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1.1 Our Vision and Story

The development of Hurtwood House China is an extension of Hurtwood House UK's commitment to quality. Its spirit of ingenuity has been growing for well over half a century. Amongst international brand transfers, Hurtwood House China is a pioneer. We were the first UK brand to introduce a dual immersion curriculum, enabling Chinese passport holders to benefit from our unique educational offering. We are leading the way in what we believe to be one of the most exciting educational projects of our time – namely the education of Chinese nationals, in a Chinese context, but with a bilingual vision.

Through our approach, we aim to nurture global Chinese citizens – individuals who retain a profound respect and knowledge of their own culture and language, while acquiring the linguistic skills, awareness and qualifications to be successful in an increasingly globalised environment.

Underpinning this aim is our motto – **Education Creates Character**. We are respectful of the need for academic rigour and recognise that education is broader in scope. Students must enjoy school. In an environment where creativity is fostered, collaboration is encouraged, and critical thinking nurtured, we must provide opportunities for students to develop new skills and interests alongside the core academic curriculum. We firmly believe that a broad, balanced, and caring approach is required to create character.



Hurtwood House UK

Set on a beautiful two-hundred-acre site in the Surrey Hills, Hurtwood House is one of the UK's leading independent, coeducational boarding schools. The school is driven by a passion for creativity and by a respect for academic rigour, offering its students a truly holistic learning experience that prepares them for university and life beyond.

1.2 Our Founding School Hurtwood House UK

Hurtwood House has an outstanding academic track record. For the last two decades, the A-level results have put Hurtwood House 'among the cream of the country's best schools' (Financial Times), consistently appearing at the top of the league table for co-educational boarding schools, well ahead of many of its most illustrious rivals.

With over twenty subjects offered at A-Level, students benefit from a broad and balanced curriculum. The range of subjects available stand as testament to the importance Hurtwood places on empowering individual students in their decision making and learning.

Students at Hurtwood achieve more than just excellent academic results. The school's commitment to providing an all-round education ensures that they leave equipped with the skills, interests and confidence to succeed at university and beyond. Hurtwood, for instance, is a centre of excellence for the performing and creative arts, providing

unrivalled opportunities for aspiring fashion designers, artists, composers, actors, singers and filmmakers.

Alongside Hurtwood's academic results, the achievements of its alumni illustrate the strength of the school's holistic curriculum. For example, the Hollywood actress Emily Blunt and the composer Hans Zimmer are just two of many former students who have gone on to reach the top of their field.



1.3 Our Network of Schools

HD Beijing

HD Beijing is located in the Dongba area, northeast of Beijing City. Dongba is found within the city's Chaoyang District, which is developing into Beijing's new international CBD, complete with high-end commercial and recreational spaces. The school opened in August 2017 and will eventually grow to accommodate 600 students aged 3 – 10. Work is underway to try to establish an additional campus close by to enable HD Beijing to offer a complete K-12 bilingual solution for parents.

HD Qingdao

Opened in August 2018, HD Qinqdao is located on Xing-Guang Island, in the West Coast area of Qingdao. The school is part of the new Wanda Oriental Movie Metropolis, a US\$7billion project which is creating a new economic centre for the region and the world's largest entertainment infrastructure development. The school, located on a premium 70,000m2 site, is designed in the style of a British boarding school and will grow to accommodate up to 2000 students aged 3-18. Boarding is available to students in both primary and secondary sections of the school.

HD Shanghai

HD Shanghai is located in the city's Songjiang District. The school opened in August 2016 and will eventually grow to accommodate 1800 students aged, 3 – 18. Work is currently underway on the second phase of development, which will see the introduction of specialist upper-secondary teaching spaces and facilities, as well as boarding houses.



