



## Relocation Guide

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## **1.0 Introduction**

Moving to a new country can be a big upheaval, with so much to plan and lots new to learn.

We have created this handbook, to try to make your transition to living in England as easy as possible. It contains a series of short overviews of key topics, with links to further information.

Much of the information quoted has been taken directly from the government website [gov.uk](http://gov.uk).

## **2.0 Population of England**

England has a population of over 53 million people, making it the most populated nation of the United Kingdom, representing 84% of the joined total. England has the fourth biggest population in the European Union.

## **3.0 British Values**

Britain is a modern, multicultural nation and as such places great value on the equal and fair treatment of citizens, no matter what their background or personal choices.

In support of this, the Government has defined four 'fundamental British values they are:

- Democracy.
- The rule of law.
- Individual liberty.
- Mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.

A commitment to ensuring the equality of citizens is enshrined in law within the Equality Act 2010. The act states that it is unlawful to treat someone less favourably because of their:

- Age.
- Disability.
- Gender reassignment.
- Marriage or civil partnership.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

This list is also known as the nine 'protected characteristics'. The law here applies to the treatment of adults, and to pupils within schools. Public sector organisations

(including maintained schools and academies) must also take active steps to identify and address issues of discrimination where there is evidence of prejudice, harassment or victimisation, lack of understanding, disadvantage, or lack of participation for individuals with protected characteristics.

### **Reference(s)**

<https://www.equalityhumanrights.com/en/secondary-education-resources/useful-information/understanding-equality>

## **4.0 Geography**

Northern Ireland, Scotland, Wales and England make up the United Kingdom. There are currently no places available in Northern Ireland, Scotland or Wales so all successful teachers will be placed in England.

England has nine Government Office Regions.

We have provided an overview of what each region has to offer to give you an idea but we would recommend you also research these regions so you can make an informed preference. You will be able to fly from mainland Spain and the Balearic and Canary Islands to most of the airports we have outlined below.

### **Regions in England**

#### **West Midlands**

West Midlands is a region facing unique challenges from the contrast of inner city to rural life, to a diverse and challenging school population.

Birmingham is the main city in the West Midlands and has had substantial regeneration offering an excellent cultural scene and shopping.

West Midlands is also home to the Cotswolds hosting some beautiful countryside and smaller villages. The Malvern Hills offers some typical English landscapes for exploring.

Stratford-upon-Avon is steeped in culture and history and is also the birthplace of William Shakespeare; you can visit the home he grew up in.

Airports: Birmingham International Airport

#### **East of England**

The East of England is a diverse region, covering schools in areas of urban deprivation, small rural schools and coastal areas.

East England offers Royal estates, wetlands and a network of lakes and rivers. It is home to many of England's coastal towns and impressive country manor estates.

You can visit the unique Norfolk Broads, the Brecks and Thetford Forest. Sandy beaches, cliffs, creeks and saltmarsh can be found on the 500 miles of coast.

Cambridge offers a wonderful choice of shops and a vibrant nightlife. The University of Cambridge is one of the oldest universities in the world; it has nine museums and collections that are open to the public.

Airports: Norwich International Airport, London Luton Airport, Stansted Airport.

## **East Midlands**

The region is home to the Peak District covering a vast amount of English countryside along with small market towns and country estates to explore along with small market towns and country estates.

Nottingham and Leicester offer a great choice of shops, restaurants and pubs. Nottinghamshire offers some lovely country parks including Sherwood Forest and Clumber Park. Leicester is home to the 'Golden Mile' two roads in Leicester hosting the largest selection of Indian jewellery shops outside of India.

Lincolnshire offers miles of beautiful sandy beaches along the coastline, The Lincolnshire Wolds, seaside resorts and the beautiful Lincoln Cathedral.

Airports: East Midlands Airport

## **South East**

The South East is a region of contrasts: coastal towns, prosperous areas and inner-city communities.

The counties of Buckinghamshire, Kent, Surrey and Berkshire surround Greater London.

**Windsor's historic town centre is home to the Famous Windsor Castle. Oxford, 'The City of Dreaming Spires' is home to the historic Oxford University; just out the city centre is Blenheim Palace, the birth place of Sir Winston Churchill. Brighton** is a lively and artistic city with an array of great restaurants, bars and cafes.

Airports: Southampton Airport, London Gatwick and London Heathrow

## **South West**

The South West is a beautiful coastal region home of Stonehenge and two national parks and covering some of the most beautiful areas in the country.

Cornwall, Dorset and Devon provide some beautiful beaches and the cities of Bristol and Bath offer plenty of restaurants, shops, bars and cafes. Bath is the only place in the UK where you can bathe in naturally hot spa water and original Roman Baths.

Airports: Bristol International Airport

## **London**

London is made up of 33 districts (32 boroughs and the City of London) all of which are very different in their context and what they have to offer. There are areas of excellent provision and areas of real challenge with prosperous areas and inner-city communities.

