



HD SHANGHAI SCHOOL

**Teaching Staff  
Appointment**  
FOR AUGUST 2019



HURTWOOD HOUSE  
CHINA



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# 1. Hurtwood House China

The first of the schools operated by Hurtwood House China, (known locally as HD Schools), opened in August 2014 in the city of Ningbo. We now have schools in Shanghai, Beijing and most recently, Qingdao in August 2018. Our story will not stop here. Our vision is to change the face of education in China.

## 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, co-educational 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

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### HD Ningbo

After its high-profile launch in 2014, HD Ningbo School has quickly established itself as the city's leading bilingual school. The school is located in the Yinzhou district of Ningbo, a high-end residential and commercial area only thirty minutes from the city centre. As of this academic year, HD Ningbo has classes open in each year group, with its first group of students due to sit their A-Level examinations. At capacity the School will accommodate 2000 students, with boarding available to students from Year 4.

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### 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.

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### HD Qingdao

Opened in August 2018, HD Qingdao 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\$7 billion 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 70,000m<sup>2</sup> 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.



## 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. HD Shanghai

HD Shanghai is located in the city's Songjiang district, widely regarded as the cultural root of the city of Shanghai itself. The school opened in August 2016 and will eventually grow to accommodate 1800 students aged 3-18.

## 2.1 Introduction

Work is currently under way on a new development phase, which will see the introduction of specialist upper-secondary teaching spaces and facilities, as well as boarding houses. Established on an impressive and imaginative campus, the school offers an outstanding bilingual education that blends the best of British with the best of Chinese. The curriculum allows students to access a broad and balanced learning experience – one in which tradition meets creativity, and east meets west.

HD Shanghai not only benefits from being part of the successful network of HD Schools in China (HD Ningbo, HD Beijing & HD Qingdao), but also from its strong relationship with Hurtwood House, our partner school in the UK. HD Shanghai draws on Hurtwood's experience and expertise at providing an all-round education. Students 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 Shanghai 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. As well as supporting our students to become bilingual, the low student to teacher ratio enables HD Shanghai to deliver a highly personalised approach to learning.