1.4 Our Chief Academic Directors



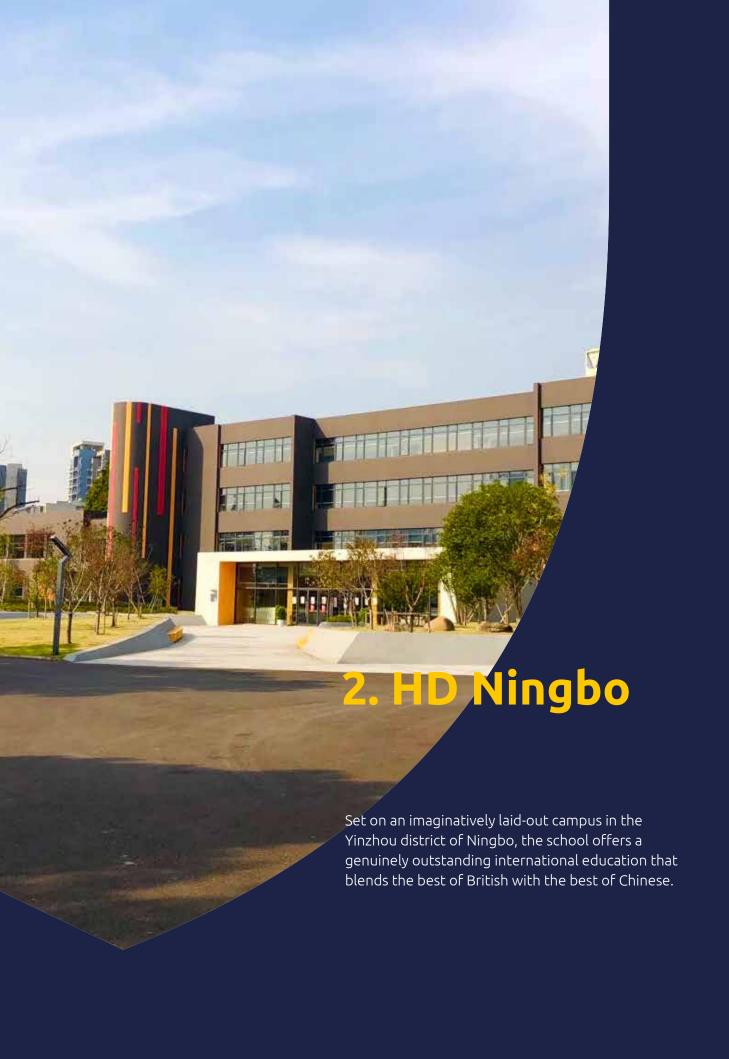
Robert Holroyd

Robert Holroyd is a graduate of Oxford University and an internationalist with over twenty-five years of management experience in worldwide education. He pioneered the introduction of the International Baccalaureate at Oakham School and the Colegio Anglo Colombiano, Bogota. Robert was an assistant master, head of department and housemaster at Radley College before becoming headmaster of Repton, one of the UK's leading co-educational K-12 day and boarding schools in 2003. During his tenure of this post, Robert was privileged to internationalise the Repton brand in a variety of locations worldwide before joining the Hurtwood House China team as chief academic director (CAD) in 2017. In his capacity as CAD, Robert provides a range of consultancy and support services across the Hurtwood House China Schools, and would be pleased to be contacted by any leaders and teachers interested in joining this fascinating educational journey.



Warren Johnston

Warren Johnston, a graduate of Victoria University, brings over thirty years of experience and an outstanding track record of success in bilingual curriculum schools. Prior to joining Hurtwood House China, Warren spent six very successful years as executive principal of YK Pao School in Shanghai. During his time there, Warren was instrumental in increasing the student roll and creating a culture of success within the school. Warren started his career in education as a primary teacher in New Zealand, before taking on senior advisory roles in mathematics at the Wellington College of Education and the Ministry of Education. In these roles, Warren had regional responsibility for developing maths and science curricula, planning and implementing professional development programmes for teachers and drafting influential curriculum policy papers. Upon leaving New Zealand, Warren took on senior leadership positions in Hong Kong, before moving to China in 2007.



2.1 Introduction

Following its high-profile launch in 2014, HD Ningbo School has quickly become one of the city's leading bilingual schools. The curriculum provides students with a broad and balanced learning experience, in which tradition meets creativity and east meets west.

HD Ningbo not only benefits from being part of the successful network of HD Schools in China, but also from its strong relationship with Hurtwood House, our UK partner school. HD Ningbo draws on Hurtwood's experience and expertise at providing an all-round education. Children not only achieve excellent academic results but also develop interests and skills to prepare them for the challenges of life beyond school. With this in mind, the curriculum at HD Ningbo offers a broad range of opportunities designed to develop intellectual growth, physical and emotional health, artistic endeavours, creativity and service to others.

The school is committed to fostering genuinely bilingual students, enabling them to gain competency in Mandarin and English, as well as preparing them culturally for life in an increasingly interconnected world. The curriculum is taught using a dual-language immersion approach. Students benefit from lessons delivered by native speakers of English and Chinese, with some subjects being taught by both teachers in the same classroom. As well as supporting students to become bilingual. The low pupil to teacher ratio enables HD Ningbo to deliver a highly-personalised approach to learning.

2.2 Curriculum Structure

Unlike other traditional international schools in China, HD Ningbo's bilingual curriculum is designed to ensure that it meets the regulatory requirements for admitting students with Chinese passports. Using a dual-language immersion approach, our students will cover the major, compulsory elements of the Chinese curriculum alongside the international curricula.

