Hurtwood House China:
An Introduction



HURTWOOD HOUSE
CHINA

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1. Hurtwood House China

1.1 Our Vision and Story

The group known within the People's Republic of China as HD Schools (Pronounced 'He De'), opened its first school under the Hurtwood House banner in August 2014 in the eastern coastal city of Ningbo. We now have schools in Shanghai and Beijing, and, most recently, Qingdao. Our story will not stop here. Our existing schools will continue to grow rapidly, and plans are already afoot to open new schools in other Chinese cities.

The development of Hurtwood House China is an extension of Hurtwood House UK's commitment to quality and to its spirit of ingenuity, which has seen the school break new ground educationally 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, with a bilingual vision.

Through our bilingual approach, we aim to nurture global Chinese citizens – individuals who retain a profound respect and knowledge of their own culture and language, while also 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, but recognise that education is broader than this: it is about individual students and their enjoyment of school; it is about creating an environment where creativity is fostered, collaboration is encouraged, and critical thinking nurtured; it is about providing opportunities for students to develop new skills and interests outside the core academic curriculum. We firmly believe that a broad, balanced and caring approach is required for education to succeed in creating character.



Hurtwood House UK

Set in 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 Sister 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.

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.

The link with Hurtwood House permeates the HD Schools at all levels – from governance and management to classroom practice, extra-curricular vision and the staff appointment process.



1.3 Our Network of Schools

Ningbo HD

Our Ningbo School, was the first in the group and is the most established. The campus is large, with 33 acres of state-of-the-art facilities, as well as green spaces and play areas. It is located near the city subway, so is easily accessible for staff living nearby.

The atmosphere onsite is calm yet purposeful. Our close-knit teams of International and Chinese teaching staff develop happy working relationships, where collaboration is celebrated and lasting friendships are formed. New staff are warmly welcomed and helped to settle in to their roles and lives in China.

The non-academic support staff work tirelessly to provide all the practical things we need, and as a result we are able to deliver an exciting educational experience for our students. Evidence of this is everywhere as you walk around our well-equipped buildings, decorated with children's work and photos of them enjoying our varied school events.

Students of all ages (2-18 years) join us from predominately Chinese families, who are excited about the unique education we offer, which combines the best of the Chinese curriculum with International best practice, in a truly bilingual environment. Our shared values of Wisdom, Courage and Empathy are important to us as we educate the next generation.

Our vision to educate the whole child means that everyone is committed to supporting our students in their wider interests and giving them the confidence to try new things. The extra-curricular programme is varied and exciting, ranging from football to pottery, fencing to theatrical drama. As you walk around the campus you hear the buzz of happy children – learning and having fun!

Please visit our website to find out more about HD Ningbo and living in China.



Shanghai HD

Walking through the main entrance and around Shanghai HD Bilingual School, you are immediately struck by the school's green and spacious nature. High ceilings and gentle lighting around the building add to a cosy but purposeful atmosphere, which characterises the school.

Shanghai HD is friendly. Colleagues here are genuinely supportive of one another. At the right times of day, our staffroom buzzes with activity and you are likely to find teachers collaborating and discussing the next sporting fixture or learning event. Our students can be heard throughout our school – learning is not a quiet business! There is a sense of ownership amongst our children, demonstrated by their confident interactions with staff and other adults.

It is perhaps best to judge a school by its practices, rather than its words. No feature of Shanghai HD Bilingual School is more prevalent than the facilitation of its students' achievements. Classrooms and corridor spaces are decorated with an array of children's work, which celebrates the diverse, global curriculum that our learners are studying. A rich and varied range of learning activities, from a drumming after-school activity to student-led parental lectures, are taking place at any given time. From the moment one steps foot onto HD Shanghai's campus, the values can be seen in practice.



This is only a glimpse into our school so we encourage you to find out more through our website, or visit if possible. We look forward to meeting with you.



Beijing HD

Hurtwood House Beijing opened its doors in August 2017, and in a very short time has become one of the top bilingual schools in Beijing. It is located near the 5th ring road, on the north-eastern corner of the picturesque, Dongba Park, ideally situated near Beijing Capital International airport.

HD Beijing has first-class facilities, including; a theatre, swimming pool, sports dome and an enchanting library where the lines of real-life and adventure become blurred. The school boasts a state-of-the-art air purification system, as we play our part in the drive towards greater environmental protection in China.

At HD Beijing, we recognise that every child is special. Our focus is on nurturing the whole child – emotionally, socially and academically, in a safe and positive learning environment. Our dedicated team of professionals ensure that creativity and fun are combined with a holistic, academically rigorous programme that fosters the development of globalised Chinese citizens.

Given the opportunity to visit HD Beijing School, you will be immersed in a learning centre buzzing with activity. You will receive a warm welcome from staff and students where everyone is working together to achieve common goals and promote the love of learning. Although we are the smallest in size of the HD China School's, HD Beijing is big in heart; our close-knit community is our family.



