

Recruitment Information Package European School The Hague (Secondary)



Stichting Rijnlands Lyceum

Rijnlands Lyceum foundation offers primary and secondary education in The Hague and Leiden area. The foundation encompasses five schools for secondary education and three schools for primary education. With more than 7400 pupils and 1100 staff we are a medium-sized educational institute.

The first Rijnlands Lyceum in Wassenaar was founded in 1936 by a number of Leiden University professors who wanted to improve the existing educational offer for their children. Their initiative proved to be successful. In addition to the original location in Wassenaar, schools were founded in Oegstgeest (1956) and Sassenheim (1972). Since 1991 the International School of The Hague has been part of the foundation. In 2011 the Eerste Nederlandse Montessori School joined the organization and in 2012 the European School The Hague was founded.

About The European School The Hague (ESH)

Located in the international heart of the Netherlands, the European School The Hague is an Accredited European School. We offer complete Early Years, Primary and Secondary education leading to the European Baccalaureate. We were established in 2012 to educate the children of employees of European Union institutions. We are an officially Accredited European School, partly administered and financed by the Dutch national education system and accredited by the Board of Governors of the European Schools since December 2012.

With tuition in 15 European languages, our dynamic multilingual and multicultural environment nurtures the growth and development of our students, and prepares them to become responsible, future-focused and proactive citizens of Europe and the world.



Our vision is to...

Inspire students to be responsible, future focused, proactive citizens of Europe and the world.

Our mission is to...

Provide a positive, open-minded community that fosters ambition through rich cultural and academic opportunities, inspiring lifelong learning.

Our ESH community is...

Enriched by our multicultural and multilingual staff, students and parents as we connect, collaborate and celebrate a culture of learning.

Core Values

Our core values provide the foundation of how the ESH community, staff, students and families achieve our mission:



Ambition

We strive to reach our full potential. We accept challenges and have a passion for finding solutions.

Positivity

We focus on the positive aspects in all situations. We build a constructive and positive environment from which everyone benefits.

Respect

We show respect for people, possessions, our planet, protocols and ourselves. We accept the differences, strengths and weaknesses of others.

Key Competences

ESH students are future citizens of Europe and the world. As such, they need a range of competences to meet the challenges of our rapidly changing world. In 2006 the European Council and European Parliament adopted a European Framework for Key Competences for Lifelong Learning. These competences are incorporated and embedded in the European Schools curriculum. The eight key competences, which all individuals need for personal fulfillment and development, active citizenship, social inclusion and employment are what we aim for our students to achieve.



Curriculum

ESH Secondary is proud to offer a well-rounded program of study that incorporates technology to facilitate learning and ensure students are future ready. ESH places high importance on student well-being, and the holistic approach sees students taking part in outdoor education, camps, community service and cultural trips abroad. Students benefit from the local community links within The Hague International Zone, connecting their learning with the real world. In this way, ESH aims to inspire students to be responsible, future focused, and proactive citizens of Europe and the world.

ESH Secondary has four language sections: English, French, Dutch and German. Students are grouped into classes based on their language section. Students also take lessons in their mother tongue language (L1), which could be the same, or different to their language section.

It is a mandatory requirement in the European Schools curriculum that all students choose one of the official languages of the European Union, either English, French or German, to study as their Language 2 (L2).

Studying a Language 3 (L3) is also mandatory, and the L3 cannot be the same as the student's L1 or L2. Students can choose if they would like to study a Language 4 (L4), as an optional subject from S4.

Subjects

Secondary education in the European Schools lasts for seven years and is divided into three cycles. For the full list of subjects offered, and in which languages, please see the details by clicking [here](#).

For further information about the school life please visit: [School Life | European School The Hague](#)

Working at ESH

The European School The Hague is a fantastic working environment, located in the international heart of The Hague. ESH Primary is conveniently situated between the city centre and the beach, and ESH Secondary is just a 10-minute bike ride from Central Station. The Hague is a cosmopolitan city with a large expat population and as such offers excellent housing, health and transport facilities.

Our new staff are warmly welcomed by our professional, sociable and very international team. In certain circumstances, teachers hired from abroad may be eligible for the 30% tax ruling, and we may be able to provide free education for up to two children.

Applicants must be EU citizens or have a valid permit to work in the Netherlands; in some cases, we can apply for a work/residence permit. All appointments are subject to the successful completion of an interview, trial lessons, identity checks, criminal record checks, and references.

Employment

Unless stated otherwise in the job advertisement, initial employment is for one year, followed by a permanent contract subject to satisfactory appraisal and completion of paperwork.

In The Netherlands the teaching profession is regulated. This means that only those in the possession of teaching qualifications are allowed to practice the profession. Teachers who have obtained their diplomas and certificates abroad must always have their foreign teaching qualifications recognized by Dienst Uitvoering Onderwijs (DUO, part of the Dutch Ministry of Education). DUO is authorized to provide you with a Dutch recognized teaching certificate. Please note that it is very important that you have a teaching qualification in your home country as this is the starting point for DUO.