As a result of our unique programmes of study, by the time students reach the age of fifteen, they will have the breadth of academic knowledge and linguistic skill to tackle IGCSEs. They then go on to take a range of A-level subjects in their final two years. This is part of a balanced curriculum focused on the development of the whole person. Through a HD Ningbo education, therefore, Chinese nationals will increase their chance of gaining a place at a top international university, without losing touch with their own curriculum, culture and language.

We measure the success of our curriculum in broader terms than the simple academic success of our students. In keeping with our motto, our balanced co-curricular programme will ensure that all students develop interests, skills, and character traits through a wide range of activities outside the classroom. These activities are seen as part of the overall curriculum, not an extension of it.

Working closely with the school heads, subject specialists and expert Chinese colleagues, teachers will have the opportunity to develop the existing Hurtwood House China model to respond best to local expectations. As at other Hurtwood House China schools, teachers at HD Ningbo will be supported by a strong curriculum framework, while also having the flexibility to differentiate for the individual needs of their students.

International Universities

International Curriculum

Year 11 - 13 [age 15 - 18] *Expat Only*

International Curriculum

Year 1 - 10 [age 5 - 15]

Expat Only

Kindergarten / EYFS [age 2-5]

International School
Curriculum
Foreign passport holders only

International Curriculum

Year 11 - 13 [age 15 - 18]

Supplementary Programmes

HD Ningbo Dual Immersion Curriculum

> Year 1 - 10 [age 5 - 15]

Bilingual Kindergarten [age 2-5]

HD Ningbo
Dual Immersion Curriculum
Chinese and foreign passport holders

Chinese Universities

Chinese Curriculum

High School [age 15 - 18]

Chinese Curriculum

Grade 1-9 [6 - 15]

Chinese Curriculum Kindergarten [age 2 - 6]

Chinese Mainstream School Curriculum



2.3 Pastoral Care and Boarding

A strong pastoral care system will be the foundation of each student's experience at HD Ningbo. We understand that children will only fulfil their potential when they feel happy, supported and at ease in their surroundings. We emphasise the crucial importance of building a sense of community and promoting supportive relationships, ensuring that students know they will always have someone trustworthy with whom they can talk. In the primary school, the children's international and Chinese class teachers will be their immediate point of contact, in the secondary school this role is performed by the student's homeroom teacher.

Our house system will provide a parallel framework for building community. It will encourage children of different ages to interact as well as creating opportunities for children and teachers to work together outside the context of a formal lesson. In addition, inter-house competitions will serve as a platform for children to learn new skills and develop important character traits such as perseverance, social intelligence, tolerance and self-control.

Boarding, which is at the heart of life at Hurtwood House UK, is an integral part of life at HD Ningbo. All teaching staff, even those without specific responsibility for boarding, contribute to the full life of the school and help to build the strength of community that is such a hallmark of the top UK boarding schools.



2.4 Facilities

The layout of HD Ningbo is informed by a desire to deliver an innovative and contemporary bilingual curriculum in line with the school's vision and values. Each space is able to provide teaching and learning opportunities and promotes interaction between all users and visitors to the school.

Students and teachers benefit from outstanding facilities, which support learning both inside and outside the classroom. These facilities include:

- a bilingual library
- specialist teaching classrooms such as science laboratories, art and design studios and computer laboratories
- a multi-functional theatre
- excellent indoor and outdoor sports areas, including tennis courts, football pitches and basketball courts.
 A 400-metre athletics track and a golf driving range are also being developed.

All of HD Ningbo's indoor facilities are equipped with excellent air purification





systems. Indeed, the School's state of the art Anti- Pollution Dome is the first air purifying sports facility in South East China. HD Ningbo is fully committed to enhancing air quality on campus and playing our part in the drive towards greater environmental protection in China.



3.1 Role and Responsibilities

Teaching and Learning

Across the kindergarten, primary and secondary schools, teachers' responsibilities are:

- to plan, prepare and deliver schemes of work in accordance with the academic programmes set out by the school, which facilitate active learning experiences for all children
- to assess and maintain records of children's progress in learning, using this information to ensure that each child has the opportunity to succeed
- to manage the classroom environment so that it is a stimulating, wellresourced and orderly space which supports and encourages learning
- to have a thorough understanding of the purpose and aims of the HD Ningbo School's educational ethos
- to always set high expectations, which inspire, motivate and challenge pupils
- to use all relevant technology to support learning, understanding and development

