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Established 1662
Warwick, Bermuda

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Please note that candidates offered an interview will have access to more detailed information, including a full Draft contract which details all employment conditions.

Bermuda has a population of about 66,500. The island has an integrated community of which about 65% of the people are black. In addition to the original white population there is a significant proportion of Portuguese (Azorian) in the remaining 35%. In recent years there has been a growing 'expatriate' population of North American, British and other nationalities as international business has gained a strong foothold. Bermuda is one of the top three centres for 'Re-insurance' in the world and the industry continues to expand. Warwick Academy is also very well integrated, reflecting all of the above sectors of the population in similar proportions to their presence on the island.

Whilst there is no formal income taxation, you can expect to lose approximately 17% of your salary, mainly to benefits. The stoppages include - a 'Payroll Tax,' (this is a small island-wide tax, based on salary level but not exceeding 4.75%); 'Social Insurance,' (a government pension); 'Health and Dental Insurances' and your Pension contribution (5%). You can opt to pay more into the pension scheme (up to another 5%). As the employer, Warwick Academy contributes 6%.

The cost of living in Bermuda is high. Expect to pay more than the UK/North America for your food (just about everything is imported). Clothing can be expensive, reasonable prices are available during 'sales,' although many individuals shop for such items whilst on trips overseas. There are plenty of 'house sales,' as people continually leave the island at the end of contracts. Household goods can be acquired very reasonably at these sales.

House or apartment rental will be your biggest expense. A studio or one bedroom apartment can usually run \$1,800 to \$2,500 per month. Larger accommodation could range between \$2,800 to \$4,300 per month. The school helps in finding initial accommodation - but not with the cost. \$1,800 per bedroom is the 'rule of thumb' for describing the rental costs of properties.

Salary. The current salary structure of Warwick Academy starts at \$66,852 per annum, rising to \$ 91,329 per annum over six years. Responsibility allowances are on top of these spinal points. One's starting point on this scale is determined by qualifications and experience (number of years taught). The final point is for Master's Degree holders only. There is no formal income tax on Bermuda. All persons teaching in Bermuda will be required to have a Bermuda Teaching license and the current fee is \$150.

The school would pay for your initial flight and eventual return. If married, it would also cover the cost of the spouse's fare and up to two children. N.B. - The island's Immigration Department will not allow more than two children to the island. There is also a 'settling in' allowance of \$1,000 for single people,

\$1,500 for married couples. It is expensive to ship furniture and electrical goods (n.b. the electrical provision is a different 'wattage' to the United Kingdom - thereby requiring adaptors, but compatible with North America), and there would be duty to be paid. These items can be obtained quite readily and inexpensively on the island. There is no guarantee that a spouse will be able to work. Individuals are not allowed to bring partners into the country to whom they are not married. All posts have to be offered to Bermudians in the first instance and only offered overseas when there are no suitable, local candidates. This has been true of the post you are applying for. Whilst the island tends to produce a fair number of Primary teachers, there are fewer trained to teach at secondary levels.

When living in Bermuda you are limited to one car per household. In order to obtain a Bermuda driving license you will be required to take a test. A UK driving license will not suffice. Bikes (50cc - motorised) and motor scooters are popular. The island is about 22 miles long and less than two miles wide at its widest point. Public transport by bus and ferry is good and frequent.

All teaching jobs are subject to permission being granted by the Department of Immigration and can only be offered on 3-year contracts. Unless there have been problems in post, or unless an appropriately qualified and experienced Bermudian national applies for your job, permission is sought to renew at these intervals. Whilst permission will have already been granted to fill this post from overseas, when selected, you (and your family, if applicable) have to supply information for Immigration. This can take about three months. Current government legislation recommends a maximum of nine years on the island (subject to the conditions already referred to) although in some cases, teaching positions can be regarded as 'Key' positions and exempt from the limit. There are, however, no guarantees on this.

Bermuda has a favourable climate. The temperature rarely drops below 50 degrees Fahrenheit and for most of the year is between 70 and 90. Humidity can be high, however, in July, August and September, in particular. The sea and beaches are first class and outdoor activities abound, especially swimming, sailing, scuba diving, snorkeling, fishing and other water sports as well as football, cricket, golf, rugby, cycling, athletics, triathlon and tennis. There is a lot of history on the island and a wealth of cultural events and activities to enjoy