We look forward to welcoming you one day soon.



Qingdao HD

Our school is an exciting and vibrant place to work. Qingdao HD is set on Starlight Island, 5 minutes from Qingdao Film Studios; the film capital of China. As you enter the main gate you will be struck by the incredible school facilities on offer; a world class theatre, an Olympic sized swimming pool in addition to two primary sized pools, an athletics track, a full-sized football pitch and two gymnasiums.

To compliment the first-rate facilities, we have a dedicated and hardworking staff, committed to innovative and evidence-informed approaches to learning. Our international and Chinese teams work closely together to make a supportive and exciting collaborative atmosphere where we encourage new ideas and develop young leaders. We are a new school and so flexibility and enthusiasm are essential qualities that we seek in new teachers.

The Primary School currently admits students from Early Years up to Year 5. We also look forward to opening a middle school in 2019/20 with the introduction of Year 7 and 8. Our aim is to support children in developing the ability and confidence to express themselves fluently and creatively in English and Mandarin and be academically successful in their own right. We want our students to be caring, respectful individuals, who are interested in the world and being creative people with a passion for learning.



We encourage you to visit our website, or our school in person if you are able, to find out more about our exciting journey.

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, 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 our 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 education. 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 the 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. Curriculum

2.1 Curriculum Aims

At HD Schools we aim to deliver a curriculum which espouses our values – Wisdom, Empathy and Courage and prepares students fully for life in the wider world. Our curriculum is designed to meet the regulatory requirements for admitting Chinese passport holders, whilst ensuring that we provide a rich and varied learning experience which equips our students with the character, skills and know-how to succeed in their adult lives. In our schools, curriculum means everything that our students learn while they are with us, both implicit and explicit, ranging from the assigned curricula to extra-curricular experiences, and we see this as central to keeping with our motto – Education Creates Character.

Using a combination of local curricula and the National Curriculum for England (2014) as referees for standards of excellence, we operate with a unique dual immersion curriculum which is adapted to each of our schools to suit the needs of our students. This ensures that our students will pursue the highest standards across the curriculum, whilst ensuring that our teachers have the flexibility to innovate, giving each student the opportunity to get the most from their learning experience.

In keeping with our aims, the dual immersion curriculum at HD schools is split into four phases, each with its own focus in guiding our students on their learning journey before finally preparing them for successful application to their chosen university when they come to leave us.


HAPPY
HALLOWEEN



2.2 Curriculum Stages

Kindergarten

Our youngest members of the school join us from three years old. The Kindergarten is a lively and happy environment, based on the child-centred educational approach of Maria Montessori. The Montessori method views each child as naturally eager for knowledge and capable of initiating learning in a supportive, thoughtfully prepared learning environment. Children are developed physically, socially, emotionally and cognitively, supported by highly experienced Chinese and native English-speaking teachers. Children are immersed in both Chinese and English through a variety of activities including music, art and physical education. Our pupils learn about Chinese culture as well as increasing their awareness of countries and cultures outside China. Our Mid-Autumn Festival for example includes dressing up in traditional Chinese outfits, making moon cakes and enjoying a puppet show depicting the meaning and history of the event. A lot of fun is had by children, parents and teachers alike.





Primary School

The Primary years at HD are founded on a number of key cornerstones with the aims of ensuring our students develop the transferable skills needed for secondary school life while becoming genuinely bilingual. Our Mandarin programme is centred around the pioneering approach of Chinese Chief Academic Director, Mr Li Zhencun, renowned throughout the country for his ground-breaking work on the development of the Chinese integrated curriculum, which synthesizes different cross-curricular strands in a unified whole. This respects the foundations of the Chinese curriculum whilst introducing a dynamic approach to learning reinforced by an outstanding cycle of professional development.

Alongside this sits a fast-paced, rigorous and differentiated English programme referencing the English National Curriculum but imaginatively diversified to reflect the particular needs of our different student communities. For instance, our Qingdao school has begun pioneering an exciting performing arts programme which is rooted in an understanding of progression in the speaking and listening strands of the curriculum. Our Beijing school has adopted a cross-curricular approach, where all subjects are learnt in both Chinese and English, giving learners the opportunity to investigate, enquire and record across subject areas in both languages.

In all of our schools, such approaches are designed to accelerate children's knowledge, vocabulary, structured and creative writing abilities as well as their speaking and listening skills. Typically, our strongest learners will be at near native standard by the time they progress to the secondary school, as referenced by globally recognised tests. This dual immersion approach is strengthened by our enthusiastic adoption of the 'tight three' model, pioneered by our New Zealand trained Chief Academic Director Mr Warren Johnston, whereby expert Chinese teachers work alongside native English-speaking home room staff and bilingual Chinese teaching assistants who support general class teaching or work with individual pupils to ensure that they are learning at the best possible pace.