London is a diverse city, rich in culture and history offering attractions to suit any visitor. These include The London Eye, The Tower of London, Buckingham Palace, The Houses of Parliament, Big Ben, street markets and array of museums, parks, galleries and a wealth of entertainment venues.

Generally, it is more expensive to live in London although salaries tend to be higher to account for this. Being the capital city, it offers great restaurants, bars and cafes along with great shopping.

Airports: London Gatwick, London City Airport, London Heathrow and London Stanstead Airport

## **North West**

The North West has areas of prosperity and real challenge, encompassing geographically isolated, coastal and inner city schools.

North West England has some of the most spectacular scenery and vibrant cities. It's a hub for sport, music, arts and culture. Manchester and Liverpool are home to top sports teams, incredible museums, music history legends and were the birthplace of the industrial revolution. The cities contrast with the beautiful scenery provided by the Lake District National Park, home to stunning mountain ranges, England's largest lake and quaint English villages with plenty of attractions to offer, including steam railways, museums, castles and the home of Beatrix Potter.

Blackpool is different again, a seaside town with a huge amusement park, a famous tower and mecca for ballroom dancing. The small cities of Chester and Lancaster both have history dating back to early Britain as well as City Walls, Cathedrals, a Castle and a Roman Amphitheatre between them.

Airports: Liverpool Airport, Manchester Airport

## **North East**

The North East has diverse geography and communities: from the urban Tyne and Tees to the rural and coastal areas of Northumberland.

The North East is home to beautiful landscapes, spectacular castles and historic sites including the beautiful Durham Cathedral and Castle, Lindis Farne (Holy Island) and Alnwick Castle.

Newcastle and Gateshead united by the seven bridges offer excellent shopping, cafes, restaurant and bars. The Gateshead Millennium Bridge is the only tilting bridge in the world.

The coastline offers beaches, quaint fishing villages, lively towns and ports.

Airports: Newcastle International Airport, Humberside Airport

## **Yorkshire and Humber**

Yorkshire and Humber has areas of prosperity and areas of real challenge, encompassing rural, coastal and inner city schools.

Both Leeds and York offer great shopping, cafes, bars and restaurants. York is renowned for its cobbled streets and the beautiful York Minster.

The Yorkshire dales are made up of green valleys and white limestone cliffs and are home to some beautifully quaint villages and market towns.

The North York Moors are distinguished by rolling hills, purple heather and green valleys with streams and acres of forest taking you to the coastline at Robin Hood's Bay and Whitby, where you can get some great fish and chips and explore Whitby Abbey.

Airports: Doncaster Sheffield Airport, Leeds Bradford Airport.

## **Climate**

England is famous for the lush green of its countryside. Average annual rainfall in the north is more than 1,600mm, but central and southern England receive an average of less than 800mm. The coldest months are December, January and February, when the temperature is usually between 3 and 6°C. In July and August, the temperature averages between 16 and 21°C. Rain falls throughout the year, and the weather in England can sometimes change very quickly.

In the UK, the clocks go forward one hour at 1am on the last Sunday in March, and back one hour at 2am on the last Sunday in October.

The period when the clocks are one hour ahead is called British Summer Time (BST). There is more daylight in the evenings and less in the mornings (sometimes called Daylight Saving Time).

When the clocks go back, the UK is on Greenwich Mean Time (GMT)

## **5.0 Food & Daily Meals**

Breakfast will be dependent on your work or living circumstances and can include hot and cold options. A typical breakfast may consist of cereal and milk or toast and jam. A more substantial, cooked meal is sometimes eaten at weekends when most people

have more time. When people refer to an 'English breakfast' they mean a more substantial cooked breakfast often including sausages, bacon and eggs.

Lunch can often be a sandwich, salad or something more if you are dining with work colleagues or business partners.

Dinner is considered the main meal of the day and is often eaten with partners, or families or friends. In many cases, dinner is eaten earlier in the UK than on the continent of Europe, often sometime between 5 and 8 pm. These meals may have different names in different part of the country. In some areas, the midday meal is referred to as dinner and the evening meal as tea. 'Tea', the evening meal, should not be confused with 'afternoon tea', often offered by hotels and restaurants which is usually offered mid-afternoon and which generally comprises sandwiches, cakes and scones.

The traditional 'Sunday Roast' – roasted meat and a variety of vegetables, is often served at lunchtime.

There is no tradition of a siesta in England mainly due to the working hours and cooler temperature.

## **6.0 Social and Business Etiquette**

It is typical for English people to shake hands across both genders, particularly when being first introduced to someone you have not met before. For more established friends it is acceptable for men to pat each other on the shoulder or back and women may kiss each other once on the cheek. Hugging is considered appropriate for family and very close friends.

### **Socialising & Social Events**

Generally English people can drink in pubs and bars from 11am to 11pm with some offering extended hours to 2am. Most places will serve a wide variety of beer, wine and spirits and snacks; many also offer food in the form of breakfast, brunch, lunch, and dinner.

