



HARROW
BEIJING



INFORMATION FOR PROSPECTIVE CANDIDATES

Thank you for your interest in the Harrow Beijing. We hope you find the information in this document helpful and look forward to reviewing your application documents.

THE HARROW FAMILY

Welcome to the growing family of Harrow schools which currently includes Harrow School and The John Lyon School in London, and the Harrow International Schools in Bangkok (1998), Beijing (2005), Hong Kong (2012) and Shanghai (2016).

Above all else our schools are committed to enabling students to fulfill their potential in a purposeful and supportive community. The curriculum in the schools is based upon the National Curriculum of England but the emphasis is on an all-round education. We are literally communities, with many teachers and students living onsite.

While not attempting to imitate Harrow School, we do take the spirit of Harrow and seek to apply it appropriately in the contexts in which we are found. We draw on Harrow School's stated purpose of preparing students "for a life of leadership, service and personal fulfillment"



by taking as our own motto ‘Leadership for a better world’. It is our aspiration to develop leaders in our own international contexts of the stature of Sir Winston Churchill, Jawaharlal Nehru and King Hussein of Jordan, famous Old Harrovians.

Leadership, as we define it, involves having the motivation, skills and determination to make a difference. We aim to promote leadership in a variety of forms: leading from the front, being a team player, and effectively managing oneself. In doing so, we identify six key leadership attributes:

- Contributing positively to the community
- Applying knowledge with compassion
- Solving problems collaboratively
- Solving problems through communication
- Making fair and just choices
- Facing challenges with determination

The Harrow Foundation is fully involved in the life of the International Schools. Two Foundation Governors visit our schools three times a year for each school’s board meetings. There is significant teacher interaction between the schools involving collaboration between groups of staff with common professional interests. There are student exchanges involving Year 9 students from Harrow Bangkok, Harrow Beijing and The John Lyon School.

The Harrow International Schools operate under license to the Harrow Foundation. The license is held by our Proprietor, Mr. Daniel Chiu, a successful Hong Kong businessman who has been involved with the schools since their founding. His involvement is a modern reflection of the intentions of Harrow’s founder, John Lyon, who in 1572 was granted a Charter by Queen Elizabeth I to found the School.

We believe in creating learning communities which are committed to our students, to the spirit of Harrow and to the curricular and extra-curricular programmes which enable the spirit to become a living reality. We welcome applications from candidates who share such values and wish to work in schools which promote them.



HARROW BEIJING

Harrow Beijing was founded in 2005 following the proven success of Harrow in Bangkok. Initially it opened as an Upper School (Years 7-13) in central Beijing with the clear brief to provide high quality British based education and preparation for leading universities around the world. In 2008, after four years of service, forty seven students graduated securing places in a range of good universities in Britain, America, Canada and Australia. In August 2008 the Lower School opened on a green field site by the Wenyu River to the north of Beijing. In August 2009 Year 7 was relocated to the Lower School and a prep-school model began to enhance the experiences of Years 5, 6 and 7.



Both the Upper and Lower Schools relocated to the Hegezhuang campus in April 2013. Due to strong demand the school reacquired its original campus in the centre of Beijing in June 2017. The main purpose built campus occupies a plot of 100 Chinese acres which is about 66,000 m². The buildings, comprising the main block which houses Pre-Prep (Reception-Year 5), Prep (Years 6-8) and the Upper School (Years 9-13), the Sports Hall and Swimming Centre, the Early Years Centre and staff apartments, take up a total floor area of 46,000 sq. m on a footprint of 12,000 sq. m. Adjacent to these facilities are spacious sports fields and tennis courts. In August 2015, our first boarding house-John Lyon House was established. There are 60 boarders living on site at the moment.

