



**HARROW**  
INTERNATIONAL SCHOOL  
BANGKOK

**LEADERSHIP FOR A BETTER WORLD**



Thank you for your interest in Harrow Bangkok.  
We hope you find the following information helpful and look forward  
to receiving your application.

**INFORMATION FOR PROSPECTIVE CANDIDATES**

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## A MESSAGE FROM THE HEAD MASTER

Thank you for your interest in the growing family of Harrow schools in Asia. Building on the 450 year tradition of Harrow School in London, the first Harrow International School was established in Bangkok in 1998, followed by Beijing in 2005 and in Hong Kong in 2012. Shanghai opened in August 2016.

Our international schools are committed to enabling all our students to fulfil their potential in safe and happy communities in which people are valued. Learning programmes are based on the English National Curriculum and the best of the independent school tradition, with an emphasis on a well-rounded, enriched education.



Whilst not attempting to imitate Harrow London, we do mirror the ethos of Harrow in the context of Thailand. We draw on Harrow's stated purpose of preparing students 'for a life of leadership, service and personal fulfilment' through our motto, '*Leadership for a better world*'. It is our aspiration to develop leaders of the stature of Byron, Churchill, Nehru and Shaftesbury, famous Old Harrovians, in our international context and looking to the challenges of the future.

Effective leadership requires the motivation, skills and determination to make a difference. We aim to promote leadership in a variety of forms; leading from the front, as well as being an effective team player. Therefore we ensure the development of the following six leadership attributes:

1. Contributing positively to the community
2. Applying knowledge with compassion
3. Solving problems collaboratively
4. Solving problems creatively
5. Making fair and just choices
6. Facing challenges with determination

The Harrow Foundation (London) is closely involved in the life of the international schools: two Foundation Governors visit each Asian school three times a year for board meetings and to assure quality. There are innovative student exchanges, interactions and competitions within all the schools and there is collaboration between groups of staff with common professional interests.

Our Schools operate under license to the Harrow Foundation. The license is held by our Chairman, Mr Daniel Chiu, a successful Hong Kong based businessman who has supported the schools since their foundation. His involvement is a modern reflection of the intentions of Harrow's founder, John Lyon, who was granted a Charter by Queen Elizabeth I in 1572 to establish the original School.

We believe in creating learning communities for our students in the spirit of Harrow, providing curricular and extracurricular programmes that bring that spirit to life. We welcome applications from candidates who share these values and wish to work in schools that promote them.

A handwritten signature in blue ink, appearing to read 'Michael Farley'.

Michael Farley  
Head Master

## THE SCHOOL

Our school is situated on a spacious and green campus beside Harrow Lake on the northern outskirts of Bangkok. The school has excellent facilities for our day school, boarding, sport and creative and performing arts. We draw our teachers from the UK maintained and independent, as well as the international sector. Most live either on-site or close to the school in the local area. This supports a strong sense of community.

There are over 42 nationalities in the 1,600 student body and links with the other schools in the Harrow Family are strong. We also enjoy good relationships with other international schools in Bangkok and across the East/Southeast Asia Region.



## TEACHING AND LEARNING

We are an Early Years to Year 13 'through' school, providing the English national curriculum Early Years Foundation Stage and Key Stages 1, 2 and 3 (our Prep Phase bridges KS2 and KS3), then IGCSEs and A Levels. Our curricular and extracurricular activities support our motto, '*Leadership for a better world*' and focus on our students' pastoral and holistic educational needs. This is reflected in the breadth of the extracurricular, '*Leadership and Service*' programmes, as well as the diversity and challenge within the curriculum itself, with a strong emphasis on using our local context and a student-focused approach to develop our students' essential and transferable learner skills.

Teaching in Years 10 to 13 is focused on external examinations and preparation for undergraduate study. Our students' results place us in the top 5% of British schools anywhere and our graduates transfer to the universities of their choice; many being amongst the best in the world.

## OUR STUDENTS



More than two-thirds of our students are Thai, with the rest coming from all around the globe. The significant presence of local students creates a dynamic cultural interface between local and overseas students, enriching the cultural character of the school. We avoid the sense of transience that often pervades 'expat' schools: most of our students arrive in the Lower School and develop with us across many years, eventually graduating from the Sixth Form.