Many people socialise in pubs with friends, work colleagues and families. Each pub or bar will have their own rules for allowing children on their premises; this is usually listed outside the building or you can ask the bar staff. Some bars will have a dress code that should be adhered to.

### **Mobile Phones**

Mobile and data coverage across the UK can be checked on each network's websites, and is helpful in deciding upon which provider to go with, alongside the available pricing plans. For a list of providers, search 'mobile networks in the UK'.

The government agency Ofcom has produced an application for both iOS and Android that allows you to check coverage from a range of mobile providers in your new area.

When you arrive, it may also be useful to have an international SIM or use an application such as Skype or WhatsApp over Wi-Fi, in order to remain in touch with family and friends at home.

## **Shopping**

The opening times of shops in the UK can vary according to their size and type.

Generally, supermarkets will be open Monday to Saturday from 7am to 10pm and from 10am-4pm or 11am to 5pm on a Sunday. A few offer 24-hour trading and petrol stations will also stock a variety of goods.

Large department stores will have different trading times depending on their location. Stores usually open between 9.00am to 5.30pm Monday to Saturday though some, particularly in large cities and malls will stay open later on Sundays large shops are allowed to open for 6 hours, often from 10/11am to 4/5pm. It would be advisable to check timings on websites before you travel. Near residential areas you will often find 'corner shops' (which are not necessarily on corners!) / convenience stores which are open from early in the morning to late at night and stock a range of product types, from food to toiletries. Most large city centres will have shopping centres close by which offer a good mixture of shops, restaurants and entertainment.

In addition, you will find a variety of local shops and services with larger towns being served by their own markets.

## **Alcohol & Young People**

You can be stopped, fined or arrested by police if you are under 18 and drinking alcohol in public.

If you are under 18, it is against the law:

- For someone to sell you alcohol
- To buy or try to buy alcohol
- For an adult to buy or try to buy alcohol for you
- To drink alcohol in licensed premises (for example: a pub or restaurant)

However, if you are 16 or 17 and accompanied by an adult, you can drink (but not buy) beer, wine or cider with a meal.

If you are 16 or under, you may be able to go to a pub (or premises primarily used to sell alcohol) if you are accompanied by an adult. However, this is not always the case. It can also depend on the specific conditions for that premises.

It is illegal to give alcohol to children under 5.

## **7.0 Accommodation**

### **Locating a suitable area**

As in any country, different localities have different amenities, transport links, and cultures – as well as different rental prices. Before you go, you should research different areas and identify ones that suit you, offer suitable transport options to your school and are within your budget.

Whilst you are viewing properties, you will need a place to stay. Staying with a family or friend if they are local can be a good option, but if not, there are a variety of websites that can assist you with finding a spare room or hotel accommodation. Your placement school may be able to provide advice about temporary accommodation you can access in your local area.

### **Using an agency**

One way of finding rental accommodation is to use a letting agency. When you make an enquiry with a letting agency, you will be asked to confirm the type of property you are looking for and the amount of money you wish to pay. To find agencies in your local area, search 'letting agents in your [locality]' in your web browser.

You will normally be asked to give details of your job and income, as well as employer references.

It is against the law for an accommodation or letting agency to ask for payment for:

- putting your name on a list or taking your details
- providing a list of properties available for renting.

### **Renting a property**

The UK Government provides a very useful guide to assist you with renting a property: ['How to Rent: The Checklist for Renting in England'](#). We recommend that you read this in full.

#### **Reference:**

<https://www.citizensadvice.org.uk/housing/finding-a-place-to-live/finding-accommodation/>

It is common for all new rental tenancies to require a damage deposit, to ensure that any damage caused to the property throughout your tenancy is covered. This damage deposit is often also taken as the tenancy deposit, in order to ensure that you are going to be moving into the property, as per your initial agreement.

This deposit is refundable when you finish your agreed contract and move out of the property, providing the property is still in the same condition as when you originally moved in.

When renting, especially in shared accommodation, it is recommended to protect your household items from fire, theft and damage with contents insurance.

Contents insurance can be provided by a variety of sources including insurance companies, banks, supermarkets, web providers and brokers. Prices and levels of cover vary considerably, so shop around and check a variety of providers. There are a range of online comparison services that can assist you here, but they may not represent all insurers.

## **Utilities**

Most homes in the UK will have water, electricity and gas as standard. In addition, they will have the ability to access the internet and a range of TV packages.

In England, you are able to select your electricity and gas provider, but are required to use your local water provider. For a list of providers, search in your web browser for 'utility companies in UK' or 'electricity and gas providers in UK'.

Electricity and gas providers will charge you according to the amount you use, which is measured by a meter within your home. Many providers will provide an estimated bill and require you to send regular meter readings throughout the year. This is to ensure the estimated bill is in line with actual usage.