During your onboarding, HR will assist you with the application for the Dutch teaching certificate. More information can be found on the website of [DUO](#).

Requirements for teaching positions

If you are appointed as a teacher, you must bring original diplomas and qualifications to the interview with the HR advisor in which the terms and conditions of employment will be explained to you. Requirements for teaching positions are:

- Minimum of a Bachelor's degree (Hons), or equivalent
- Fully qualified teacher status for secondary education in the country the qualification is obtained, and in the subject applied for (UK/Ireland/Scotland: you have been awarded QTS and have successfully completed - or are exempt from - the statutory induction period)
- Successful teaching experience
- Knowledge of international curricula
- Experience teaching pupils in their second language
- Fluent in the language in which you teach
- Knowledge of two or more European Union languages preferred
- Experience working collaboratively in an international environment

Please note that a teacher works 40 hours per week on a full-time basis. A full-time position means that you teach 24 periods in class, and the rest of the time you have non-teaching activities amounting to 40 hours per week. You will receive a personal task overview at the beginning of the school year with the tasks you are required to perform as a teacher (teaching and non-teaching tasks).

Certificate of good conduct (VOG)

Aligned with the recommendations of the International Task Force on Child Protection, we hold ourselves to a high standard of effective recruiting practices with specific attention to child protection. To this end, all those appointed at ESH are required to obtain a [Certificate of good conduct](#) (in Dutch: VOG). The decision to issue this

certificate lies with the Ministry of Justice (in Dutch: Dienst Justis). Your appointment with ESH takes place on condition that you obtain a VOG. This procedure will be explained in further detail by your HR advisor. ESH will reimburse the costs in relation to the above.

Recruitment Code

Our recruitment procedure is subject to the Recruitment Code of Stichting Het Rijnlands Lyceum. The purpose of the code is to provide a standard for a transparent and fair recruitment and selection procedure. The Recruitment Code is drawn up in accordance with the Stichting's Privacy Policy, the Privacy Rules of Procedure for the Processing of Personal Data of Staff in primary and secondary education, and the regulations of the General Data Protection Regulations. Chapter 15 outlines the Privacy Statement for applicants.

ESH attaches considerable importance to the privacy and the protection of the personal data of applicants. The processing of personal data takes place in a manner that is in line with the General Data Protection Regulations. The privacy statement contains information about how we handle applicants' personal data, how we record this and on what basis.

Recruitment code can be downloaded [here](#) and the privacy statement [here](#).

Terms and conditions of employment

If your application for a position at the school is successful, our HR department will help you with your relocation and settling in. An additional service provided by the school is a comprehensive relocation package with relevant information regarding your relocation.

Collective Labour Agreement (CLA)

The Collective Labour Agreement for education sets the terms of employment and enables teachers, school management and support staff to do their job well and thus ensures that students receive quality education. Click [here](#) for the CLA for Secondary Education. Please note that the CLA is only available in digital form and in Dutch. The English version will be provided upon appointment.

Professional Development

Professional development delivers benefits to our teachers, their profession and our pupils. Our goal is to ensure our teachers are up skilled and have learning opportunities to keep pace with the current standards in education. Teachers have 5 INSET (In-Service Education and Training) days per year and two induction days per year. Staff at the ESH are involved in continual, on-site professional development opportunities called Professional Learning Community's.

Professional Learning Community (PLC)

PLCs are groups of educators who meet regularly to share expertise, work collaboratively, and expand their teaching strategy toolkit to enhance the learning skills and experiences of students. Under the guidance of the Assistant Deputy Director and PLC Organizers, the PLC is integral to our school learning culture and professional development.

Questions?

If you have questions regarding relocation, finances, professional development etc. please contact your HR advisor upon appointment.

For questions regarding the recruitment procedure, please contact our recruitment officer at recruitment@eshthe Hague.nl.

Life in The Hague region

The Hague has some of the best quality of life in Europe. The city has a bustling, historic city center, is surrounded by forests and greenery, and is even just a short bike ride from the beach! In short, a superb place to live, with a cosmopolitan feel, plenty of culture, and lots to discover. It's centrally located and with convenient transport links to the rest of the Netherlands, continental Europe, and the wide world too!

It is the only major city in the Netherlands that lies directly at the sea, and it is known as 'the largest village in Europe' although it continues to grow. The Hague is the capital of South Holland, it is the seat of Dutch government and home to the Royal Family. It has a beautiful historic city center and numerous squares where one can sit out and enjoy a drink and a snack. The city has beautiful architecture, numerous canals and an excellent public transport system.