- to identify and select different instructional resources and methods to meet the children's varying needs
- to evaluate learning experiences and outcomes for children's continual improvement
- to provide meaningful feedback and assessments for learning in line with HD Ningbo's policies
- to develop the best combination of international and Chinese approaches to deliver a personalised bi-lingual curriculum
- to ensure that the standards set out in the school's policies, including but not limited to behaviour, teaching and learning and safeguarding are followed
- to ensure that all children are treated with respect – fairly and equally
- to ensure outstanding pastoral care in line with HD Ningbo's policies and expectations



Communication and Co-operation

- to work co-operatively and supportively with all members of staff
- to share information, ideas and resources with colleagues
- to develop supportive and productive relationships with parents
- to maintain accurate and complete records of children's development
- to participate in departmental, schoolbased and parental meetings

- to share assessment data and ensure that it is appropriately archived
- to prepare required reports on children and their activities
- to participate in the supervisory duties shared by all members of staff
- to participate in the co-curricular life of the school
- to play a full part in the corporate life of the school
- to support the school's image and profile in the community

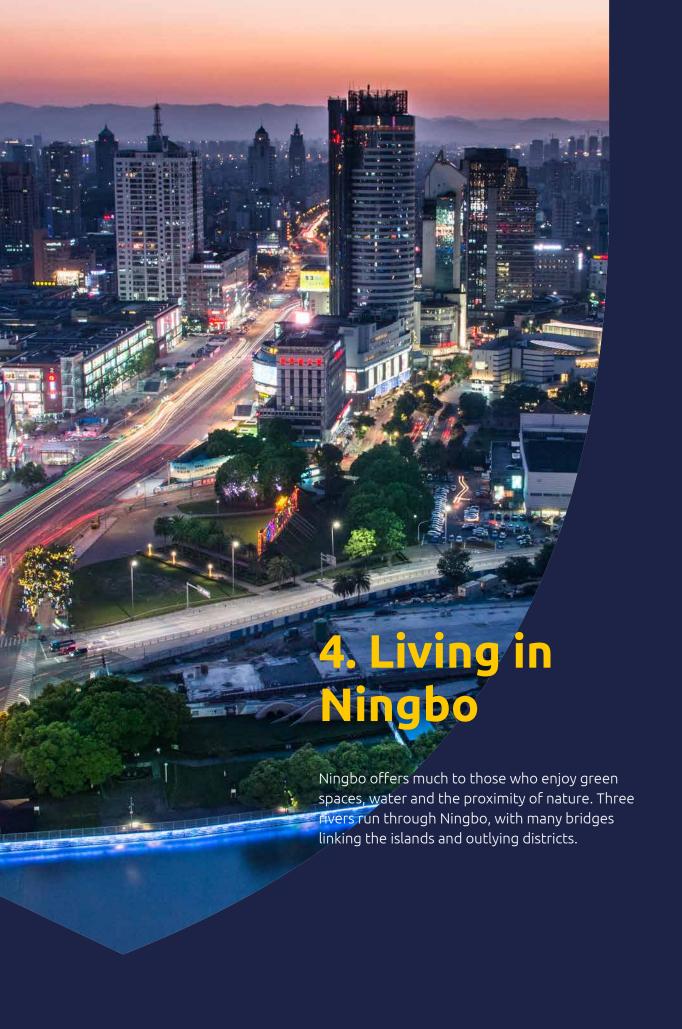
3.2 Salary and Benefits

The successful candidate will receive excellent salary and benefits commensurate with their experience. This will include:

- Competitive, low tax salary
- Accommodation allowance
- Start and end of contract flights for employee and immediate family members
- Relocation allowance
- Excess baggage allowance
- Medical insurance for employee and immediate family members
- Annual flight allowance for employee and immediate family members
- 100% Tuition fees contribution for up to two children
- Annual bonus
- Contract renewal bonus
- Visa and legal documents sponsorship for employee and immediate family members

We recognise that the success of HD Ningbo depends on the quality, wellbeing, and motivation of our staff. In addition to the salary and package structure outlined above, therefore, staff can also expect:

- a commitment to professional development
- a dedicated and passionate human resources and support team, committed to making life in China as comfortable as possible
- outstanding career progression opportunities that arise from being part of a rapidly expanding education group in a dynamic market



