



**HARROW**  
INTERNATIONAL SCHOOL  
SHANGHAI

*Leadership for a better world*



*Candidate Information Pack 2018-19*

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## WELCOME



Working at Harrow Shanghai is an exciting, rewarding and invigorating career move. The School benefits greatly from its strong British genetics as a close sister school to Harrow London and the three further Harrow Schools in Hong Kong, Beijing and Bangkok, whilst celebrating its richly diverse pupil make-up within one of the most vibrant cities in the world. It represents the fusion of almost five hundred years of traditional British educational excellence with cutting edge, fast-paced, dynamic, international schooling.

Teachers at Harrow Shanghai work with small class sizes of hard-working, very engaged and ambitious pupils from strongly supportive families who recognise the gold standard that Harrow represents. The everyday school culture is forward-looking and aspirational with a strong commitment to professional development so that staff members are enabled to continually reflect upon their practice and share their ideas with their colleagues. There are, of course, many opportunities to benefit from our inclusion within a wider group of schools with teachers sharing thoughts, resources and initiatives regularly.

Shanghai, as a city to spend a few years living in, is cosmopolitan, exciting, great fun and diverse. It has a rich colonial past, giving it a distinctly European flavour. Every taste and pastime are catered for, and the city is a fabulous hub from which to explore the whole of Asia and beyond.

Therefore, if you feel you have what it takes to meet Harrow's high professional standards and have a zest for life that will ensure you can make the most of the amazing opportunity to live in a city like Shanghai, I would strongly encourage you to apply to become part of our team, and I look forward to meeting you in person.

Charles Ellison

Charles Ellison  
Head Master

## INTRODUCTION

Welcome to the growing family of Harrow schools, which currently includes Harrow School and The John Lyon School in London, as well as the Harrow International Schools in Bangkok, Beijing, Hong Kong and now Shanghai.

Above all the Harrow schools are committed to enabling students to fulfill their potential in a happy and supportive community. The curriculum in the schools is based upon the English National Curriculum, but the emphasis is on an all-round education. We are communities that believe all people should be valued, as demonstrated by our extensive pastoral care structures and helped by the fact that many students and staff live on or near the school sites. As you would also expect, links between all the schools in the Harrow family are very strong.

While not wishing to directly copy Harrow School in London, we do take the Harrovian spirit and seek to instill it in all aspects of school life here in Shanghai. We draw on the Harrow School stated purpose of preparing students “for a life of leadership, service and personal fulfillment”, by pursuing our own motto, *‘Leadership for a better world’*. It is our aspiration to develop leaders in our own international context who may one day be similar in stature to Sir Winston Churchill, Jawaharlal ‘Pundit’ Nehru, first Prime Minister of India and King Hussein of Jordan: all of whom are famous Old Harrovians.



## VISION

### *Leadership for a better world*

The development of leadership qualities has been a core element in Harrow education for a long time. Leadership 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 an effective team player, and positive personal leadership. In doing so, we identify six key leadership attributes:

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

We expect students to develop these qualities during their time at Harrow Shanghai. This cannot be done unless all teachers model such behaviour at all times. We expect our staff to be fully committed to the provision of relevant activities for our students, both in and out of the classroom, whereby they can develop and display these qualities.



## THE SCHOOL STRUCTURE AND CURRICULUM

Harrow Shanghai is a Pre-Nursery to Year 13 co-educational day school, which reflects the values, culture and curriculum of its prestigious namesake, Harrow School in the UK.

The school is organised into four sections: Early Years, Pre-Prep, Prep and Senior School, within which is the Sixth Form. The Head of Pre-Prep oversees Early Years as well as Years 1-4, the Head of Prep School manages Years 5- 8, while the Senior School comprising Years 9-11 and Sixth Form (our first cohort started in August 2017) fall under the direct remit of the Head of Senior School.

The curriculum of Early Years is based on the EYFS curriculum while Pre-Prep is based on the National Curriculum of England with elements of the International Primary Curriculum evident. Similarly, the Prep School follows the English National Curriculum adapted to an international context and our host country. The Director of Studies manages the curriculum in the Senior School, as well as specialist teaching and transition across all phases. The Senior School prepares students for IGCSE and A level qualifications as a preferred route to further education anywhere in the world.