One of the particular pleasures of living in The Hague is the opportunity to cycle through the sand dunes alongside the beach. There are also extensive cycling routes to explore. In fact, most of our staff cycle to school. The Hague has an excellent shopping center and is one of the best cities in Europe for eating out. One of the more noticeable features of The Hague is the profusion of parks in the city. It is one of the greenest cities in Europe as well as being a safe, friendly and relaxing place to live.

Finding your ideal house or apartment in The Hague comes with its challenges, but planning ahead can get you your keys faster. It all starts with researching the options and understanding the local property market. Depending on where you previously lived, housing in the Netherlands might be different from what you are used to. Because the Netherlands is one of the most densely populated countries in the world, housing is on the small side. There is also a high demand for living space so it can take a long time to find a property. Start your search early. Demand goes up in August/September and January/February when students and academic researchers arrive. Keep this in mind when looking for housing.

There are different options for housing in The Hague region, from short-stay accommodation, to renting or buying. There are a lot of different resources and companies that can help in the process of finding somewhere to live.

For more information about life in The Hague, please visit www.thehagueinternationalcentre.nl for further information.



How much is the cost of living in the Netherlands? Find out about how much you need for housing, food, leisure, and more.

While the cost of living in the [Netherlands](#) might not be the cheapest, it is possible to live in this charming part of western Europe without breaking the bank. Within the Randstad – the area that incorporates the Netherlands' four largest cities ([Amsterdam](#), [Utrecht](#), [The Hague](#), and [Rotterdam](#)) – prices can be high, especially for rent. On the other hand, you could save some money by living outside these cities.

General cost of living and standards of living in the Netherlands

In the OECD Better Life Index, the Netherlands performs well for general well-being and ranks above average for work-life balance, education, environmental quality, and life satisfaction. The net-adjusted disposable income per household is around €32,519, which is higher than the OECD average of €28,344.

Utility costs in the Netherlands

[Gas and electricity in the Netherlands](#) are fairly expensive and can increase the cost of living in the Netherlands. The [average basic cost for utilities](#) for an 85-square-meter apartment is around €217. Residents and homeowners also pay a [sewerage charge](#) (*rioolheffing*) determined by the municipality.

In addition, some fees cover the cost of refuse collection (*afvalstoffenheffing*). For a single-occupancy dwelling in The Hague, the municipal tax is [€390 per year](#); for a multiple-occupancy home, the amount rises to €438 (2 persons) and €479.

Telecommunications in the Netherlands

There is no fee for a television license in the Netherlands, but there are also few channels. Most [Dutch Internet](#) companies offer broadband packages that include internet, phone, and television starting from €30–60 a month.

Healthcare costs in the Netherlands

The [healthcare system in the Netherlands](#) is exceptionally high quality and funded by a compulsory insurance scheme. Both EU and non-EU official residents are required by law to take out [Dutch health insurance](#). This includes *Zorgverzekeringswet*, which is basic insurance covering standard medical care procedures, and *Wet Langdurige Zorg* which covers long-term nursing care.

The cost of a basic health insurance package starts at around €150 per month, in exchange for free or subsidized primary care, including the cost of prescription medicines. In many cases, you can receive a healthcare benefit to cover most of this cost.

Cost of childcare in the Netherlands

Children up to the age of four can be left in a daycare or nursery school (*kinderopvang*), where fees average around €10 an hour. Usually, this is charged per day or half day.

Another option is to leave your children with a host parent. A *gastouder* is typically someone with young children of their own. They look after other children in their home, which will set you back around €6 per hour plus extra costs for outings and food.

For more information, read more about [childcare in the Netherlands](#).

Groceries in the Netherlands

Staple foods are not overly expensive in the Netherlands. [General supermarkets](#) such as Albert Heijn and Dirk stock a good supply of everyday foods that are typically less expensive than specialist stores.

If you have a smaller food budget, head for [Aldi](#), [Lidl](#), or the street markets, where you can save between 10–15% on your weekly shopping.

Public transport in the Netherlands

[Public transport in the Netherlands](#) is comprehensive, including networks of trams, buses, metro, and trains. If you travel by public transport occasionally, without discounts or subscriptions, you can pay with your debit card, credit card or mobile by checking in and checking out. This is called [OV Pay](#).

A [personalized OV-chipkaart](#) will allow you to use extra products, such as public hire bikes at railway stations and discounts. You must keep at least €10 on your OV chipcard and you can top it up automatically by linking it to your bank account.

Cycling

The best way to get around most Dutch cities is [by bicycle](#). Even major cities like Amsterdam and The Hague are fairly compact and fit for cycling. Bike prices vary enormously, depending on whether you buy new or second-hand, and whether you buy a city bike or something fancier.

Useful resources

[SVB \(Sociale Verzekeringsbank\)](#) – Details of Dutch benefits including simple explanations about how to apply
[European Commission](#) – Information on benefits and social security in the Netherlands and elsewhere in Europe
[Tax administration \(Belastingdienst\)](#) – Dutch tax information for individuals living and working in the Netherlands