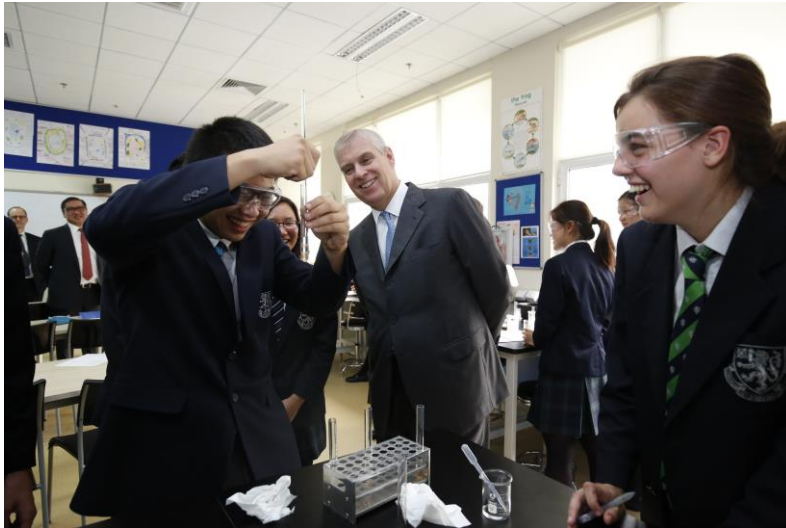
The School benefits from a very pleasant site that borders onto a lake. There is an underground station two hundred metres from the front gate of the School giving easy access to anywhere in Beijing and taxis are readily available. There is a good range of shops, restaurants and international supermarkets nearby.

Academic results for the year 2016/17 were as follows:

	A*- A	A*- B	A* - C
'A' Level	30	67	90
AS Level	28	57	71



HARROW
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GCSE: 57% A*/A

The overwhelming majority of Harrow Beijing students win places at their university of first choice such as Oxford, Cambridge, Durham, Exeter, Imperial, LSE, Warwick, University College London, and King's College London in the UK and Duke, United States Naval Academy and Pennsylvania in the USA.

The school has over 1,000 students. Students and staff enjoy a positive working environment that is well resourced and characterized by high levels of commitment and goodwill. Sharing the same values and mission as all of the schools within the Harrow group there is a strong sense of community and the confidence that all are well supported. Students and staff work



hard and share the satisfaction of achievement that pervades the school. One of the best features of Harrow Beijing is the support that all staff and students give so readily which makes for a very dynamic and positive school.

Accommodation and Cost of Living

Basic living in Beijing is relatively inexpensive. Teachers manage to return money to the UK to pay debts and mortgages, save a percentage or spend on travel opportunities in the region. Although not essential, it is advisable to learn a little of the Chinese language or at least invest in a Mandarin phrase book! One beauty of living in China is the low cost of living. Money goes a long way. A typical meal in a western restaurant is on a par to UK prices, however, local restaurants are much cheaper and usually more fun, it is here where you can buy large bottles of good local beer for about 40p. If you cannot be bothered to cook there is a plethora of inexpensive local takeaways that deliver for free, this includes the usual pizza, Indian, and Mexican restaurants.



The following statements come from the expat staff currently working at Harrow Beijing.



John Hopkins (Assistant Head – Communications / Language and Learning teacher) moved to Beijing 16 years ago.

When I first arrived in Beijing I used to go to a café to study some Chinese. The café was located within the Shangri La Hotel in central Beijing. If there were some words that I didn't understand I would ask the waitresses for help. After a couple of weeks they started giving me free cakes and then not charging me for my coffees. I decided that I had better ask them why they were being so generous. When I did this they answered that it was because I was 'keen to learn'.

This short exchange encapsulates for me what has made my life in China so rewarding. The profound respect that the Chinese people have for education and thereby for teachers has made me feel that my given vocation is a profession of great importance here. Last year I was explaining to my Year 8 class that in many western countries teachers don't have much social status. They were a bit surprised about this and asked me who did have high social status. I ran off the usual list... doctors, lawyers etc. One of the Year 8s then asked me who taught these people to be lawyers and doctors. Good question I thought.

And so while I could talk about all the bars and cafes and restaurants in Beijing the thing that has made my over 10 years in China a wonderful time is the fact that I feel valued as a teacher at the school I work at, by the students I teach, their parents and the society in general. Beijing is a great place to live and a wonderful place to be a teacher.

Carlien Shelley (Head of Upper School) moved out with her family two years ago.