Some houses have a water meter installed, in which case water is billed in the same way as detailed above for electricity and gas. For those residences without a water meter, you will be charged a flat rate.

89% of UK homes currently have access to 'superfast' broadband (i.e. speeds of 24Mbps or faster), with internet access at slower speeds available to an even larger percentage. This is a charged service, and you will need to make arrangements with an internet services provider in order to arrange for a connection.

## **Reference:**

Office for National Statistics, Internet access – households and individuals: 2016

## **TV licences and additional packages**

You must have a TV licence if you:

- watch or record programmes on a TV, computer or other device as they are broadcast.
- download or watch BBC programmes on iPlayer (a web-based service, also available as an app on a variety of platforms) – live, catch up or on demand.

A TV licence will cost you £147 annually, though payments can be spread throughout the year. You can pay for your licence [here](#).

You do not require a TV licence if you only watch non-BBC programmes, videos or DVDs, and online clips on websites such as YouTube.

If you share a property, whether you need a separate TV licence will depend upon the type of tenancy you have:

- if you have a separate tenancy agreement for your room, you will need your own TV Licence too
- if you have a joint tenancy agreement for an entire house or flat, you will probably need one licence to cover the whole property, In addition to the standard TV channels freely available, you can also subscribe to a range of additional channels on a paid-for basis. This is often the way to access premium sports, movies and TV.

**Reference(s):**

<https://www.gov.uk/tv-licence>

<http://www.tvlicensing.co.uk/check-if-you-need-one/for-your-home/tenants-and-lodgers-aud2>

**Council Tax**

Council Tax is a system of local taxation on domestic property collected by local authorities. The rate of tax is based on the 'valuation band' of your property, and how much your local council charges for that band. The 'valuation band' is based on the value of the property on 1st April 1991. You can check the valuation band of your property on the [Valuation Office Agency](#) website.

You will usually have to pay Council Tax if you are aged 18 or over and own or rent a home.

A full Council Tax bill is based on at least two adults living in a home. Those who live together are jointly responsible for paying the bill. If you live alone you can apply for a 25% discount on council tax.

**Reference(s):**

<https://www.gov.uk/tv-licence>

<http://www.tvlicensing.co.uk/check-if-you-need-one/for-your-home/tenants-and-lodgers-aud2>

You can establish your likely Council Tax bill for your property by visiting this government website or if you are using a letting agency, they may be able to provide you with accurate information.

Your council tax bill will be sent out to you each April and you will usually be asked to pay in 10 instalments.

**Direct Debit scheme**

If you wish to make payment when you receive your bill, you are often able to pay through a variety of methods:

- by credit or debit card
- by money transfer
- by cheque
- at your bank, local post office

For convenience, however, you may find the direct debit scheme easier. When you sign up to pay a bill by direct debit the cost of a bill is automatically removed from your account each month. Paying through this will mean you are protected by the Direct Debit guarantee, which is listed in full [here](#).

**Reference:** <https://www.citizensadvice.org.uk/housing/council-tax/council-tax/>

## 8.0 Transport

Getting around in the UK is made simple by the transport infrastructure in place. Road and rail links span the length and breadth of the country, with local and international airports situated in a variety of key locations.

Metropolitan districts and cities tend to offer a mixture of bus routes, rail and metro rail links, tram systems and local taxi services. Generally, the more rural areas tend to be served by at least one major rail link, with surrounding bus routes. However, these are more likely to be geared towards transport via road.

Most local bus and rail transport links will allow you to purchase tickets on the day, however for longer journeys, it is advisable to purchase tickets in advance to ensure they are not oversubscribed. If you are making regular travel, you may find weekly, monthly or annual season tickets offer better value for money.

### Flights

There are a number of airports situated across England, serving domestic and international destinations. You may find some regional airports will be closer to you when considering future flight options. Here are the [top twenty](#) UK airports.

### National Rail

Britain has a good rail infrastructure with all major cities and the [majority of towns served](#). Rail routes are provided by different franchised companies.

When planning your journey a good place to start is the [National Rail Enquiries website](#), although there are a variety of websites and apps that offer similar services. This contains a simple journey planner, which will enable you to search for train times and quickly identify the train company responsible for this route.

You can buy tickets from a variety of places:

- online and by mobile app
- via phone with the train company

- at ticket offices and automated ticket machines at stations

There are a variety of different ticket types available, each with different costs and conditions:

- 'Advance' – bought in advance, sold in limited numbers and subject to availability, these tickets are only valid for the date/train specified
- 'Off-Peak' –bought any time for travel off-peak, i.e. outside the rush hour
- 'Anytime' –bought any time for travel any time
- Season – unlimited travel between two stations for a specified period

You can keep the cost of train travel to a minimum by:

- booking in advance
- travelling during less busy times
- using a railcard – if you are aged 25 or under you can reduce the cost of train travel by applying for a ['16-25 railcard'](#)
- buying a season ticket when you make regular journeys
- using money saving tools such as [National Rail Enquiries' 'Cheapest Fare Finder'](#)

If your train is delayed by more than half an hour, you may be entitled to a refund. Check the policy with individual train providers or at a ticket office for further details.

