

Isle of Man Public Service - Teaching

YOUR EMPLOYEE **BENEFITS**

Working Together for the Isle of Man



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Isle of Man
Government
Keillys Eilan Vannin



Have you a passion for teaching?

We have jobs with fantastic opportunities where your career can thrive.

You can pursue an amazing career and gain a great work life balance when you choose to teach in the Isle of Man.

Here are just some of the benefits to living and working on the Isle of Man;

- Competitive salaries
- Exciting opportunities to develop yourself and your career
- Attractive relocation packages
- NHS free healthcare system, state of the art hospital
- 86% percent of residents say they have an excellent quality of life
- Extensive coastline, stunning natural landscapes and unspoilt beaches
- The safest place to live in the British Isles
- The only Island nation to be awarded UNESCO Biosphere status
- Strong community focused national identity & culture
- 20 minute average commute time
- Low income tax
- Rich in the arts and cultural traditions
- Opportunities for professional networking and collaboration across schools

Discover the benefits ...

As a Secondary Teacher on the Isle of Man you could enjoy significant and generous financial benefits such as:

Early Careers Teachers

- First year Early Careers Teacher's, are entitled to two recruitment and retention payments of £2,000 each at the beginning of your second and third full years in teaching.

Relocation Support

- Help to pay your rent/mortgage while you settle in with a housing allowance up to £500 per month over 2 years.
- Financial support to get you, your family and your belongings, including one motor vehicle, to the Isle of Man. We will pay 70% of any removal or storage costs incurred.

- If you are relocating, you will receive financial help towards the costs of visiting to the Island to view housing and to visit your new school. You are eligible to receive up to £325 each for you and your partner and, if applicable, £140 each for up to 2 dependent children.
- For those relocating or returning to the island you will receive a refund on your national insurance contributions during the first 12 months of your employment, this could be up to £4,000!

Returning Teachers

- Teachers returning to the island who have participated in the Department's Student Loan scheme for tuition fees, can apply for the loan to be repaid by the Department upon completion

of your second year working as a teacher at one of the island's secondary schools (subject to a maximum of £7,500 for a three year degree course, or £10,000 for a four year degree course).

Are you a Maths, English or Science teacher?

- A subject shortage allowance of £500 a month for a maximum of 8 months is available if you are offered a permanent Maths, English or Science teaching position (without TLR).

“ Teaching in the Isle of Man is a little different than in the UK ”

An Island of opportunity, particularly in relation to GCSE and A Level examination boards.

If you are looking for a teaching career where children are at the heart of everything we do, then join us at an exciting time of curriculum review.

We are working collaboratively to ensure that what we do in the classroom helps develop our

young people to be resourceful, adaptable, self-confident and innovative.

Our young learners are facing a world that is increasingly interconnected and we want to ensure that they can thrive in and navigate this global landscape.



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Meet Alex Cartney

Secondary School Teacher

Alex Cartney talks about his life and career in the Isle of Man.

Alex made the move from Northwich in Cheshire in August 2020 after hearing about the 'Island offering' during his teacher training and a subsequent visit to Manx shores. He now teaches science at Ballakermeen High School in Douglas.

> What prompted you to relocate?

While I knew a little bit about the Isle of Man as my auntie is from here, I had never seriously considered relocating and only had a rough idea of where the Island was situated.

I was undergoing my teacher training when Head Teacher, Adrienne Burnett came to talk to our cohort and I thought "this is worth having a look". We got talking and I was later invited over to an open evening, enjoyed it and shortly afterwards applied for a job.

I was fortunate enough to be successful and during the trip over for interview and I got a real feel for the place. It looked good and I liked the vibe so decided to take the plunge!



> How are you finding Island life?

I have to say living in the Isle of Man has exceeded my expectations. This is definitely my type of place.

The people are friendly and, as I love the great outdoors anyway, there are so many places to go. I feel really at home here.

> What do you enjoy most about working as a teacher on the Isle of Man?

The fact you feel you are having a genuine impact and making a real difference to the lives of young people. I have worked in schools for quite a while, but it is more inclusive over here with a real broad offering. For example, the Ballakermeen special unit carries out some wonderful work. No two days are the same and the school community is so supportive. That is an ideal platform on which to build.