Students are highly motivated and flourish in the formal yet progressive school environment. Our staff find they spend little time dealing with discipline issues and are able to focus on their teaching. Students generally come from professional or entrepreneurial backgrounds; homes that value and encourage learning. A range of scholarships are available for the less affluent.

There's a broad range of opportunities for teachers and students to interact outside the classroom; in service learning, sport, the creative arts and residential experiences for example. This means that, whilst respectful, relationships between teachers and students are extremely convivial.



## OUR PARENTS

Parents are highly supportive and the '*Friends of Harrow*' (parent-teacher support group) provide an appropriate vehicle for parents to get involved, as well as to bring concerns and suggestions to the school's management. Parents are encouraged to come to school and interact freely with staff. Parents are expected to attend parent-teacher consultations, with high rates of attendance being normal. We also provide a wide range of parent workshops and other activities.

## WHAT WE ARE LOOKING FOR



We seek teachers who care about young people and their learning; who like being with children and go out of their way to spend time with them; teachers who go the 'extra mile', seeing teaching as a vocation. We wish to appoint teachers who embrace a high degree of integration between their personal and professional lives; teachers who young people like being with and who enjoy the fellowship of colleagues. Those we appoint relish being part of the wider school community and give generously and willingly of their time.

Successful Harrow Bangkok teachers have a passion for their teaching. They are reflective and willing to try new ideas if they think it will benefit the students. They have all-round abilities and interests that support excellence both in the classroom and our Leadership and Service programmes. Many of our teachers have an understanding of the independent and/or international sectors and have been involved in boarding 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.

## LEADERSHIP VALUES

In the spirit of the school's motto, *Leadership for a better world*, all teachers are expected to enthusiastically embrace the following:

1. The school's community – being involved in the full life of the school and facilitating opportunities to give all stakeholders a sense of belonging and purpose
2. Servant leadership – treating all stakeholders with respect, listening to them and giving them a sense of being cared for and valued
3. Collaborative leadership – seeking and considering the opinions of others and effectively mentoring those for whom one is responsible
4. A commitment to develop interpersonal skills
5. A willingness to make difficult decisions with transparency and accountability
6. Determined pursuit of the ethos and strategic goals of the school

## CRITERIA FOR APPOINTMENT

Please apply if you meet the following requirements:

- Appropriate degree, with UK PGCE, or another teaching qualification that gives QTS
- Minimum three years' teaching experience
- Familiarity with the National Curriculum of England (plus IGCSE/GCSE and/or A Levels as appropriate)
- A passion for teaching and a commitment to educating the whole child, including extra to the curriculum
- A high level of professionalism and consideration of the well-being of children
- Respect for all members of the community, irrespective of position, gender, age and ethnicity
- Previous experience working with students for whom English is not their first language
- A positive and solution-focused attitude to working life
- A clean Criminal Record check (this is the International Child Protection Check from the UK or appropriate police and other checks from relevant countries of residence/work, for applicants who have never worked in UK) and no issues regarding suitability to work with children

## TERMS OF EMPLOYMENT

Applicants should note the following:

- Contracts are initially for two years
- Salaries are similar to those of other international schools of our standard in the region
- 10% of annual salary (at maximum) for an annual discretionary performance related bonus
- Health insurance coverage for teachers and dependents is provided (10% co-pay scheme). (Pre-existing or congenital conditions may be precluded)
- Accommodation is provided free of charge, usually on the school campus for the first two years, though there is a discretionary option to take a housing allowance and live off-site. Services are charged.
- Airfare and baggage allowance is provided from and to point of origin at the beginning and end of the contract period, including for dependents (except for locally hired appointments).
- Where remission is given, fees for children of teachers attending the school range from 90% reduction for Pre Nursery to Year 9 and 93% for students attending Years 10 – 13
- The cost of working visas, dependents' visas, work permits and teacher license costs are paid for by the school