Parts of the network are sometimes closed on weekends and holidays in order to maintain the tracks and trains. For this reason it is important to look out for track closures in advance by visiting the train company's website, so you can adjust your plans accordingly.

In addition to travel within Britain, the channel tunnel also allows rail links from London to a variety of destinations in continental Europe. The train company Eurostar operates out of London St Pancras station offering direct routes to Paris, and Brussels, with seasonal routes to Disneyland Paris, Lyon and the French Alps.

There is also the [Eurotunnel](#) rail service to transport your car to France. Eurotunnel services leave from Ashford, near Folkestone in Kent.

## **Local travel**

Local travel usually involves a mix of bus, train and tram routes. To find services in your local area, search 'transport in [local area]' in your web browser. Many areas offer online journey planners to make it easy for you to establish the best route on public transport between two places, including:

- [London](#)
- [Manchester](#)
- [Leeds and West Yorkshire](#)
- [Birmingham and the West Midlands](#)
- [Liverpool and Merseyside](#)

- [Bristol and the west of England](#)

Payment options and fares vary from region to region, but some areas offer cashless prepayment cards to make travelling easier, such as the [Oyster](#) card in London and the [Swift](#) card in the West Midlands.

The UK also offers low cost travel by coach, allowing you to use the national road system to traverse the country. Coach stations are generally found in major towns and cities and offer a cheaper way to travel long distances.

## **London Underground**

London has a strong transport infrastructure with an extensive metro system known as the London Underground, sometimes also just called 'the Tube'.

The network is divided into zones, which affects the pricing of tickets. Zone 1 covers the very centre of London, Zone 2 the areas slightly further out, and so on until you get out to Zone 9. The majority of what most people regard as London is covered by Zones 1 to 4.

The [London Underground map](#) can be invaluable tool to help you get around. The tube map is not geographically accurate or to scale: two stations that look close to each other on the map are not necessarily within walking distance of each other.

## **Ferry**

For those wishing to travel to Ireland, the islands of the British Isles or continental Europe ferries can offer a cost effective option. There are a variety of UK ferry routes, and these can be found marked on most good maps, but here is a summary of key destinations:

- Newcastle – destinations in Norway and Scandinavia
- Hull and Harwich – destinations in Holland, Belgium and Denmark
- Dover, Folkestone and Newhaven – North Eastern France
- Portsmouth, Poole, Weymouth and Plymouth – Brittany and Normandy
- Plymouth – Northern Spain
- Fishguard and Holyhead – Republic of Ireland
- Stranraer, Troon, Cairnryan, Heysham, Fleetwood – Northern Ireland

## **Driving**

You can drive in the UK for as long as your licence is valid, or until you are 70, if you have a driving licence from a European Union (EU) country. Further information on driving in England on a foreign licence can be found [here](#).

We drive on the left-hand side of the road, so all vehicles will be designed with this in mind. [The Highway Code](#) is the complete guide to rules and restrictions on UK roads.

If you intend to drive regularly, you should read this thoroughly. It is also available as a physical book you can keep in your car.

In order to be used vehicles must:

- be registered with the [DVLA](#) (Driver and Vehicle Licensing Agency)
- have up to date [vehicle tax](#)
- have a current [MOT certificate](#) (if your vehicle needs one)
- have a minimum of third party insurance that covers your use of the vehicle

Providing you are driving a car or a motorcycle, and not towing a caravan or trailer, the speed limits are as follows:

- Built up areas: 30 miles per hour / 48 km per hour
- Single carriageways (one lane each way): 60 miles per hour / 96 km per hour
- Dual carriageways (two lanes each way) and motorways: 70 miles per hour / 112 km per hour

Exceptions to this will be clearly marked by signs. For example, many built up areas now insist on a 20 miles / 32 km per hour speed limit.

In England and Wales, the [alcohol limit](#) for drivers is 80 milligrammes of alcohol per 100 millilitres of blood, compared with 50 milligrammes per 100 millilitres of blood in Scotland and most other European countries.

If you are caught driving or attempting to drive while above the legal limit or unfit through drink, you may get:

- six months' imprisonment
- an unlimited fine
- a driving ban for at least one year (three years if convicted twice in ten years)

It is also illegal to use your phone whilst driving or using a motorcycle, unless you are able to operate it hands-free using a headset or similar. The penalties for this include being banned from driving or receiving a maximum fine of £1,000.

### **Reference(s):**

<https://www.gov.uk/legal-obligations-drivers-riders>

<https://www.gov.uk/speed-limits>

<https://www.gov.uk/drink-drive-limit>

<https://www.gov.uk/drink-driving-penalties>

<https://www.gov.uk/using-mobile-phones-when-driving-the-law>

All passengers must wear seatbelts, and all children must use car seats until they are 12 years old or 135 cm tall, whichever comes first.