> What opportunities does the profession offer?

Plenty. In terms of ambition, the school encourages you to progress as far as you want, develop and gain more experience and, ultimately, take your career in the direction you wish to take it. Alongside my training which is ongoing, it is so helpful to be in an environment where there are promotion prospects in a school which is really supportive of my ambitions

> What is your lifestyle like now?

My lifestyle is excellent with a fantastic work-life balance. As I enjoy the outdoors, the Isle of Man is perfect and I also play for Douglas Rugby Club. They've been so welcoming and it's a great way to make friends, stay fit and active.

There's a good standard of rugby with a fantastic support network around Manx clubs and the social side is good too.

> Have you any long-term ambitions for the Isle of Man?

I'd like to stay here long-term and hopefully my girlfriend can move over as well. It is an amazing place and, while I am still finding my feet,

I think the fact you can turn one way and be 10 minutes from town, 10 minutes away from the countryside and then turn another way and be in a plantation or up on the hills is a real appeal for me.



> What would you say to someone who is considering relocating here?

I would encourage anyone to move here. It's great for the outdoor life which I love and everything is so accessible. I love learning about the Manx culture and there is a really positive atmosphere.

Definitely give it a go - you won't regret it!

“ An experienced teacher with responsibility for leading a faculty in a large secondary school would attract a salary in excess of £50,000. ”

Newly qualified teacher salaries are equivalent to that of the UK (depending on location). After completing an induction year, teachers can apply to take on additional responsibilities. The island will be implementing the Early Careers Framework, providing high quality professional development to teachers at the start of their career.

Newly qualified teachers will now receive development, support and training over two years instead of one. This includes:

- **Two years of new, funded, high quality training**
- **A dedicated mentor and time to meet weekly**

An experienced teacher with responsibility for leading a faculty in a large secondary school would attract a salary in excess of £50,000.

Secondary Head Teachers, in recognition of the considerable responsibility they have for large budgets, often more than 100

teaching and non-teaching staff and hundreds of pupils, can be paid more than £90,000 in large schools.

Our employees are able to take advantage of our rewarding pension scheme. We offer a defined benefit scheme where both you and the organisation contribute towards your future.

As part of the Pension Scheme, if you should die whilst in service or after you have retired, rest assured the scheme will help provide for your chosen beneficiaries.

For further information, please visit: www.pspa.im



“ Talent is recognised and developed within an encouraging environment. ”

We like to help staff progress in their chosen career.
Talent is recognised and developed to grow our careers within an encouraging environment.

All our employees have access to the Learning, education and Development (LeaD) facility. LeaD offers an extensive range of courses that employees can attend with many courses facilitated online.

Our approach to staff development means you'll have regular opportunities to discuss your pathway with your manager and receive support to help you achieve success in your chosen career.

The Island's schools support teacher training and progression all the way through to headship.

Opportunities for professional development and study can include:

- Newly qualified teachers ('NQTs') and Early Career Teachers will receive a tailored programme of professional development and monitoring.
- In their first and second years, NQT's and Early Career Teachers teach fewer lessons than more experienced teachers, freeing them up for training and development.
- Staff are encouraged to further their own professional qualifications and a 'Leadership in Education' Master's degree programme is available on Island through the University of Chester.

We want to look after our employees' wellbeing.

To help you get from A to B, we offer a Cycle to Work scheme and a Bus Card scheme available to our employees through deductions from monthly salary.

We have a staff welfare team that our employees can speak to confidentially, as well as our occupational health service who can provide confidential and impartial medical advice.

We have some great wellbeing initiatives.

Health and Wellbeing Groups have been established in many areas with dedicated leads for social, physical and psychological wellbeing.

There is a dedicated ACTIV8 team who assist Teachers find time to enjoy exercise in their busy lives and make physical activity easily accessible. The Team are passionate about helping and supporting teachers to live an active lifestyle so they can enjoy the many benefits of increased physical activity. Fitness Yoga, Walk/Talk/Run, Core, Pilates, Strength and Tone sessions are among the many sessions available to Teachers in school and on Zoom.