## IMPORTANT INFORMATION - BEFORE YOU APPLY

- **Travelling to Thailand during the period leading up to the New Teacher Induction Programme** can cause issues for your working visa application process. We advise against travel to Thailand during the period after you have secured your non-immigrant B visa, usually in May, until arrival in August.
- **The New Staff Induction Programme** is provided in early to mid August, (for teachers starting at the beginning of the school year). Newly appointed staff will be required to travel to Thailand early in August (usually around 6<sup>th</sup> to 9<sup>th</sup> August) so should avoid any commitments that may prevent this.
- **The Thai Immigration and Ministry of Education may refuse applicants whose ICPC criminal record or other police check show a previous conviction or caution.** This can result in your visa application being refused and we may not be able to proceed with the employment process. If you have any conviction of any sort, please declare it to school senior staff before appointment.
- The School does not pay for **costs incurred travelling to interview.**
- **The appearance** of teachers is important in Thailand. This may be contradictory to the cultural expectations you are familiar with. Formal and conservative dress is expected for teachers and excessive tattoos are culturally inappropriate in Thailand.
- **Thailand has strict rules on employment of non-Thais outside of the education field.** This may impact you if you are planning to relocate with a partner who is not being employed by the school and/or is hoping to gain employment in an area other than education. Non-Thais are precluded from many specific types of jobs in Thailand. Occasionally, posts in the school become available which partners of teachers are welcome to apply for, however employment by the school of an accompanying partner cannot be guaranteed.

## SALARY AND BENEFITS SUMMARY

### TEACHER SALARY SCALE 2018-2019

Scale Point	Years of Teaching	Monthly (THB)	Annual (THB)
T1A	0	107,763	1,293,156
T1B	1	107,763	1,293,156
T2A	2	112,019	1,344,228
T2B	3	112,019	1,344,228
T3A	4	116,276	1,395,312
T3B	5	116,276	1,395,312
T4A	6	120,957	1,451,484
T4B	7	120,957	1,451,484
T5A	8	125,637	1,507,644
T5B	9	125,637	1,507,644
T6A	10	130,474	1,565,688
T6B	11	130,474	1,565,688
T7A	12	135,311	1,623,732
T7B	13	135,311	1,623,732
T8A	14	140,641	1,687,692
T8B	15	140,641	1,687,692
T9	16	145,972	1,751,664
T10	17	151,726	1,820,712
T11	18	157,493	1,889,916
T12	19	161,725	1,940,700
T13	20	164,839	1,978,068
T14	21	167,945	2,015,340
T15	22	171,058	2,052,696
T16	23	174,169	2,090,028
T17	24	177,277	2,127,324

## TEACHER (OTHER) SALARY SCALE 2018-2019

Point	Years of Teaching	Monthly (THB)	Annual (THB)
T01	1	78,453	941,436
T02	2	80,947	971,364
T03	3	83,521	1,002,252
T04	4	86,176	1,034,112
T05	5	88,916	1,066,992
T06	6	91,742	1,100,904
T07	7	94,660	1,135,920
T08	8	97,669	1,172,028
T09	9	100,775	1,209,300
T010	10	103,978	1,247,736
T011	11	107,284	1,287,408
T012	12	110,695	1,328,340
T013	13	114,215	1,370,580
T014	14	117,846	1,414,152
T015	15	121,592	1,459,104
T016	16	125,458	1,505,496
T017	17	129,448	1,553,376

**Teacher Salary Scale** applies to a full-time teacher with full teaching and non-teaching duties who **meets all three** of the criteria below.

**Teacher (Other) Salary Scale** applies to a full-time teacher with full teaching and non-teaching duties who **does not meet all three** of the criteria below.

1. **UK (or equivalent) degree.** An equivalent degree is one gained in an accredited university in a 'developed' country.
2. **UK (or equivalent) QTS.** QTS refers to a teaching qualification that is recognised by the British Ministry of Education, (usually PGCE, B.Ed or GTTP). Harrow School does not recognise the international PGCEi (or similar), CELTA or TEFL as sufficiently rigorous teaching qualifications to achieve this criterion.
3. **UK (or equivalent) classroom teaching experience.** Minimum of two years full-time employment.