Roads in the UK are free to use, with the exception of a small number of bridges, tunnels and roads that require tolls. Most good journey planners will list if the route

you have planned uses any roads that require tolls. Key routes that require tolls in the UK include:

- The Dartford Crossing - M25 (Essex/Kent)
- M6 Toll (West Midlands)
- Severn Bridge – M48 (Gloucestershire/Wales)
- Second Severn Crossing – M4 (Gloucestershire/Wales)

A full list of toll bridges, roads and tunnels is listed on this [government webpage](#). The exception to this is when you drive within central London, when you will need to pay the Congestion Charge. [This map](#) shows the areas that are covered by the Congestion Charge.

If you drive anywhere in this zone you will need to pay the charge – the cost for this is £11.50 if you pay the same day, and £14 if paid the following day. If you do not pay, you will automatically be sent a penalty notice. There are a variety of methods of payment which are listed [here](#).

Most toll bridges, tunnels and roads require payment as you enter or exit. The Dartford Crossing is now [paid in a similar way](#) to the Congestion Charge, with no barriers at entry or exit but a requirement to pay the toll by midnight the day after crossing or face a penalty charge.

For those wishing to make occasional journeys by car, hiring a car may represent a good option. There are a variety of hire companies available and local providers can be found through your preferred search engine.

## **9.0 Healthcare and Emergencies**

The National Health Service (NHS) is the publicly funded national healthcare system for the UK. It provides the majority of healthcare in England including primary care, emergency care, long-term care and dentistry. The [NHS Choices](#) website provides an excellent first port of call to find out further information about healthcare options in your location.

### **Registering with a GP**

In order to receive medical help while living in the UK, you will need to register with a local GP (General Practice) surgery. Every person has a named GP or General Practitioner responsible for the oversight of their care, although who you see when visiting the surgery will largely depend on availability. Treatment is free, however you will need to pay a subsidy for most medication you are prescribed.

Other ways you can receive medical assistance are:

- call NHS 111 if you need medical help or advice in a non-life-threatening situation – it is also a good number to call if you are unsure which medical service you need

- ask your pharmacist for advice – pharmacists can provide help about any minor illness (pharmacists can be found in most local high streets, and also in some supermarkets)
- visit a walk-in centre, minor injuries unit or urgent care centre if you are injured or ill, and you cannot wait until the GP surgery opens
- make an appointment with your GP if you are feeling unwell and it is not an emergency
- call 999 if someone is seriously ill or injured, or their life is at risk

You may choose to access private healthcare as well during your time in England. Mostly, this is done by taking out private medical insurance, and there are a variety of providers available. When you have a health problem that is covered by your insurance, enquire with your insurers directly as to how to access treatment.

### **Registering with a dentist**

You can access NHS dental services in the UK. You can find any dentist surgery that you would like to register with and join directly. Most dentists will require an assessment upon registration.

Whilst [some people](#) are exempt from charges, you will most likely have to pay a contribution towards your dental care. Charges for NHS dentistry are listed [here](#).

Not all dental surgeries will have space for new NHS patients, so make sure you find one that is taking on new patients. You can find an NHS dentist that is taking on new patients by calling 0300 311 2233.

There are private options available as an alternative to an NHS dentist; however, these tend to be much more expensive.

If you need emergency dental care, you can call NHS 111, who will find you an urgent dental service.

### **Emergency services**

For the emergency services in the UK, the number to dial is 999. The operator will give you the choice of Police, Ambulance or Fire Brigade, who will then put you directly through to the emergency service you require. If you are deaf, deafened, hard of hearing or have a speech impairment, a text phone is available on 18000.

NHS 111 is an alternative medical helpline for non-life threatening medical emergencies, to reach this service dial 111 from your telephone.

This service is for when:

- you need medical help fast but it is not a 999 emergency
- if you think you need to go to A&E (Accident and Emergency) or need another NHS urgent care service
- you do not know who to call or you do not have a GP to call

- you need health information or reassurance about what to do next.
- For non-emergency assistance from the Police, you should call 101 or go to your nearest police station to report crime and other concerns that do not require an emergency response.

For example:

- your car has been stolen
- your property has been damaged
- you suspect drug use or criminal activity in your neighbourhood You can find further information [here](#).

## 10. Childcare and Schooling

If you will be moving over to the UK with children, you will need to ensure your children have childcare or education arranged prior to your first day at your new job. It is advised you explore all options before you move over to the UK.

### Schooling

If you move to the UK for a full time job, it is your duty to ensure your child receives full-time education. The compulsory school age in the UK is the start of the term following your child's fifth birthday.

Most children who come from abroad can attend a state-funded school. There are a variety of different [types of school](#) in England that receive state funding. Education in state-funded schools is free of charge.