We want to make sure that you and your family can spend quality time together. You won't be left without the time you need for maternity, paternity and adoption leave.

“ We have lots of wellbeing activities taking place, from our staff choir to mental health awareness sessions. ”



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New life, new friendships, new career - Rachel & Derbiled, Northern Ireland



Two professional women who hailed from the same county in Northern Ireland but did not know each other have now developed a firm friendship in the new place they call home while strengthening the Isle of Man's education cohort.

Rachel Lucas and Derbiled Boyle may have lived in the same province of Ulster but they never met each other until university.

Now Rachel and Derbiled share a home and a passion to help educate youngsters in the Isle of Man. After completing an undergraduate degree in Belfast, Rachel moved to Liverpool for her PGDE.

Hailing from Carrowdore, a small village in County Down, she decided to make the move to the Isle of Man in August 2020 after

accepting a role at Ballakermeen High School. Only a few weeks earlier, Derbiled had relocated from Saintfield, County Down, to take up a post as a Religious Education teacher at Ramsey Grammar School.

'It's funny how things work out isn't it,' said Rachel.

'After living in the countryside all my life, I wasn't too keen on city life as it felt a bit claustrophobic. I was planning to go back to Northern Ireland, although there was no guarantee of jobs for geography teachers, when the head of Ballakermeen came across. 'In her presentation she spoke about the Island and it really appealed. To cut a long story short, I ended up getting a job.

'At that point, I found out through the tutor that Derbiled had been offered a teaching position and was looking for a place to live. She suggested we could live together which has worked out really well. My head teacher Adrienne even arranged viewings of property for us and had furniture delivered. She has gone out of her way to help and the Island already feels a very natural fit.'

As 'really outdoorsy people' both are enjoying Island life. Hockey fan Rachel joined Valkyrs and has been 'pleasantly surprised' at the standard of Manx hockey. As a keen rider, Derbiled has signed up to a local riding school and joined a running club. 'It's been great to meet new friends and I am on target to run a half marathon which I would never have thought possible. I didn't even run before I came here! I now spend my weekends going for long walks and hiking and love the relaxed lifestyle.

It is a nice pace of life and provides many opportunities to explore.'

The career prospects and progression provided in the Isle of Man has also not gone unnoticed by both women. 'The rate you can progress here is clear,' added Derbiled 'with opportunities to gain experience in all areas of school life and the chance to apply for extra roles within the school.

'As well as that, the atmosphere is very laid back. All the schools work together and you get an opportunity to meet teachers from other schools.'

That view is echoed by Rachel: 'One of the first things that struck me was how welcoming everyone was within the school and the sense of community both in and out of work.

'The welcome was warm, my new head was there to meet the boat at 4.00am and we both followed her car to our new home.



'I didn't really have pre-conceived ideas so I take every day as it comes.

What I can tell you now is that it provides a safe, relaxed way of life and the countryside and views are second to none. There are lots of benefits for teachers too such as monthly housing payments. It all helps.'

As for anyone considering relocating as teacher: 'I would tell them that, for me, it has been the best thing I have ever done,' added Derbiled. 'The people, the job, the experience is once in a lifetime. Everyone here is so welcoming and you make a whole new family on the island.

The Isle of Man is simply beautiful!'

“ Within the Isle of Man Public Service, we have a set of qualities that we look for and value within our people. ”



What people qualities do we look for?

Within the Isle of Man Public Service, we have a set of qualities that we look for and value within our people; **Credibility, Capability and Character.**

These qualities form a framework that we use to support positive personal development for every individual within the organisation.

Credibility

- Open conversations
- Addresses issues
- Builds supportive relationships
- Professional and credible

Capability

- Makes considered decisions
- Future focussed
- Encourages innovation and supports change

Character

- Trusts and is trusted
- Inspires and motivates
- Positive energy and drive

What are our values?

Within the Isle of Man Public Service we are committed to a set of core values which describe how we work.

If your values reflect ours, then the Public Service could be the right choice for a career for you.

We value, trust & respect each other.

Communication is open and people are listened to.

Innovation and creativity are encouraged.

For further information about opportunities with the Isle of Man Public Service, please visit our www.gov.im/jobs or call our Recruitment Team on **01624 686300**



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