We strive to generate a ‘through school mentality’ with staff as well as students being fully integrated in all aspects of life at Harrow.

It is envisaged that the school will eventually grow to a roll of approximately 1400 students. We expect our students to seek high academic attainment and to be involved in a rich array of extra-curricular activities (Leadership and Service) including community service, outdoor education, sport, the performing arts as well as a wide range of clubs and hobbies.

Every young person will be fully engaged with the high-quality pastoral support structures that revolve around the House system. Houses are the pastoral heart of Harrow Shanghai and provide students with leadership opportunities in all phases of the school. The House is the focus of every child’s life at school, as it is at Harrow School in the UK. Although this aspect of school life becomes more important once students are in the Prep School and above, every student is placed in one of the four Houses which have been established at Harrow Shanghai: Byron, Churchill, Rothschild and Shaftesbury.

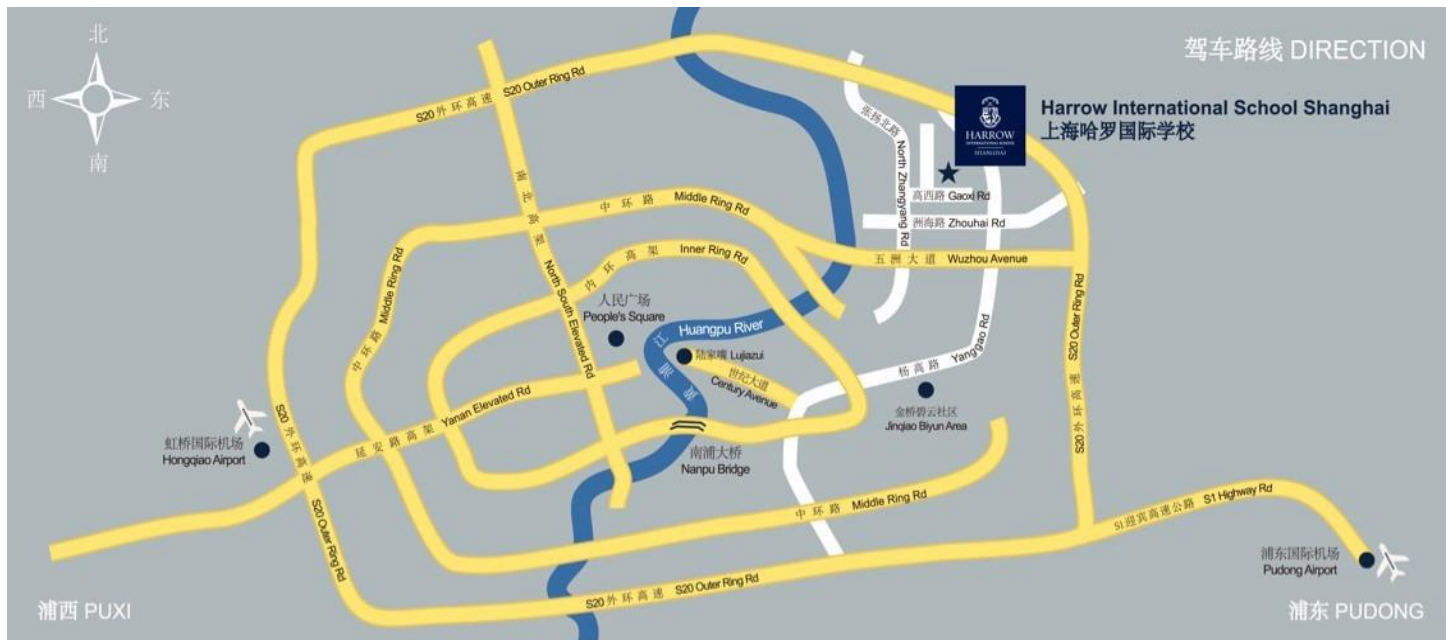


## LOCATION AND SITE

Harrow Shanghai is situated in the newly-developed Sunland Project in the Waigaoqiao Free Trade Zone Development, located in Pudong, only 30 minutes from the centre of Shanghai. An extensive road network and metro lines connect the area. The project is fully integrated with commercial, business, residential and recreational zones including a golf course as well as a rugby and tennis club. Sunland has been designated as a 'green' zone, with 70% of the land being devoted to green space, which will ultimately include a lake.