## ADDITIONAL RESPONSIBILITY ALLOWANCES

RA	ADDITIONAL RESPONSIBILITY POSTS	THB
1	Administrative Support: Holiday Programme Administrative Support: Saturday School Deputy Duke of Edinburgh’s Award Coordinator and Head of Duke of Edinburgh’s Award Coordinator Lead Japanese Teacher Lower School Instrumental Programme Coordinator Lower School Subject Coordinator - D&T Lower School Subject Coordinator - Humanities Lower School Subject Coordinator - Maths Lower School Subject Coordinator - PSHE Lower School Subject Coordinator- English Lower School Subject Coordinator: Art & Design Lower School Subject Coordinator: Gifted & Talented MUN Coordinator Resident Boarding Assistant (1 of 3) Second in Charge - Social Sciences Upper School Cover Coordinator Upper School Data and Dashboard Champion	<p style="text-align: center;"><b>RA1 – Point One</b>  <b>4,765 THB / month</b>  <b>57,180 THB/annum</b></p>
2	Boarding Support Counsellor Careers & University Guidance Counsellor (SR5) Head of Computing and Digital Citizenship Head of Academic Music Department Head of Computing Department Head of Design and Technology Department Head of Drama Department Head of Geography Department (Second in Humanities) Head of Learning Support Head of Lower School Music Head of Lower School PE Head of Lower School Thai	<p style="text-align: center;"><b>RA2 – Point Two</b>  <b>9,535 THB/month</b>  <b>114,420 THB/annum</b></p>

<p><b>2</b></p>	<p>Head of Mandarin Department  Head of PE Department  Holiday Programmes Manager  Lower School Sports Coordinator  Lower School Subject Leader - Science  Manager of Assessment and Data  Non-Resident Boarding Assistant  Non-Resident Boarding Assistant  Non-Resident Boarding Assistant  Prep House Leader - Byron  Prep House Leader - Keller  Prep House Leader - Churchill  Prep House Leader - Nehru  Prep House Leader - Sonakul  Prep House Leader - Suriyothai  Prep Subject Coordinator: Science  Saturday School Manager  Second in Art  Second in English - EAP  Second in English - Prep  Second in English- First Language &amp; Literature  Second in Humanities (Religious Studies and Prep Humanities)  Second in Maths - SR5  Second in Maths - Prep  Whole School Proofreader</p>	<p><b>RA2 – Point Two  9,535 THB/month  114,420 THB/annum</b></p>
<p><b>3</b></p>	<p>Assistant Director of Sport  Boarding: Deputy House Master/Boarding: Deputy House Mistress  Head of Biology Department  Head of Careers and University Guidance  Head of Chemistry Department  Head of Lower School English Team  Head of Lower School Maths Team</p>	<p><b>RA3 - Point Three  19,066 THB /month  228,792 THB /annum</b></p>

	<p>Head of Physics Department</p> <p>Head of Thai Department</p> <p>Lower School Inclusion Manager</p> <p>Year Group Leader - Toddlers</p> <p>Year Group Leader - Nursery</p> <p>Year Group Leader - Pre-K</p> <p>Year Group Leader - Reception</p> <p>Year Group Leader - Year One</p> <p>Year Group Leader - Year Two</p> <p>Year Group Leader - Year Three</p> <p>Year Group Leader - Year Four</p> <p>Year Group Leader - Year Five</p>	<p><b>RA3 - Point Three</b></p> <p><b>19,066 THB /month</b></p> <p><b>228,792 THB /annum</b></p>
4	<p>Assistant Head of EYC/Assistant Head of Prep Phase/Assistant Head of Pre Prep/Assistant Head of Sixth Form</p> <p>Boarding House Master/Boarding House Mistress/Boarding Senior House Mistress</p> <p>Director of ICT Services/Director of Music/Director of Sport</p> <p>Head of Creative Arts Faculty</p> <p>Head of Byron House/Head of Churchill House/Head of Sonakul House/Head of Suriyothai House/Head of Keller House/Head of Nehru House</p> <p>Head of English Faculty</p> <p>Head of Humanities Faculty</p> <p>Head of Languages Faculty</p> <p>Head of Maths and Computing Faculty</p> <p>Head of Science and PE Faculty</p> <p>Head of Social Sciences Faculty</p> <p>Upper School Head of Leadership in Action (LiA)</p>	<p><b>RA4- Point Four</b></p> <p><b>28,601 THB/month</b></p> <p><b>343,212 THB /annum</b></p>
5	<p>Head of Early Years</p> <p>Head of Pre Prep</p> <p>Head of Prep (Pastoral)</p> <p>Head of Sixth Form</p> <p>Head of SR5</p> <p>Thai Principal</p>	<p><b>RA5- Point Five</b></p> <p><b>38,132 THB/month</b></p> <p><b>457,584 THB/annum</b></p>
6	<p>Deputy Head of Lower School (Director of Studies)</p> <p>Deputy Head of Upper School (Director of Pastoral)</p> <p>Deputy Head of Upper School (Director of Studies)</p>	<p><b>RA6 - Point Six</b></p> <p><b>57,197 THB /month</b></p> <p><b>686,364 THB /annum</b></p>

