boosted the country's competitiveness fundamentals, providing a better environment for private-sector development.

The owner of a sophisticated technological sector, Brazil develops projects that range from submarines to aircraft and is involved in space research: the country possesses a satellite launching centre and was the only country in the Southern Hemisphere to integrate the team responsible for the construction of the International Space Station (ISS). It is also a pioneer in many fields, including ethanol production.

Brazil has been at the forefront of the Latin American multinationals phenomenon by which – thanks to superior technology and organization – local companies have successfully turned global. These multinationals have made this transition notably by investing massively abroad, in the region and beyond, and thus realizing an increasing portion of their revenues internationally.

Brazil is also a pioneer in the fields of deep water oil research from where 73% of its reserves are extracted. According to government statistics, Brazil was the first capitalist country to bring together the ten largest car assembly companies inside its national territory.

Among measures recently adopted in order to balance the economy, Brazil carried out reforms to its Social security (state and retirement pensions) and Tax systems. These changes brought with them a noteworthy addition: a Law of Fiscal Responsibility which

controls public expenditure by the Executive Branches at federal, state and municipal levels. At the same time, investments were made towards administration efficiency and policies were created to encourage exports, industry and trade, thus creating “windows of opportunity” for local and international investors and producers.

With these alterations in place, Brazil has reduced its vulnerability: it doesn't import the oil it consumes; it has halved its domestic debt through exchange rate-linked certificates and has seen exports grow, on average, by 20% a year. The exchange rate does not put pressure on the industrial sector or inflation – at 4% a year –, and does away with the possibility of a liquidity crisis. As a result, the country, after 12 years, has achieved a positive balance in the accounts which measure exports/imports, plus interest payments, services and overseas payment. Thus, respected economists say that the country won't be deeply affected by the current world economic crisis.

Remuneration

The remuneration package for contract staff compares very favourably with other international schools. Economy class air tickets are provided to and from Brazil at the beginning and end of each two year contract for teachers and family members, and each family member is entitled to a baggage allowance. Visa expenses are fully reimbursed.

Cost of Living

To give you an idea of the overall cost of living in São Paulo, earlier this year the investment bank UBS in its annual comparison of goods and services in major capital cities ranked São Paulo 75th in the world, with London at 16th place (Tokyo was ranked 1st).

ACCOMMODATION

Single teachers or married couples without children are normally provided with a two-bedroomed flat in an apartment block with garage space normally around 60-70 m². Married couples with children normally have a three-bedroomed flat in an apartment block with garage space. Usually located within walking distance (maximum 15-20 minutes) of the School in either in the Jardins or Pinheiros. Rent and condominium are paid for by the School. Each apartment will have the basic furnishings (bed, fridge, cooker, etc) supplied by the School.

CLIMATE

São Paulo's tropical latitude is tempered by the city's altitude of 800m causing distinct seasonal and daily changes.

Winter is not severe (there is never any snow), but it may “seem” cold, particularly as there is no heating in any of the buildings. In other words, you cannot stay at home to keep warm because home is often colder than outside. In July, you will be arriving in the middle of winter. Days will be sunny and warm one moment, and chilly and possibly rainy the next. The average minimum temperature is 15°C, but temperatures can drop to 5°C at night, so you would be well advised to bring some warmer clothes (and even a duvet of that is

what you are used to) for the first few weeks.

Summer is hot but tolerable, again tempered by a moderate humidity. An afternoon shower or thunderstorm is normal, often in the late afternoon. The temperature rarely drops below 25°C in January/February. The evenings are pleasant and considerably cooler.

SAFETY AND SECURITY

The current crime situation in São Paulo centres around street crime (bag snatching, robbery, car theft, etc.). From a security standpoint, visitors should treat São Paulo in the same way as they would treat any large city. Basic security precautions (such as not carrying large amounts of money, avoiding unlit areas, keeping your belongings with you) are as relevant to São Paulo as they are to London, Paris, New York or Rome.

TRAVEL

One of the great advantages of living in a foreign country is of course the opportunity to travel and to get to know the country and the people with much more intimacy than would normally be possible as a tourist. Whether you are looking for mountains, beaches, centuries-old churches, rafting, caving, hot-air ballooning or modern luxury resorts Brazil has something to offer you, and São Paulo is well placed for day trips, weekend breaks and indeed getting away for longer stays. There are various English speaking travel agents who can help with bookings if necessary.