For more information about the Sunland Project please refer to <http://sunland.shwgq.com/en/web/index.asp>

All phases of Harrow Shanghai are located on one campus. All of our teachers will initially be housed close to the school, with the option of moving elsewhere in Shanghai at a future date.



## COMPENSATION PACKAGE

### Salary, Salary Scales and Responsibility Allowances

Harrow Shanghai has its own salary scale, which reflects the school's aim to attract high-quality staff. The salaries offered are extremely competitive in comparison with other leading international schools in China, and are awarded according to a points system on a series of scales relating to seniority, responsibility and experience. Harrow's responsibility allowances are therefore incorporated into these salary scales, with the level of responsibility determining the relevant scale. Staff appointed will progress up the salary scale one point for each year of successful service at the school. Contracts issued will initially be for two years' duration.

### Payment

During the Harrow Shanghai Teacher Induction Programme, held every August, a local bank account will be opened for each new member of staff, into which the school will deposit your salary. This will be done by the last working day of every month. Individual pay slips will be distributed to each member of staff by the HR department.

### Accommodation

As previously mentioned, in the first year of service at least, Harrow Shanghai will provide staff accommodation, to a high standard, with all modern conveniences, and within easy reach of the school. Since opening, the vast majority of staff have been living in the nearby 'Yanlord Sunland Garden' compound or the 'Lanson Place' serviced apartments. Further details will be provided at interview. After the first year, there will be an option for individual staff to take an accommodation allowance, which will enable them to choose where they live.

### Additional Benefits

The Harrow Shanghai overseas package also includes health insurance, provided by an international health care scheme, enabling the recipient and his/her dependants to take advantage of the good hospitals and medical facilities available in Pudong. Two school-age children of each overseas member of staff will be entitled to full remission of tuition fees at the school. 50% remission of fees is offered for three or more children attending the school. Other benefits including flights and end of contract bonuses are also attached to the overseas contract. These are in line with other international schools in China. Once again further details of all benefits will be given to candidates invited for interview.





## APPOINTMENT PROCESS

### First Round

Jobs advertised: December 2018

Application deadline: Early January 2019

Interviews: The school will review applications on a rolling basis. Early applications are encouraged.

Successful applicants will be expected to take up their posts early in August 2019, in time to participate in a 2-week induction programme prior to the commencement of the school year.

To apply for any position please follow instructions on the Harrow recruitment portal and submit all required documents along with contact details for two professional referees.

You should receive an acknowledgement of receipt within 24 hours of applying. All candidates will be advised of their progress by late January 2019.

### Subsequent Rounds

Should there be the need for additional recruitment, positions will be advertised in the TES and on our website later in the year with the timeline for appointments being broadly similar to that set out above.





## LIVING IN SHANGHAI

Shanghai is an exciting, rapidly changing and developing city. Change and growth seem to be happening on a quicker and larger scale than anywhere else in the world. It is said that the vast majority of the world's cranes are here in the city and it is not hard to see why. High-rise blocks and skyscrapers spring up out of the ground within weeks! It is a city that doesn't sleep and it will not be long before you see for yourself the strong work ethic of Shanghai. Shops are open earlier and close later and working hours of surgeries and other services are nowhere near as stringent as they are in the UK. This cosmopolitan city is future-orientated and open-minded and this makes it a fantastic and vibrant place to live.

The Huangpu River divides the city into two parts. These are called Pudong and Puxi. Pudong is to the east of the river ("dong" means east in Mandarin) and Puxi is to the west ("xi" means west). The Bund (pronounced like "fund"), once the heart of colonial Shanghai, looks across the Huangpu River from Puxi to the gleaming, high-rise towers of Lujiazui in Pudong, the city's commercial centre. Harrow International School is in Waigaoqiao, conveniently close to Pudong International Airport (PVG, 40 minutes), Disney World (30 minutes), Lujiazui (30 minutes) and the expat-friendly neighbourhood of Jinqiao (20 minutes).



