



Additional Information

Cocos (Keeling) Islands Context

- Cocos (Keeling) Islands is the most westerly of Australia's territories, lying in the Indian Ocean approximately 2900 kilometres northwest of Perth and 2600 kilometres west of Darwin. Its nearest neighbour is Christmas Island, situated 900 kilometres to the northeast.
- We celebrate different public holidays to the mainland to recognise the islands' unique cultures.
- Tropical climate with a trade wind season and doldrum season.
- Population of approximately 600 people, mainly Cocos Malay (80%) and Anglo-Australians, living on West Island and Home Island.

Benefits and Incentives

- Locality and IOT isolation allowance
- Uplift provided, including one car or one boat
- Subsidised housing, including furnishings
- One annual travel flight
- Please note that the IOT schools are not part of the remote teaching scheme
- Off-island PL is subject to the availability of relief staff and is assessed on a need's basis.
- Staff engage in online PL and at times we offer face-to-face on island PL.
- Career development – the school provides a great opportunity to extend your skills in a rural context. Our teachers are professional, collaborative, and ongoing learners.
- Opportunity to be immersed in the Cocos Malay culture and share in various cultural celebrations.
- There is further information about moving to the islands available on IKON. Please follow this link <https://ikon.education.wa.edu.au/-/access-support-when-moving-to-the-indian-ocean-territories/>

Cocos (Keeling) Islands District High School (CIDHS) Context

Cocos (Keeling) Islands District High School is undoubtedly one of the most unique educational environments. The school consists of two campuses (West Island Campus and Home Island Campus) divided by the lagoon. Teaching staff live on West Island, and if allocated a position on Home Island, travel by ferry each day (approx. 25-minute journey). We have approximately 125 students across both campuses from K-10.

CIDHS is a Commonwealth merit-select School operated by agreement between the Commonwealth and State Governments. This agreement allows the DoE to deliver education programs to students at Cocos (Keeling) Islands District High School like those in comparable mainland Western Australian communities.

As an employee of CIDHS, you will need to be adaptable and flexible as you may work at either campus or a combination of both during your time with us. Teachers and Education Assistants may be required to work in a variety of class settings and campuses during their time with us. Most of our classrooms have students with special needs/ language and learning difficulties and EALD backgrounds. They are further supported by Education Assistants.

West Island (WI) Campus (K-10)

- West Island Campus Primary currently has two MAG classes: K-2 and 3-6.
- West Island Campus has High School students. This comprises of students from Years 7-10. Most students go on to continue their senior secondary education on the mainland.

Home Island (HI) Campus (K-6)

- In 2024, Home Island Campus Primary has 6 classes: Kindy, PP, Yr 1/2, Yr 3/4, Year 4/5 and Yr 5/6.
- If you are working on HI, you will be governed by ferry times. In the morning, there is a 6.30am ferry which most staff choose to travel on. There is an additional ferry at 7.30am, however, you arrive close to teaching time (school commences at 8.10am), therefore most teachers prefer the earlier timeslot. Most afternoons, there is a choice of the 2.30pm ferry or 3.30pm ferry back to WI. At present, there are additional ferry times running on Wednesday and Friday afternoons.
- HI Campus is predominantly an EAL/D context with students that are mainly Cocos Malay.
- HI Campus students and staff are predominantly Muslim and therefore are involved in religious activities such as Ramadan each year and celebrations such as Hari Raya. At times, the school is impacted by cultural leave taken by many staff at the same time and if there is a death in the community, we can lose a substantial amount of support staff from the office and classrooms for a day or more.

Qualities of people who have successfully integrated into our school and island context:

- Able to work in a small team
- Low need for external stimuli
- Resilient and emotionally stable
- Flexible and adaptable
- Stable domestic life
- Being considerate of others and having an agreeable nature
- Having insight into how your behaviour impacts others and being able to moderate behaviour as needed.
- Demonstrating cultural humility and respect for other worldviews.

Professional challenges

- Allied Health Services – these are limited and often irregular. In 2024, we had a stable and regular service from February through to June. Since then, we have had no visits from an OT, Speech Pathologist or the Paediatric Therapist. Complications with contractual arrangements, the availability of flights and accommodation impact these services.
- Meet professional ethics and responsibilities – as per the AITSL Standards, you will be required to exercise ethical behaviour with students, colleagues, and the community. This includes maintaining confidentiality and reputable behaviour whilst working and living within a small community.
- Freight delays – can take months for items to arrive (even via express post!)
- No mobile phone service, internet disruptions due to weather/infrastructure issues
- Lack of anonymity
- No pets can be brought to the islands

Considerations

- Geographical isolation from friends and family. You need to have the ability to live on a small remote island (with limited internet at times)
- Lack of privacy
- Cultural and language differences
- Social tension
- Lack of separation between work / non-work environments and interaction
- Health and medical service limitations due to the remote location.
- High cost of living – groceries, fuel, electricity, internet etc
- Availability of fresh fruit and vegetables – subject to freight
- Availability of flights – hard to be somewhere at short notice
- Ways to maintain your wellbeing, staying connected with family and friends