



Hornbill School, Brunei

Information for Applicants Living in Brunei (Teachers)



Service Children's
Education

National Support School
designated by



National College for
Teaching & Leadership



Values-based Education
IVET Quality Mark

F B I S I A



Hornbill School Brunei

The Wider Context

The country of Brunei is situated on the North West coast of Borneo. Seria Garrison is on the coast, near the southern border between Brunei and Malaysia. Seria is approximately two hours' drive south of the capital, Bandar Seri Begawan. Brunei is an Islamic country, ruled by His Majesty Sultan of Brunei.

Individuals who are posted to Brunei need to be **resilient, resourceful** and **independent, confident** of living in a Muslim state with a tropical climate. Life in Brunei is certainly pleasant but also more challenging than in many other areas; for example, Europe.

Housing

Married teachers with primary school aged children are likely to live in Service Families Accommodation (SFA). Single teachers may be housed in the Officers' Mess (in a single room with shared facilities), in same sex shared accommodation or in small self-contained units consisting of a living-room, bedroom, kitchen and bathroom, depending on availability. As accommodation provided may be some distance from the place of work and public transport is limited, it is essential that applicants have access to their own daily transport. Working and living in such a small community demands emotional resilience at an individual level as well as having the ability to form and maintain appropriate relationships and personal boundaries at all levels.

Living in Brunei

As Brunei is a Muslim country, there are few western restaurants and no bars. However, Asian cuisine is readily available and reasonably priced. Entertainment in Brunei is very much self-made with BBQs and dinner parties being a chief source of merriment. The Sultan of Brunei announced on 22 Oct 2013 that Brunei would introduce Syariah code in 2014 over 2 years in three stages. In this regard, please see Annex A to this information booklet which is a brief statement from Commander, British Forces Brunei, dated 28 April 2014. This is only Phase 1 of the implementation and if you wish to talk about the implications on family life in Brunei then please do not hesitate to contact us at Hornbill.Office@scschools.org. With the introduction and implementation of Phase 1 of the Syariah law, there have been considerable changes in life here and careful thought is advised before considering your move.

All UK-based teachers and Nepali Specialist Teachers appointed to Brunei are eligible to join the Garrison Officers' Mess. Most teachers also take the opportunity to join the Shell Panaga Club, which is essentially a sports and leisure club. Sport has a very high profile in Brunei and there are numerous sports offered at Panaga including golf, football, squash, rugby, diving, sailing, tennis,



bowling, weight lifting and swimming. There is also a thriving amateur dramatics society and other non-sport groups such as bridge, photography, natural history and quilting.

The location of Brunei provides wonderful opportunities for exploring the jungles of North Borneo and exotic destinations within South East Asia, as well as being a gateway to Australia and beyond. Miri, the nearest Malaysian town, is located one hour's drive away in Sarawak.

If you are adaptable, have a sense of adventure and, if necessary, can manage without British television, this is a wonderful opportunity. Working with the Gurkha community is challenging, unique and extremely rewarding.

Appointment Details

Teaching posts in Brunei with SCE/Hornbill School are permanent. Teaching staff working overseas are entitled to *Cost of Living Addition (COLA)* and, as an example, a married teacher plus 2 children would currently receive £12,331 (non-taxable). Single teachers may be accommodated in the Officers' Mess for which the COLA rate is slightly lower.

In addition, a *Difficult Post Supplement* is payable to staff working in Brunei and, as an example, a married teacher plus 2 children would currently receive £5,842 (non-taxable). An annual return flight to the UK is also provided, after first having completed 12 months in post.

For staff with children of secondary school age, please note that no secondary education is available in Seria. Secondary age pupils either attend Jerudong International School (JIS) or International School Brunei (ISB) as weekly boarders, or board in the UK, subject to circumstances. Both schools are in Bandar and fees for placement at JIS/ISB are met by Seria Garrison, although a modest "Home Savings Contribution" is payable by parents. Please note that JIS/ISB may be unable to meet the full range of special needs. The schools require an admissions test. Further information can be obtained from the school website: www.jis.edu.bn and www.isb.edu.bn. There is also a possibility for secondary aged children to board in the UK, subject to circumstances.

According to Brunei Immigration Law, children over the age of 18 do not qualify for dependent status.

As Brunei is a Muslim state, same sex partnerships are not recognized or permitted under Brunei Law.

The status of all MOD personnel and their dependents in Brunei is in accordance with the Memorandum of Understanding agreed by HM The Sultan of Brunei and HM Government (UK). The fact that we must comply with Brunei law is set out in this document, as are the waivers.

However, it must be understood that certain personnel such as Nepali Specialist Teachers who are neither in the Services nor UK based MOD civilians do not fall into this category and they must comply with all aspects of Brunei Labour and Immigration laws.