Your first point of call should be to your local council where you will be based. They will help you understand the schools that are available, their admissions criteria and the process for admission.

Further information on school admissions and how to locate your local council is available [here](#). In practice, you are likely to fall outside the standard process and dates for school admission. This is referred to as an 'in year' admission and each local authority will have their own process for managing this.

Britain also has a flourishing independent school sector. If you wish to explore this option, the [Independent Schools Council](#) has a service allowing you to locate independent schools across the country.

You may well want to find out more about a school before your child is placed there. [Ofsted reports](#) offer an independent assessment of the effectiveness of a school, whilst the [performance tables](#) allow you to compare results in examinations. Independent schools are inspected separately, and you can view their reports on the [Independent School Inspectorate website](#).

In order to register your child at a school, you need the following:

- proof of your child's age – birth certificate or passport

- proof of address – a copy of a recent bank statement, telephone or electrical bill or housing lease with your name and address on

## Childcare

The law does not state an age when you can leave a child on their own, but it is an offence to leave a child alone if it places them at risk.

Use your judgement on how mature your child is before you decide to leave them alone, for instance at home or in a car.

[The National Society for the Prevention of Cruelty to Children \(NSPCC\)](#) says:

- children under 12 are rarely mature enough to be left alone for a long period of time
- children under 16 should not be left alone overnight
- babies, toddlers and very young children should never be left alone There are lots of types of childcare available in the UK, including registered childminders, nannies, preschools, nursery classes and wraparound childcare.

When looking for a childminder you should look to get one registered by Ofsted. Ofsted registered childminders can be identified through a [government website](#).

If you employ a nanny to look after children in your own home you will be [considered their employer](#) and be subject to the standard responsibilities and taxes that employers face.

These include:

- making National Insurance contributions
- liability insurance
- providing an employment contract
- issuing payslips
- paying the National Minimum Wage
- providing rights such as maternity leave, paid holiday, maximum working hours and notice on termination of employment

Nurseries and preschools must be registered with and inspected by Ofsted. You can identify local nurseries through a [government service](#) and check their Ofsted reports on the [Ofsted website](#).

The government provides an easy service to search for [before and after school and holiday clubs](#) and [out of hours childcare](#). If your child is attending the school at which you teach, you may well find they have useful services such as breakfast, after school and homework clubs.

**Reference:** <https://www.gov.uk/law-on-leaving-your-child-home-alone>

## 11. Working Life

### What you will need to work

All teachers require a DBS check to work in schools. Your employer will do this on your behalf. To assist with this you will need to provide some documentation. A list of documents required is available [here](#).

You can apply for a DBS certificate using this [website](#).

If you've not yet applied for a DBS check, you can [register for the update service](#) using your application reference number (the 'form ref' on your application form). DBS must receive your application form within 28 days.

If you have already applied, you can register for the update service using your DBS certificate number. You must do this within 19 days of the certificate being issued.

You can use the [DBS tracking service](#) to check the progress of your DBS certificate.

You will probably find it helpful to ensure you have the following documents available with you:

- an up-to-date curriculum vitae (CV) with a 5-year history
- confirmation of your right to work in the UK and photographic ID, such as a copy of your passport or visa (if applicable)
- all relevant teaching qualifications – if you are a newly qualified teacher you may submit a copy of your official transcripts
- an overseas police check, if you have been outside of the UK for more than 6 months in the last 5 years
- contact details of your current/most recent teaching employer and an additional reference from a teaching employer within the last 2 years – if you have prewritten references or teaching practice reports, these are acceptable for references if they are on headed paper and hand signed
- a recent professional photograph of yourself
- proof of name change (if applicable)
- proof of UK address dated within the last 3 months, such as: utility bills, landline telephone bills, posted bank statement, tenancy agreement, council tax bill or an official UK government letter, for example tax credits, a tax coding notice or a job centre letter
- your valid Disclosure and Barring Service (DBS) certificate

### Applying for qualified teacher status (QTS)

You must have qualified teacher status (QTS) to take up a teaching post in England in a:

- maintained primary school
- maintained secondary school

- maintained special school
- non-maintained special school

Once you are employed in a maintained school in England you can be paid as any other teacher and will be subject to the same performance management regulations. If an [EEA member state](#) recognises you as a qualified school teacher you can apply for QTS in England under the terms of Council Directive 2005/36/EC.

If you trained outside the EEA, you can also apply for QTS in England. An EEA member state needs to recognise your qualifications and you will need 3 years of experience as a teacher in that state.

Swiss nationals are also eligible to apply for QTS in England.

It may take up to 4 months to process your application. You won't need further training and will be exempt from having to serve a statutory induction period. If successful, you'll be awarded QTS. You will be notified by email and you can download a letter confirming the award from the [teacher self-service website](#).