## PRACTICAL DETAILS

### Accommodation and Cost of Living

In a recent survey of expatriates carried out by HSBC, Thailand was second to Canada as the best country to live in. The quality of life for teachers compares very favourably with the UK. The accommodation on site is in 2, 3 or 4 bedroom units (either apartments or townhouses). Water and electricity bills are reasonable, even when using air-conditioning. Food is surprisingly cheap, fresh and plentiful. Thais eat out frequently; dining in local restaurants is very reasonable and the quality of food is high. A taxi fare into central Bangkok is 200-400 Baht (£4 to £8), plus tolls (£2) if you want to use the Expressway. The Skytrain and the underground public transport systems are far cheaper than their UK equivalents. It is entirely possible to enjoy a very pleasant lifestyle, including travel and eating out regularly, and still save money.

### Cost of Living Comparison between Bangkok and London

Restaurants	Bangkok	London, UK	UK % difference
Meal, Inexpensive Restaurant	£1.25	£10.00	+702.44 %
Meal for 2, Mid-range Restaurant, Three-course	£12.46	£50.00	+301.22 %
Combo Meal at McDonalds or Similar	£2.49	£5.00	+100.61 %
Domestic Beer (0.5 liter draught)	£1.25	£3.50	+180.85 %
Imported Beer (0.33 litre bottle)	£2.08	£3.50	+68.51 %
Cappuccino (regular)	£1.25	£2.40	+92.59 %
Coke/Pepsi (0.33 litre bottle)	£0.31	£1.20	+285.17 %
Water (0.33 litre bottle)	£0.21	£1.00	+381.46 %
<b>Shopping items</b>			
Milk (regular), 1 litre	£1.04	£1.00	-3.71 %
Loaf of Fresh White Bread (500g)	£0.82	£1.00	+21.89 %
Rice (1kg)	£0.62	£1.40	+124.68 %
Eggs (12)	£1.25	£2.39	+91.78 %
Local Cheese (1kg)	£10.38	£7.30	-29.71 %
Chicken Breasts (Boneless, Skinless), (1kg)	£1.83	£7.00	+282.79 %
Apples (1kg)	£1.25	£1.65	+32.40 %
Oranges (1kg)	£1.40	£1.55	+10.56 %
Tomatoes (1kg)	£1.14	£2.00	+75.08 %
Potatoes (1kg)	£1.25	£1.00	-19.76 %
Lettuce (1 head)	£0.69	£1.00	+45.90 %
Water (1.5 liter bottle)	£0.31	£1.00	+220.98 %
Bottle of Wine (Mid-Range - supermarket)	£12.46	£7.00	-43.83 %
Domestic Beer (0.5 liter bottle)	£1.04	£1.50	+44.44 %
Imported Beer (0.33 liter bottle)	£2.08	£1.40	-32.60 %
Pack of Cigarettes (Marlboro)	£1.74	£7.02	+302.37 %
<b>Transportation</b>			
One-way Ticket (Local Transport)	£0.44	£3.00	+587.81 %
Monthly Pass (Regular Price)	£15.58	£120.00	+670.34 %