Secondary School

When pupils move into the lower secondary years the fast-paced English teaching of the primary school is maintained. Special importance is given to the teaching of Chinese culture, such as our Shanghai school's exciting weeklong residential Guqin programme, so that students acquire the full command of their cultural heritage. Teaching through Mandarin takes a greater emphasis in the earlier part of secondary school. For example, science in Year 7-8 is delivered predominantly in the home language, but with a specially designed programme involving both native English-speaking teachers and bi-lingual Chinese colleagues. Key concepts are reinforced in both languages. By the time HD students reach the end of Year 8 they have the necessary academic skills to thrive in their subjects and are able to perform strongly at a level commensurate with that required by the Chinese Zhongkao qualifying examination.

In Years 9 and 10 students work with our international teachers to follow a broad programme, maintaining strong progress in both Mandarin and English whilst preparing for CIE, Edexcel and AQA iGCSE examinations. Years 11 and 12 see our students preparing for a wide variety of the top university destinations worldwide, either via the A level route (for example at HD Ningbo, where subjects on offer include Maths, Further Maths, Physics, Chemistry, Biology, Economics, Art and Computer Sciences) or the (soon to be adopted) dual IB/ US facing approach at HD Shanghai. Innovative research and project-based learning approaches are widely embraced, and all schools regularly participate in a range of Chinese and international conferences and competitions.

2.3 Curriculum Learning

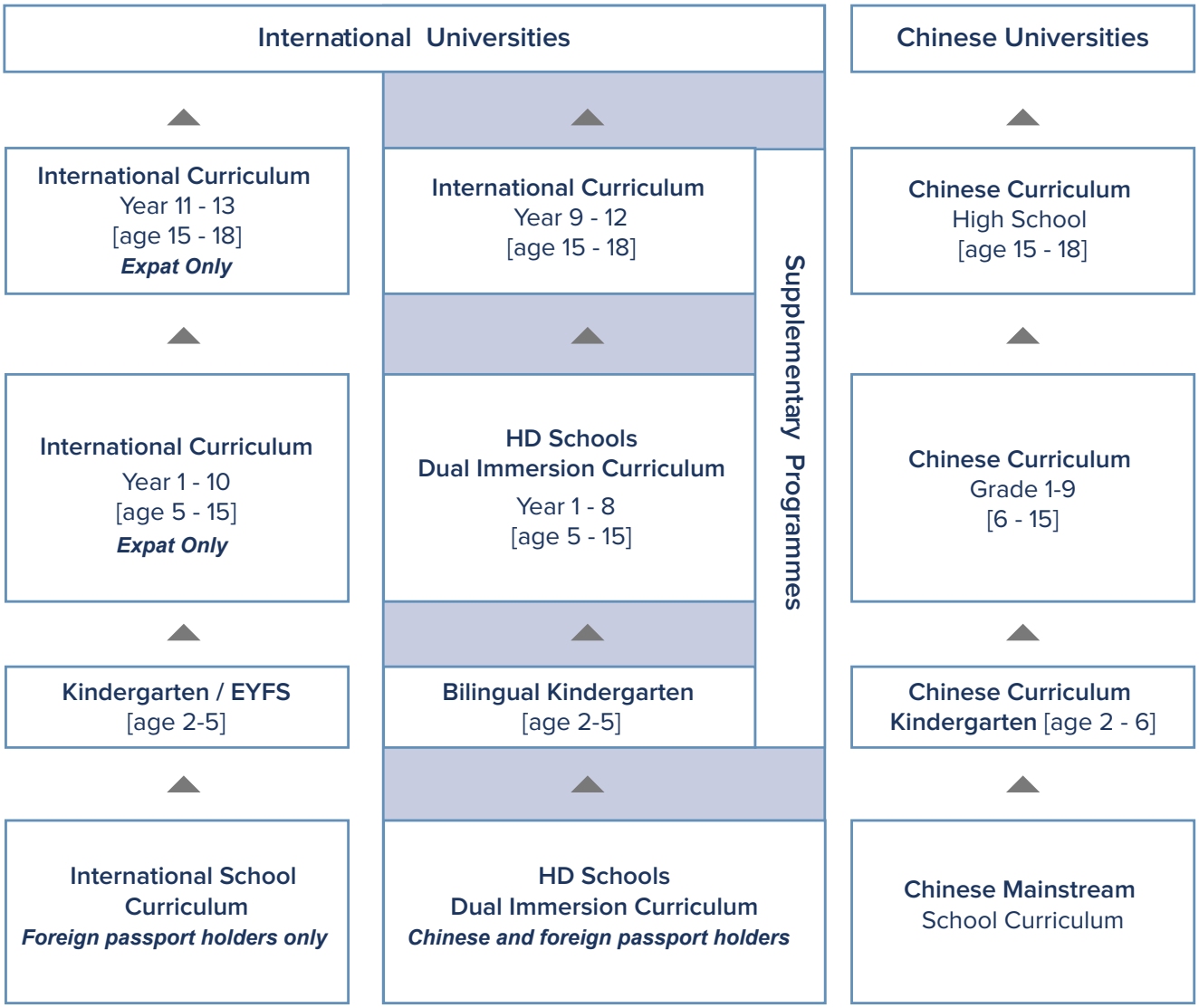
Learning is the purpose behind our curriculum and for us learning is a social activity characterised by its purposefulness, personalisation and application in context. The delivery of our curriculum reflects this, using practices which combine the very best of Chinese traditions and Western pedagogy. The experiences of students in our classrooms stand side-by-side with those of the most ambitious and prestigious educational organisations in the world. Learning in our schools is cross-curricular and thematically based, including a rich range of world perspectives on different topics, as we aim to ensure that we are nurture globally aware Chinese citizens, rooted in their own heritage, yet passionate about their engagement with the wider world.