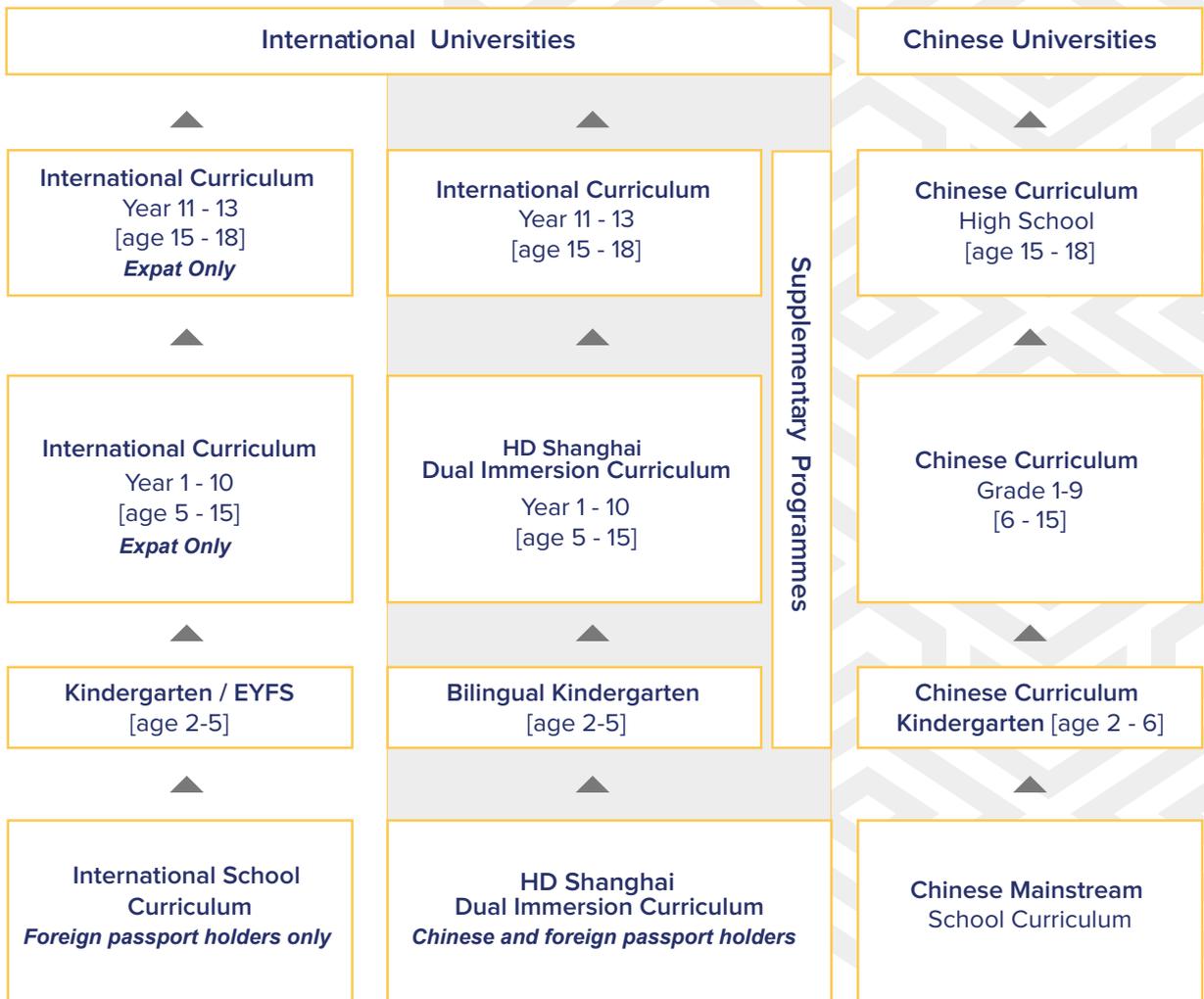
## 2.2 Curriculum Structure

Unlike other traditional international schools in China, HD Shanghai'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 Shanghai 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 Shanghai will be supported by a strong curriculum framework, while also having the flexibility to differentiate for the individual needs of their students.





## 2.3 Pastoral Care

A strong pastoral care system will be the foundation of each student's experience at HD Shanghai. We understand that students 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.

## 2.4 Facilities

The design of HD Shanghai is informed by the desire to deliver an innovative and contemporary bilingual curriculum in line with the school's vision and values. Each space is considered as being able to provide teaching and learning opportunities and promoting interaction between all users and visitors to the school.

Students and teachers will 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, basketball courts, and a 400-metre athletics track. All of HD Shanghai's indoor facilities are equipped with excellent air purification systems.



The school is fully committed to enhancing air quality on campus and playing our part in the drive towards greater environmental protection in China.



## 3. Appointment Details

The teaching staff roles available present an outstanding opportunity to join a team that will establish HD Shanghai as one of the city's leading bilingual schools.

Working alongside their Chinese counterparts, teachers in our kindergarten and primary schools will have the responsibility for delivering the majority of the teaching and learning to their pupils.

Secondary colleagues teach within their subject areas and work in close collaboration with partner teachers in their department. They support students in their academic and personal development and preparation for internationally recognised examinations.

## 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, well-resourced and orderly space which supports and encourages learning
- to have a thorough understanding of the purpose and aims of the HD Shanghai 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 Shanghai'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 Shanghai'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, school-based 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 Shanghai depends on the quality, well-being, 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



## 4. Living in Shanghai

As Lonely Planet states, few cities in the world evoke so much history, excess, glamour, mystique and exotic promise in name alone. The metropolis is often described in the most evocative and romantic terms – Pearl of the Orient, Gateway to the World and Paris of the East, to name but a few.

Shanghai is an inspiring and exciting city in which to live. Located in the delta of the mighty Yangtze River, approximately equidistant to Beijing and Hong Kong, Shanghai has been growing from a small market town in imperial China to a twenty-first century megalopolis. Shanghai is spearheading China's rapid business development. As well as being one of China's most significant industrial centres, Shanghai is home to China's main stock exchange with a strong emphasis on the high-tech industry and services sector.

When its vibrant economy is taken alongside the city's beauty and history, it is unsurprising that Shanghai is one of the world's most attractive and popular destinations for expats. The writer Kate Morgan sums up the charm, thrill and variety of Shanghai in a paragraph that captures some of the essence of the city.

*'From the architectural landmarks lining the Bund and the rickety charm of the Old Town to leafy backstreets of the former French Concession, Shanghai is a city that just begs for wandering. And eating. I love the fact that you can slurp a bowl of hand-pulled noodles or bite into soupy dumplings for*



*next to nothing, then splurge on cocktails and fusion fare while gazing out from a rooftop bar on the Bund, over the Huangpu River to Pudong's space-age night scene.'*

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## 5. Living in China

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.

## 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.

## 6. How to apply

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To apply, please send your curriculum vitae and supporting statement, which sets out your interest in this position, how you meet the requirements of the role and your ambitions while at the school, to **Careers-international@hurtwoodhousecn.com**

HD Shanghai is committed to safeguarding and promoting the welfare of children and expects all staff to respect this commitment. The post is subject to an appropriate criminal background check and satisfactory references.