To be considered before accepting a post

ACCOMMODATION: Teaching staff will be provided with accommodation in accordance with eligibility criteria. Accommodation is rent free for the first 5 years of employment. After that rent will have to be paid. Single and married but unaccompanied teachers are entitled to Mess accommodation (single room with shared facilities). Where Mess accommodation is unavailable same sex shared accommodation may be offered. When this alternative accommodation is a hiring, the individual UKBC concerned will be required to vacate that hiring when Mess accommodation becomes available. Teachers with families are provided with furnished Service Families Accommodation (SFA), which could be either a flat or a house. Due to a limited supply of SFA, a small number of families are currently placed in private hirings within the local community. For families with young children, this can make social integration more difficult. However, from April 2016 it is expected that all Garrison personnel including teachers will be accommodated in SFA. Your contact point for all issues relating to accommodation is the Station Staff Officer, email: BruneiGar-SpSvcs-SO2-SSO@mod.uk or Mrs Kathy Wood, Headteacher, email: head.hornbill@scseshools.org.

Another important point to consider is the reduced welfare facilities available to families in Brunei. The Garrison has a basic network of facilities that are professionally delivered but small in size. There are also minimal welfare facilities within the local community. The welfare support structure is much reduced from that available in the UK and Europe. This means that there is a requirement for increased self-reliance. You should carefully consider the needs of your family in relation to working in Brunei.

Brunei is considered a quiet and safe country with a tranquil pace of life, hence the reason why it is called the “Abode of Peace”. Many families with younger children enjoy this and capitalize on the range of sporting activities on offer.

TRANSPORT: As accommodation provided may be some distance from the place of work, and public transport is limited, it is essential that applicants have access to their own daily transport.

UNMARRIED PARTNERS: Under no circumstances may Service or Civilian single personnel and single lone parents co-habit with a partner (who is not their legal spouse) in either Single Living Accommodation (SLA) or Service Families Accommodation (SFA).

SPECIAL NEEDS: The majority of special needs, including special medical needs, can be met. However, there are some needs which cannot be met. It is therefore important that you notify us in advance if you or any member of your accompanying family have special needs, including health concerns, and you will need to obtain further advice before confirming acceptance of a post with SCE/Hornbill School. For further information, please see “The Local Offer” document on the BFG website and on our school website.

OPPORTUNITIES FOR SPOUSES: Job opportunities for your spouse are very limited. Hornbill School employs supply teachers and support staff. HQ Brunei Garrison provides a further, although very limited, opportunity for employment, usually for those with secretarial or office experience.



Once Appointed

Any offer of appointment is conditional upon clearances (Disclosure & Barring Service 'Enhanced Certificate', Ministry of Defence security clearance, medical clearance and references). Appointees are advised not to resign from their current position until all the clearances have been completed and an offer of appointment made through a Letter of Appointment.



28 Apr 2014

Reference: Constitution of Brunei Darussalam, Syariah Penal Code Order, 22 Oct 13.

1. **Issue.** Enactment of the Syariah Code in Brunei and the impact on BFB and its dependents.
2. **Timing.** Syariah Code introduction on 30 Apr 14.
3. **Recommendations.** Please note the key laws affecting BFB and the mitigating actions:
 - a. **Liquor or intoxicating drinks.** No BFB Muslim staff will drink alcohol, or work in proximity to alcohol (e.g. bars, NAAFI). Further measures will be taken to conceal licensed alcohol from the view of Moslem cleaning staff. There will be an increase in clear signage and barriers to demarcate BFB areas as private, to enable the continued, controlled consumption of alcohol.
 - b. **Failure to perform Friday prayer.** Further provision will be made to ensure that Muslim staff are not restricted from conducting their Friday prayers.
 - c. **Disrespecting the month of Ramadan.** Measures will be taken to ensure the sale and consumption of food is conducted with sensitivity to local religious customs during fasting.
 - d. **Khalwat - inappropriate 'close proximity' between men and women.** Current working practice and relationships involving locally employed Bruneian females are in accordance with the Syariah code. Further briefings will be given to BFB personnel to restate the importance of observing the distinction between legal and illegal relationships.
 - e. **Indecent behaviour.** BFB staff will be reminded that they must maintain the highest standard of behaviour whilst in Brunei. LECs exposed to western-specific female dress (e.g. swimming pool attendants) in BFB areas designated as private, will be required to acknowledge that these are the accepted terms of their employment (CIVSEC lead).
 - f. **Man posing as woman or vice versa.** Individuals travelling to functions where fancy dress is worn will make suitable provision to cover their dress whilst in the transit of public areas.
 - g. **Teaching of religions to Muslims other than the religion of Islam.** BFB staff will continue to display religious symbols sensitively. Evangelising is forbidden under the new code.
 - h. **Literature.** Religious support staff will ensure that their literature is not given to Muslims.
 - i. **Worship.** Syariah code does not restrict religious practise – only proselytising on behalf of non-Islamic religions; this has been made clear to all.
 - j. **Dress.** Whilst no formal guidelines have yet been produced by the Bruneian authorities, BFB staff will abide by the extant dress codes. These have been submitted to the Syariah enforcement agencies for their formal endorsement.
4. **Background.** The Sultan of Brunei announced on 22 Oct 2013 that Brunei would introduce Syariah code in 2014 over 2 years in three stages. Among the punishable offences are laws that apply to both Muslims and non-Muslims. The code complements the extant common law code but will require a higher and very heavy burden of proof to initiate a prosecution. The final phase of implementation will be in April 2016 when capital crimes will be introduced. Concurrent with the measures above, MOD IPP are pursuing agreement from the Bruneians of exemption from the code.

Comd BFB