Rio de Janeiro, the Pantanal, the Amazon rain forest, Foz do Iguaçu, Recife, Salvador, Ouro Preto, Fortaleza, Florianópolis as well as beaches closer to São Paulo (especially between Guarujá and Parati) have proved popular destinations for staff travel in Brazil. In addition, there are regular flights to all South American countries from São Paulo.

SUMMARY OF SALARY AND BENEFITS PACKAGE

Accommodation

2-bedroom flat (60-70m²) near the School – Jardins or Pinheiros

Rent and condominium paid for by the School

Basic furnishings (beds, fridge, cooker etc) are supplied by the School

Air Fare

Paid for by the School – economy class, cheapest flight available for the route at the time of embarkation.

Life, Accident and Disability Insurance

The School provides cover equivalent to 24 times the current monthly salary (local salary plus sterling allowance). Members of Staff may opt to pay for a further 12 months.

Medical Cover

For Member of Staff, spouse and children.

Dental Treatment

For the Member of Staff only and the cost shared by the School (75%) and Member of Staff (25%)

Moving Allowance

Initial trip: US\$959/adult (US\$479.50 per child).
Return to the UK: US\$1,578 adult (US\$789 per child)

Visa Expenses

Full reimbursement on presentation of appropriate receipts.

Contract Staff Period

Two years, renewable.

Pension Scheme

The School covers the employer's portion on a Brazilian corporate pension scheme

Sterling Allowance

£11,895 per year (£915 per month – 13 months per year), paid in local currency and taxed at source (at present 27.5%).

Local Salary

Basic monthly salary paid 13 months per year which ranges from R\$3,401 to a maximum of R\$4,333 per month. This is taxed at source (at present 27.5%).

FINAL CONSIDERATIONS

Please think carefully about the information we have given you before proceeding with your application, especially if you have not lived abroad before. You might wish to consider the following:

- Can I cope with friendship and family ties over a long distance?
- Do I mix easily with strangers? Will I find it simple to make new friendships abroad?
- What financial commitments do I have at home? Are they so large as to make it difficult for me to enjoy my new posting?
- Am I flexible, tolerant and patient enough to adapt to a different society?
- Will I be able to adapt to living with a foreign language? Will I have the interest and the energy to learn enough Portuguese to be able to really enjoy living in Brazil?
- Do I expect a tourist experience, or a good deal of hard work, with ample

opportunity to experience another culture?

Whatever you do should you come to São Paulo, you must not forget that you are not in Europe, and accept the advantages and disadvantages that this implies. We hope that all will enjoy this enchanting place called Brazil, whose magic is far more than just football, samba, Carnival and *caipirinha*.



ACADEMIC YEAR 2009-2010

First Half

August 2009

5-7 Staff Working Days

17 **Term starts** - Senior / Prep Pupils

18 Pre-Prep pupils start

September 2009

07 Holiday, *Dia da Independência*

October 2009

12 Holiday, *Nossa Senhora Aparecida*

12-16 **Half Term**

November 2009

02 Holiday, *Finados*

15 Holiday, *Proclamação da Republica*

19 School Holiday

20 Holiday, *Dia da Consciência Negra*

December 2009

18 **Term Ends**

Second Half

January 2010

13-20 Mock Examinations (F5&U6)

18 Staff meeting

18-19 Staff Working Days / Inset Days

20 **Term starts**

25 Holiday, *Fundação de São Paulo*

February 2010

12 Staff Inset - pm (Pupils leave at mid-day)

15-19 *Carnival Holidays*

March 2010

26 Staff Inset - pm (Pupils leave at mid-day)

29-31 **Half Term**

April 2010

1-2 **Half Term**

2 Holiday, *Good Friday*

04 *Easter Sunday*

21 Holiday, *Tiradentes*

May 2010

1 Holiday, *Dia do Trabalho*

June 2010

3 Holiday, *Corpus Christi*

04 School Holiday, Staff working day

18 **Term ends**

First Half – Academic Year 2010-2011

August 2010

04 Staff meeting

09 **Term starts**