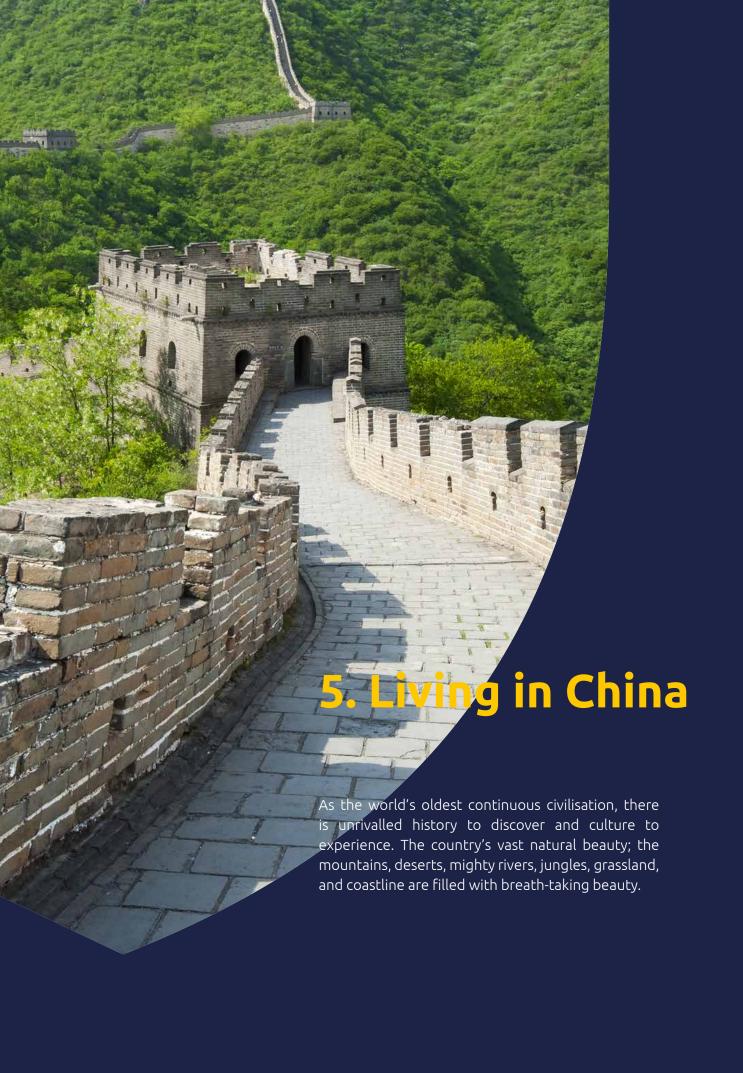
Ningbo is at roughly the mid-point of the Chinese coastline, towards the South of the Yantzee delta. It is an economically developed, modern city, with a profound cultural foundation as well as being one of China's oldest cities. Despite now being a highly developed economic centre, it retains its traditions and a culture that dates back many centuries. Ningbo has a significant foreign population, drawn to the city for various different reasons:

- Its status as a modern economic centre means that there is a wide range of well-paid jobs within large, internationally-minded companies.
- It is a city complete with all the conveniences and luxuries you would expect to find in
- a developed western city: international restaurants, luxury shopping areas, coffee shops, supermarkets, an efficient health system, five-star hotels, to name but a few.
- Ningbo retains many charming aspects of traditional Chinese architecture and ways of life.
 From the cobbled streets, lined by



small streams, to traditional Chinese markets and magnificent temples, Ningbo is full of interesting sights and sounds.

 Ningbo offers much to those who enjoy green spaces, water and the proximity of nature. Three rivers run through Ningbo, with many bridges linking the islands and outlying districts. Water is of considerable significance – Ningbo means 'serene wave' in Mandarin, and many of the city's green spaces contain large lakes on which to enjoy water sports.



Career Development

China is a land of opportunity – and this is particularly true of the education sector. For us, the education of Chinese nationals, through a bilingual approach, is one of the most exciting educational projects of our time. We have been amazed by the thirst for how we approach education. Taking on a job in China is an opportunity to work at the cutting edge of educational progress and will unquestionably offer the environment and challenges required to learn new skills and to further a career in education. Indeed, as the world turns east, an understanding of China and, even better, experience living and working there, can be very beneficial for career progression. The 2017 HSBC expat explorer survey ranked China second in the career progression category.

Adventure

China is totally unique. The rate of economic growth, industrial development and infrastructural progress in China is a story often told. However, there is far more to China than this. As the world's oldest continuous civilisation, there is unrivalled history to discover and culture to experience. The country's vast natural

beauty; the mountains, deserts, mighty rivers, jungles, grassland, and coastline are filled with breath-taking beauty. There are vibrant cities where the traditions and the customs of millennia past mix with China's irrepressible drive for modernity.

Convenience

All of the Hurtwood House China schools are located within highly-developed cities complete with all the conveniences one would hope for when settling down in a new location. Transport links are excellent. There are international standard grocery stores, malls and shopping districts, high-class healthcare and accommodation. The telecommunications network is among the most sophisticated in the world – several channels are available to make communication with friends and family outside China simple.