## COST OF LIVING

Statistics can be misleading. How much a person spends a month in Shanghai is determined by their lifestyle choices.

Travelling around the city is very cheap. A metro journey of an hour will cost 5RMB (approximately 50 pence) and a taxi ride to the airport will cost 120 RMB. To make life even easier, there is also Didi (similar to Uber) and this is hugely cheaper than in the UK and on the whole, cheaper than taxis.

Fresh produce, such as fruit and veg, is available from local vendors at a much lower cost than in UK supermarkets. Utilities are also cheaper than in the UK.

However, home comforts and imported goods can understandably be expensive. For example; a 30g bar of Dairy Milk will cost you 15RMB (if you can find one!) and a big bag of Tyrells crisps 35RMB. However, owing to our proximity to Australia and New Zealand, imported wines are on a par with the UK. A Marlborough Sauvignon Blanc for example ranges from 85RMB to 150RMB.

Expats who would like to live cheaply can "rough it" by eating at a small "local" restaurant for dinner, for as little as 20 RMB. For those looking for a more high-end dining experience, there is a vast choice of upscale restaurants as well. The restaurant scene in the city is of the standard and variety on offer in London, New York and Paris. Michelin-star chefs flock to Shanghai to satisfy the appetites of the wealthy Shanghainese.

## SHOPPING

Shanghai reigns supreme when it comes to shopping. It embraces the street markets selling tourist souvenirs and antiques, fake markets with very good “genuine fakes” of all the major designers from Ugg to Gucci, as well as the very lavish stores selling the expensive and luxurious brands including Louis Vuitton, Chanel and Mulberry.

Familiar (affordable) names such as Carrefour, H&M, Old Navy and IKEA are also in abundance across the city. However, China’s Tesco and Walmart stores are nothing like what we’re used to!

Many expats do their grocery shopping online. ‘Epermarket’, ‘Kate and Kimi’ and ‘Fields’ are all very reliable and well-stocked grocery delivery services. Delivery is very cheap, if not free when you spend over a certain threshold, and the variety of stock on offer is impressive.

The Chinese have really taken to shopping online hence why Shanghai is home to the biggest online store in the world, Taobao. Think of eBay and Amazon on steroids and you are on the right lines! Visa and Mastercard are accepted online and in stores, but when you move to Shanghai your bank account will come with a “Union Pay” card – this is equivalent to Electron/Link in the UK and is one of the fastest growing payment systems in the world.

## FOOD & DINING

Dining is on a huge varied scale in the city. “Local” restaurants such as dumpling and noodle houses will fill you up for under a fiver for a couple and the experience of gesturing and pointing at pictures to order what you want (until your Mandarin can get you to a conversational level!) is half the fun.

Western brands such as Pizza Express, Pizza Hut, Dominoes, Papa John’s, McDonalds, Burger King, KFC and Coldstone Creamery (to name but a few) are all here too.

Higher-end eats such as Hakkasan, Ultraviolet, are equal in price to London but wines are pricier due to being imported.

A big expat habit in Shanghai is a lavish and over-indulgent champagne brunch on a Sunday. All the major 5\* hotels do it and for a set price you can eat and drink champagne to your heart’s content from 11am to 3.30pm.

Sherpas is a city-wide delivery service for food. Like “Hungry House” in the UK, the big restaurants are signed up so you can order your Friday night curry to your door!

Shanghai’s culinary delicacy is seafood, specifically crayfish. In Dashijie there is a street made up of “street-food” vendors selling fresh crayfish in different marinades and spices. As is the case across the world, take care where you eat street food. A good way to get to grips as a “newbie” is to sign up to a street food tour and to be guided to the best places. A three-hour tour including all food and drinks can range from 300RMB to 450RMB.

Jinqiao is an expat-dominated neighbourhood near to our school site. If in need of a Sunday roast in a ‘traditional’ English pub, The White Horse is the place for you!

There is basically something for everybody whether you are a culinary adventurer or not.

## **TRAVELLING**

Shanghai is a perfectly located hub from which you can easily access and explore South East Asia. Thailand and Vietnam are a three-hour flight away, Bali is six, Japan is just one and a half and northern Australia is seven. Travelling by air is cheaper than we are used to in the UK.