Taxi Start (Normal Tariff)	£0.73	£3.00	+312.68 %
Taxi 1km (Normal Tariff)	£0.10	£2.74	+2,541.06 %
Taxi 1 hour Waiting (Normal Tariff)	£1.87	£55.00	+2,842.28 %
Gasoline (1 litre)	£0.83	£1.38	+66.71 %
Volkswagen Golf 1.4 90 KW Trendline (Or Equivalent New Car)	£16,616.00	£16,400.00	-1.30 %
<b>Utilities (Monthly)</b>			
Basic (Electricity, Gas, Water, Garbage) for 85m2 Apartment	£52.96	£167.80	+216.82 %
1 min. of Prepaid Mobile Tariff Local (No Discounts or Plans)	£0.04	£0.18	+321.28 %
Internet (6 Mbps, Unlimited Data, Cable/ADSL)	£12.46	£20.00	+60.49 %
<b>Sports And Leisure</b>			
Fitness Club, Monthly Fee for 1 Adult (School Facilities are Free)	£41.54	£50.00	+20.37 %
Tennis Court Rent (1 Hour on Weekend)	£7.79	£8.75	+12.34 %
Cinema, International Release, 1 Seat	£3.63	£10.00	+175.12 %
<b>Clothing And Shoes</b>			
1 Pair of Jeans (Levis 501 or Similar)	£41.54	£60.00	+44.44 %
1 Summer Dress (Zara, H&M, ...)	£34.17	£30.00	-12.20 %
1 Pair of Nike Shoes	£72.70	£60.00	-17.46 %
1 Pair of Men Leather Shoes	£62.31	£70.00	+12.34 %
<b>Rent Per Month</b>			
Apartment (1 bedroom) in City Centre	£415.40	£1,400.00	+237.02 %
Apartment (1 bedroom) Outside of Centre	£207.70	£900.00	+333.32 %
Apartment (3 bedrooms) in City Centre	£1,038.50	£2,600.00	+150.36 %
Apartment (3 bedrooms) Outside of Centre	£519.25	£1,600.00	+208.14 %

#### Indexes Difference

Consumer Prices in London are 98.00% **higher** than in Bangkok

Consumer Prices Including Rent in London are 129.85% **higher** than in Bangkok

Rent Prices in London are 198.05% **higher** than in Bangkok

Restaurant Prices in London are 284.14% **higher** than in Bangkok

Groceries Prices in London are 49.68% **higher** than in Bangkok

## What is it like to live and work in Harrow Bangkok?

'I love teaching at Harrow Bangkok! It's exciting, engaging, energetic and caring. The children here are superb; a real joy to learn with and you can take them to the moon! This is my ninth year working here, so I have seen, and been part of, many initiatives and changes. ICT integration, Big Write, Big Maths, improving the learning environment and the sports facilities' expansion are just a few developments I could mention. All have had a positive impact on the children.



Last December, I took my two children to the Residents Christmas Party - a traditional event that fuses together the spirit of Christmas with the spirit of Harrow Bangkok: supportive, caring, family.

Whatever your interest, you will find your cog in the wheel of Harrow; running club, badminton club, tennis club, Pilates, yoga, climbing, sailing, art, drama and book club, to name but a few.

I love it here, my children love it here. I bet you will love it here.'

Kirsty Salmon  
Year 4 Teacher



'We have worked in International Schools and lived in Asia for 9 years, and are now in our 4th year at Harrow Bangkok. Harrow Bangkok is a thriving school which provides a fantastic environment to develop professionally and to challenge yourself on a daily basis. Our students are hard-working, enthusiastic and eager to learn, making it a recipe from heaven to teach. Our students have so many opportunities to fully develop with our holistic approach to education, valuing sport, the arts, leadership activities, as well as offering an opportunity for serious scholarship.