Arriving in Beijing with our 3 young children (all under 8) has been a smooth and enjoyable adventure. When we arrived we were swiftly taken to multiple supermarkets and IKEA to fill our cupboards and start the 'nesting' process. The house was equipped with the basic kitchen utensils, linen and plenty of furniture which all went a long way towards our 'settling in' process. The apartments are tastefully decorated and by hanging a couple of pictures on the wall, do feel homely pretty quickly. So far we have found that you can get (nearly all) the same as home; admittedly sometimes at a price, but with utility bills as low as they are and no council tax your salary stretches much further than it did back in the UK! Don't ship too much of your personal affects as things are plentiful in China and generally far cheaper. Life here is fun, chaotic, different and interesting. We bought an electric trike (Chinese version of a people carrier) and it gets us around the local hutong area very efficiently. I am sure we provide much entertainment for the locals when we all pile in and head off down to the shops. You can organise a driver with only a couple of hours notice for a trip to the shops if the weather turns inclement, at relatively inexpensive amounts. The subway is excellent and only a couple of hundred meters down the road from the school which will get you into the city centre currently within an hour and with new stations opening soon, this will become even quicker. Traveling out of Beijing during holiday periods seems to be on everyone's mind, as there is so much of the world in such close proximity, but Beijing is a beautiful city with so much to see and do, the opportunities on our doorstep must not be over-looked. There is an on-site travel agent who will help with any arrangements which takes the stress out of organizing family holidays. We



have no grasp yet of the language and yet we can get by with a map and bit of courage and a sense of adventure.

The school is well equipped and both the students and staff are friendly and welcoming. There is lots of indoor space and the school is also equipped with large amounts of outdoor space for the children to burn off some energy at lunch and after school. The students at Harrow have a good work ethic and they possess a curiosity that allows you to really teach rather than just classroom manage. Before we arrived the pollution was a concern for us, especially considering our young family. We quickly discovered that there are many days in which Beijing is beautiful and the sky is blue. There have been a few 'high' pollution days, but with air filter systems in our apartment and the school's filtering system, we have not found this to be a problem nor restrictive on what we are planning on doing.

Getting an Ayi for a family is essential (especially if your both working) and affordable. Ayi's will look after your children – if you have babies your children will be very well loved by your Ayi as an "Aunty" would spoil their nieces and nephews. For older children, your Ayi can drop them off and pick them up from school. Our Ayi runs our household including cooking dinner, doing the washing and all the household chores. It does make our life of a parent much smoother and our weekends are free to spend time with the children and get out and explore more of Beijing.

There is nothing we haven't yet been able to find or someone has not been able to tell us where to get it, from contact lenses to suits for the 'larger man'. We have enjoyed our time in Beijing so far and we are looking forward to exploring more of this amazing city and country.

What attracted me to Harrow Beijing in the first place?

Rohan Kara (Director of Admissions and Development)

The prospect of working at Harrow Beijing, was for me, a great opportunity for career progression. Luckily, my wife was at a point in her career where there was flexibility for change and so we decided to start a new adventure and see a part of the world neither of us had experienced. Before moving to China, understandably, my wife and I were nervous about such a big change in our lives. Fortunately, our two young daughters were not yet at an age where they too would be apprehensive about such a move. The school were very good at guiding me through the initial visa/relocation stages and the allocation of a "buddy" that I could email and talk to was invaluable.

Upon arrival, living on campus provided a safe and reassuring base from which to settle into the new job and also explore our new surroundings. For the children, it was a great environment to live in, with friends on site and a safe place to play. Work is varied and interesting, it can be intense at times but colleagues are all friendly and supportive. After work, there is a lot of opportunity for sports using the excellent school facilities and there are a number of social activities within the school, through the year.



The whole family has settled in really well and we are thoroughly enjoying our China experience so far. Beijing has so much to offer for the whole family. There is a great mix of traditional Chinese culture and history with modern Western convenience and lifestyle. It is also a great hub to be able to see other parts of China and South East Asia. The people are incredibly friendly and the food is delicious!

What is it like to live and work at Harrow Beijing?