‘Ctrip’ is the China equivalent of Expedia and on their website you can book short city breaks, bullet train tickets or luxurious beach holidays. When exploring China, despite not leaving the country, you must travel with your passport and you will not be able to check-in to your hotel without it.

The bullet train gets you to Beijing in under six hours (or travel overnight for an unforgettable China experience!) and the “Maglev” is Shanghai’s express train connecting you to PVG airport in 8 minutes flat at 300 km/h!

Within the city, the metro is the easiest and quickest mode of transport as traffic can be bad, especially at rush hour. Buses can be convenient with a little Mandarin. For short trips, many expats purchase an electronic scooter or push-bike. A brand new scooter can cost anything from 800 to 4000RMB. As mentioned previously, taxis are cheap as is Didi.

## **CULTURE**

The Chinese culture is fascinating. The traditions are second to none. Family is at the centre of everything the Chinese do and this is endearing to see. Festivals such as the Dragon Boat Festival, Tomb Sweeping, Mid- Autumn Festival and of course Chinese New Year immerse you in the magic of the Orient.

As with a move to any country however, one must be aware and tolerant of the differences between one’s home culture and the culture in China. The major, and at times most frustrating, are:

Queuing; rarely done in China. Elbows at the ready! Personal space is also far reduced.

Spitting is done in China – a lot – so watch where you step!

Staring at “strange” foreigners (as we are officially called at airports) is the norm. We are fascinating.

“I’ll get it done tomorrow” really means maybe within a month.

The music scene in Shanghai is second-to-none. Huge acts such as Queen and Adam Lambert, Maroon 5, Michael Bublé and Metallica have all scheduled Shanghai into their recent world tours, performing in the Mercedes Benz Arena, Pudong. Live music, jazz clubs, and of course KTV (karaoke bars) are everywhere throughout the city.

Museums are of an interesting spectrum in the city. From museums of propaganda and city planning to the history of the cotton bud, they are all here! Musicals and dramatic performances visit the city frequently, such as the West End productions of “Ghost, The Musical”. An impressive array of Classical talent both local and from around the globe also visit Shanghai every year.

## **POLLUTION**

A move to Shanghai normally is questioned by many because of the air pollution in China. The AQI (air quality index) can be lower than mainland Europe and inner city London, and is frequently. Shanghai is located perfectly on the east coast, and so any bad air or toxic emissions from its many factories are quickly blown out to sea (unlike in Beijing). But, owing to the level of industry and the population density, the AQI can become higher than is seen in the West.

When the reading goes above 150, it is advisable to wear a face mask. Sufferers of asthma may too be aggravated at this level. Harrow School has the latest air purification technology built into all of our school buildings so when inside, no matter how high the pollution gets, air quality remains good. All outdoor activity ceases at Harrow when the pollution goes above 180.



At your home in Shanghai, you may choose to buy electronic air purifiers that plug into a power socket. This will ensure your air quality at home is very good. These vary in cost and need regular filter replacements. The best way to buy these are second-hand from expats who are leaving the city or repatriating. Alternatively there are companies now that operate a hire purchase approach to such devices.

When pollution is high (by which I mean above 180), there are many activities one can do so life is not limited. Just like at home on a rainy day, you can go to the many cinemas showing un-dubbed western new-releases, shopping malls, gyms, museums, bookshops, antique shops, fake markets etc. Though heading up to the viewing platform in one of the high rise buildings in Pudong is probably best left for clear skies which will enable you to grasp the true expanse of the urban sprawl which is home to over 25 million people!

## **CLIMATE**

The climate in Shanghai follows, approximately, the same seasons at the same time of year as the West. The summer runs from May to October and temperatures at their peak reach 40 degrees. May and September are the most pleasant months with temperatures in the mid-twenties and the humidity is at the lowest of the season. It slowly becomes cooler running into Autumn/Winter and by mid-December it is around 10 degrees during the day. January and February are very cold months and sub zero temperatures are not uncommon though snow is rare. As we reach late February it is very wet until early April. The Plum Rains hit Shanghai in June, making it a very hot, wet and sticky month.





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