My wife and I both work at Harrow Bangkok and have 2 children. Our eldest has been attending the Early Years Centre since she was 18 months old. She has thrived in a friendly, caring, fun environment, where the educational opportunities and support structure is outstanding. She is now in reception and is absolutely flying, benefiting from specialist lessons in PE, Swimming, Music,

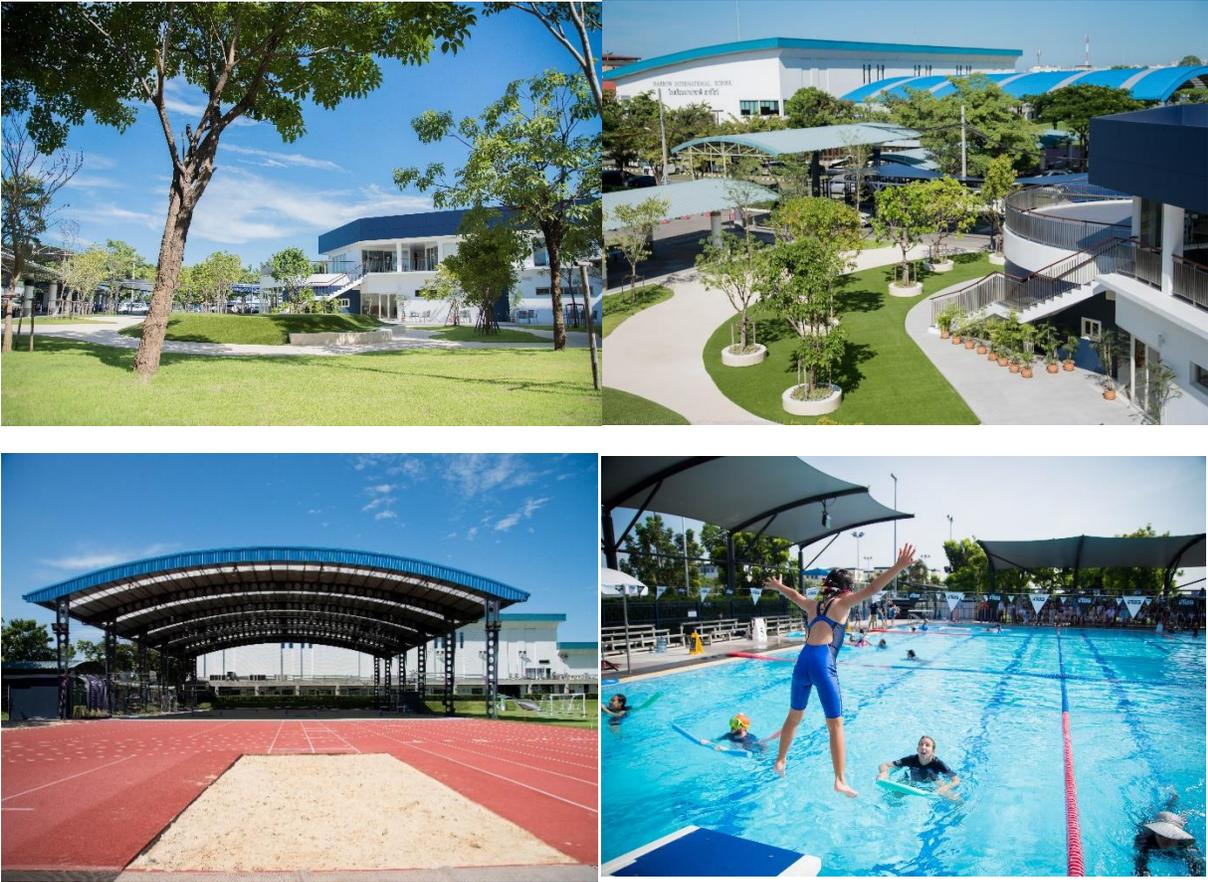
Thai, as well as having the support and guidance from a fantastic teacher and teaching assistant. We could not think of a better place for our children to grow up.

Our school has fantastic facilities that are not only available to our students but to staff too; from fitness classes in the fitness suite/dance studio, football on one of our six grass pitches, sailing on the lake, to running around our very green, garden campus. You really can have an excellent work-life balance and lead a very high quality of living. Living in Bangkok and Thailand gives you so many opportunities to explore the region too, and you can enjoy spending time on islands, in the jungle, or up mountains literally within hours of the school finishing for a weekend or for the holidays.

We love working at Harrow Bangkok, living in Bangkok and Thailand, and we could not recommend it highly enough to anyone considering moving here.'