Darshak Pandya (Maths teacher/Churchill Housemaster)

After teaching in Leicester for some years, my wife and I were looking to broaden our experience and moved to Harrow Beijing in 2013. It has been a wonderful experience for both of us. Our practice has been challenged and extended and our careers have been advanced through the many opportunities available and the support of the school. As a Mathematics teacher I have always been fascinated by the use of language in my subject and so viewed teaching in China as a great opportunity. At Harrow Beijing I have been given a framework under which I am able to not only develop my skills as a teacher but also my career in general. The school facilities are wonderful. Classrooms are spacious and modern and we have dedicated science, music and drama sections and up-to-date sports facilities, including a grass pitch, two astro-turf pitches, tennis courts, a large sports hall, fitness suite and swimming pool. Teachers also have great opportunities to contribute to the wider community through Harrow's Leadership and Service Curriculum. My own house, Churchill, works with a school for immigrant workers' children in Beijing and this is amongst the most rewarding experiences I have had in my professional life. Helping Mike Gating to teach the students of Beijing's immigrant workers to learn to play cricket was a personal highlight last year!





WHO WE LOOK FOR..

Harrow Beijing is looking for teachers who above all else care about children and young people and their learning: teachers who like being with children and young people and go out of their way to spend time with them; teachers who go the 'extra mile' and see teaching as a vocation where there is a high degree of integration between the teacher's personal and professional lives; teachers who children and young people like being with and who enjoy the fellowship of colleagues; teachers who want to be part of a community.

We seek teachers who have a passion for learning and the subjects they teach and the manner in which learning occurs. We seek teachers who have all round abilities and interests so that we are able to provide excellence both in the classroom and in the extensive co-curricular programmes we offer.

Teachers who have an understanding of the independent sector and who have been involved in boarding schools are seen as bringing additional and valued dimensions to the Harrow International Schools although these are not prerequisites.

We look for experienced, dynamic, committed teachers who believe in what we do and passionately want to be part of it.

SALARY AND BENEFITS SUMMARY

- Contracts are for 2 years with renewal preferred subject to performance.
- An annual bonus of 10% of annual salary subject to appraisal.
- Full health insurance coverage for teachers is provided as well as cover for dependents.
- Either onsite or offsite fully-furnished accommodation is provided for many teachers in their first two years. Teachers living offsite are supported by a competitive rental subsidy.
- Airfare and relocation allowances from point of origin at the beginning and end of the association with the school (except for local hire appointments).
- Single trip air ticket to Beijing for teacher and dependents. Return trip air ticket at the end of 2 years if the contract is renewed. A return ticket to home base for teachers is also provided in the middle of the 2-year contract. Single trip air tickets are provided from Beijing to home base at the end of contract for teachers who are not extended and their dependants.
- 100% remission on tuition fees for up to two (2) dependent children attending the School. Starting from 3rd child, 50% remission on tuition fees.
- For teaching couples (both teaching in Harrow) 100% remission on tuition fees for up to three (3) dependent children attending the school. Starting from 4th child, 50% remission on tuition fees.
- The cost of all working visas, dependents' resident visas, medical checks, non-criminal checks, work permits and teacher license costs are paid for by the school.



APPLICATION DOCUMENTATION

To apply for any of the advertised posts please visit <https://www.recruittoharrowis.com/> to complete the online application form. *Early applications prior to the closing date is appreciated as this helps with the administration of the recruitment process.*

For more details, contact Harrow Beijing HR Office at RecruitmentBJ@harrowbeijing.cn.



History and Tradition

Every student is part of a global Harrow family.

Every student has the opportunity to contribute to the tradition of Harrow.

We honour our connection to the Harrow family through symbols, terminology and a commitment to a high quality education.

We are an Academic School

We are academically selective.

We support every student in achieving academic excellence.

Our students go on to the world's top universities.

We celebrate academic achievement.

All *English as Additional Language* learners will achieve native English fluency levels.

Holistic Education

Every student will develop a portfolio of participation, passions and interests through our Enrichment Activities.

Every student will be encouraged to develop values, morals and conduct in line with the traditions of Harrow and befitting global citizenship.

Every student will be encouraged to be an active and concerned member of our school, local and global communities.

Close Personal Tutoring

Every student will be known by a key staff member.

Every student will have a personalised academic profile to support academic achievement.

Every student will develop leadership attributes through an extensive range of activities.