Teachers qualified in Australia, Canada, New Zealand and the USA must [apply](#) for the award of QTS before they can be recognised as qualified teachers. Subject to checks ensuring that you are a fully qualified teacher and have not been barred from teaching you will be issued with a letter confirming the award of QTS.

#### **Reference:**

<https://www.gov.uk/guidance/qualified-teacher-status-qts>  
<https://getintoteaching.education.gov.uk/explore-my-options/overseas-applicants>

### **School holidays and terms**

School term dates change every year and will differ from school to school. State run schools will have dates set by their local authority, and independent schools and academies will determine their own dates. It is advisable to check directly with your school for confirmation of their term dates.

Traditionally there are three school terms, with short mid-term (half term) breaks and a longer holiday over the summer, typically they are:

- summer holiday – late July to early September
- autumn half term – final week of October
- Christmas holidays – late December to early January
- spring half term – one week in mid-February
- Easter holidays – two weeks either side of Easter Sunday
- summer half term – one week end of May/early June

In addition to holidays, most schools in the UK will have around 5 inset (in-service training) days which schools will determine in advance when they occur. These training days will be set aside for whole school or departmental training for teachers when the school is closed and no pupils are on site.

## Joining a union

Many teachers value the professional support that membership of a trade union offers. A trade union will help look after your interests by negotiating agreements on salary, discussing big changes like large-scale redundancy, discussing members' concerns with employers and going with members to disciplinary and grievance meetings. According to research in 2013, 97% of teachers are members of a trade union.

There are a number of education unions you can join, and their membership ranges from school to school. A good place to start is to ask colleagues who your local union representatives or 'reps' are. They will be able to provide you further information about the benefits their union offers if you become a member. The role of the rep is explained in more detail [here](#).

### Reference:

<https://www.gov.uk/join-trade-union>

<http://www.bbc.co.uk/news/education-32116168>

## Teachers' code of conduct

The [Teachers' Standards](#) provide a succinct summary of all of the personal and professional qualities you need to teach successfully in England. Key amongst these is Part Two on Personal and Professional Conduct. Make sure you have read the Teachers' Standards in full and understood all of your responsibilities here.

## 12 Finances

### Banks

Most UK banks will not allow you to open an account until you are in the UK and have a UK residential address.

You will need the following to set your account up:

- your passport (and visa if you have one)
- a letter confirming your UK address
- a document such as a tenancy agreement or utility bill

A bankcard will usually then be sent within a few days. You may find it useful to go with a bank that has a branch local to your home or work address.

Please ensure you arrive with some money to support you until you receive your first salary. Salaries are often paid towards the end of each month.

## Income Tax in the UK

For the tax year 2018 to 2019, each UK tax resident is entitled to the standard personal tax-free allowance of £11,850, which is the amount of income you do not have to pay tax on. Tax is automatically removed from your salary by your employer each month and paid on your behalf.

The table below sets out the tax rates you pay in each band:

Band	Taxable income	Tax rate
Personal allowance	Up to £11,850	0%
Basic rate	£11,851 to £46,350	20%
Higher rate	£46,351 to £150,000	40%
Additional rate	over £150,000	45%

For information on tax in the UK, please refer to <http://www.gov.uk/income-tax-rates>

## National Insurance contributions

All UK employees need to have a National Insurance (NI) number and you have to apply for this via telephone on 0800 141 2075. For more information on how to apply for a National Insurance number please refer to <https://www.gov.uk/apply-national-insurance-number>

As a UK employee, you have to pay NI contributions as well as income tax. The Government uses NI contributions to help fund various government benefits. Employees who are paid monthly have a NI free threshold of £702 per month and after this the rate is 12% on every £1 up to £3,863 per month, and 2% on every £1 exceeding £3,863 per month.

For example, a teacher earning £30,000 per year has to pay £3,630 in Income Tax and £2,589.12 in National Insurance contributions. Therefore, your take home pay would be £23,780.88 or approximately 79% of your gross pay.

## Teachers' pension

The Teachers' Pension scheme 'a Defined Benefit Scheme based on your annual pensionable earnings, re-valued each year, rather than a scheme reliant on how investments perform, so you can see what pension benefits you've built up and can work out how much pension you'll receive at your chosen retirement date.

The minimum qualifying period for benefits from the Teachers' Pension Scheme is two years' service. That service does not have to be consecutive.

Your [contribution rates](#) to your pension are dependent upon your salary – both you and your employer make contributions to your fund.

If you wish to you can opt out of contributions you can complete an online form. The information will be automatically sent to your employer and your contributions will

cease from the first day of the month following the month in which the form is received by Teachers' Pensions.

If you want to transfer your pension rights out of the Scheme, you will need to make a formal request to Teachers' Pensions your new pension provider. An application form is available [here](#).

**Reference:**

[Factsheet](#) – Teachers Pension Scheme

<https://www.teacherspensions.co.uk/members/faqs/taking-a-break/opting-out.aspx>