Michael Preston  
Director of Sport

## CAMPUS FACILITIES



## THE BENEFITS OF WORKING WITH HARROW SCHOOLS IN ASIA

The Harrow International Schools family is dynamic. We have been operating international schools in Asia for 20 years, longer than any other UK independent school, and have taken our time to be ready for further expansion. Our growth has been cautious and successful.

With high levels of staff retention and gradual increases in leadership capacity in recent years, the group is well placed to expand further, using its growing expertise. New teachers joining us will benefit from the experience and expertise already available while, at the same time, bringing fresh ideas and experience from previous professional lives.

Becoming part of the Harrow family offers real benefits for teachers. Professional development links are already flourishing and career progression within the family is a very real option.

### THE HARROW FAMILY

#### Legal ties

Each Harrow international school has its own Harrow Agreement, a legally binding relationship that outlines the roles and responsibilities of both the Harrow Foundation (UK) and the individual school.

Each Harrow Agreement has important appendices that define the accountabilities for the operation of the individual school. Harrow International Management Services (HIMS) is the operating company for the Harrow International Schools, providing strategic oversight, coordination and quality assurance for the existing schools and establishing new Harrow international schools.

#### Functional ties

There is significant interaction between the schools in the Harrow family:

1. Old Harrovians have sat, or are sitting, on both Harrow Bangkok and Harrow Beijing Boards.
2. A former Head Master of one of the Harrow Foundation's London schools, The John Lyon School, was Head of Harrow Bangkok, until August 2011.
3. A former Deputy Head Master of Harrow School, London, was the founding Head of Harrow Hong Kong, until August 2017.
4. A Master (Beak) taught mathematics at Harrow on the Hill for 16 years before going on to teach at all but one of the Harrow International Schools.
5. Graduating students from both Harrow School (London) and The John Lyon School have worked in Harrow Bangkok as gap students.
6. At Speech Day each year, teachers win travel awards and may travel to Harrow School London for a week to become more acquainted with the school.
7. A Year 9 student exchange takes place between Harrow schools.
8. Selected students from all Harrow schools attend Harrow School's, 'Harrow Family Fifth Form Conference' each June.
9. There are several annual inter-Harrow school student competitions (Coding, Mathematics, Swimming).
10. All newly appointed Heads of School are inducted at Harrow School.
11. The HIMS Chairman and the Director of Schools, all Harrow Head Master/Mistresses work closely with the Harrow Foundation (London) throughout the year.

## OTHER SCHOOLS IN THE HARROW ASIA FAMILY

### Harrow Hong Kong

Harrow opened in Hong Kong in September 2012 on a spectacular site on the Gold Coast in the New Territories. The Lower School consists of Early Years (Crèche and Kindergarten) and Pre Prep (Years 1-5). The Upper School includes the Preparatory School (Years 6-8), the Senior School (Years 9-11) and the Sixth Form (Years 12-13). Harrow Hong Kong is the first day/boarding international school in Hong Kong with extensive boarding facilities. Up to half of the places in the Upper School from the start of Year 6 are for weekly boarding. The school's roll is at 1,300.



### Harrow Beijing



Harrow Beijing was founded in 2005, building on the proven success of Harrow in Bangkok. Initially, it opened as a Secondary school in central Beijing with a clear brief to provide high-quality British based education and preparation for leading universities around the world. In 2008, after four years of Harrow education, forty-seven students graduated, securing places

in a range of good universities in Britain, America, Canada and Australia. Aware that the founding mandate had been fulfilled and with the secondary school almost full, in August 2008 we opened a Lower School site. In March 2013 a brand new, spacious, purpose-built site was finally opened, with outstanding facilities.

## Harrow Shanghai

Harrow Shanghai opened in August 2016 and is the most recent addition to the Harrow family. The school is a day and boarding school for students aged 2-18. Pre Nursery to Year 10 opened in August 2016 on the newly-developed Sunland project in the Waigaoqiao Free Trade Zone, thirty minutes from the centre of Shanghai. In August 2017 we expanded to Sixth Form with the establishment of Year 12. Boarding is a crucial element in the life of all Harrow schools and Shanghai is no different. Boarding is expected to be available at Harrow Shanghai in late 2017.