Our unique curriculum sets the highest standards in academic progress, ensuring that our students are able to strive for the very best levels of attainment in their own language whilst developing native speaking levels of English by the time they leave us. The objectives, to which our teachers plan, are referenced for their equivalence to local curricula, the English National Curriculum or the standards of international examination bodies.

Our Ningbo school in particular has led the way with this where our team have mapped objectives from the curricula against each other so as to fully integrate their objectives into the curriculum we offer. We can say with confidence that our curriculum experience matches the most aspirational programmes in the world.

Design Thinking (DT) is a unique characteristic of our curriculum and is delivered in targeted sessions with our students. Our DT study centres around anticipating a recognition that the thinkers and creators of our world will be the most successful individuals of the future. With this in mind we run a project-based learning approach to Design Thinking, which centres around designing and invention to solve problems in age-appropriate, real-life contexts. Our DT programme is led by our specialist DT teachers with the support of their colleagues.

Curriculum Structure



Candidates for positions in our schools are warmly encouraged to speak to our academic or HR teams to enquire further about the detail of these programmes via the 'contact us' details on our website.



3. Pastoral Care and Boarding



A strong pastoral care system is the foundation of each student's experience at every HD school. We understand that children will only fulfil their potential when they feel happy, supported and at ease in their surroundings. Our schools 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 points of contact, in the secondary school this role is performed by the student's homeroom teachers.

Our house system provides a parallel framework for building community. It will encourage children of different ages to interact as well as create 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 also an integral part of life at HD Qingdao and HD Ningbo. Teaching staff 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.



4. Facilities







Each of our schools has its own character, partly influenced by the features of its location. Our Beijing school for instance is set in a beautiful park; it combines traditional features alongside modern rooftop playgrounds and double-skin walls. Our Qingdao school is centred around a stunning red brick building, typical of many British boarding schools and is located very near to Wanda Film Studio and Movie Metropolis – the largest entertainment infrastructure project ever undertaken.

All of our schools' designs are informed by the desire to deliver an innovative and contemporary bilingual curriculum in line with our vision and values. Each space is developed to provide teaching and learning opportunities and promote 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
- a state of the art 50-metre indoor swimming pool and two accompanying learner pools
- excellent indoor and outdoor sports areas including tennis courts, football pitches, basketball courts, and a 400-metre athletics track.



5. Living in China

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 an 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 here, 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, 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 and communication with friends and family outside of China is free and convenient.



5.1 Living in Ningbo

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.

Ningbo is a modern economic centre, there are a wide range of well-paid jobs within large, internationally-minded companies. The city is 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 and 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 and 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 to enjoy.



5.2 Living in Shanghai

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.'



5.3 Living in Beijing

There is nowhere quite like Beijing – it is a powerhouse of a city within a power-house of a country. Beijing has always had an extraordinary global influence, and this remains true today. From politics to technology, from economy to fashion, from education to architecture, decisions made in Beijing spread out across the globe.

Although Beijing is undoubtedly a modern city, racing towards the future, it remains inextricably linked to a glorious past. Nowhere is this more evident than in the city's architecture. Jaw-dropping modern structures such as the Olympic Stadium and the NCPA Concert Hall are found alongside equally magnificent temples and palaces of the ancient past. Indeed, in terms of historically significant sites Beijing is unrivalled – there are six UNESCO World Heritage Sites found in the city alone.

But Beijing offers a lot more than just power, influence, and architectural delights. Driven by the increasing global importance of the city, both economically and politically, a large number of expat workers have been attracted to Beijing over the past two decades. As a result, it caters well for the international community. The beautiful parks and the temples are oases of calm amongst five-star hotels, fine-dining restaurants, shopping malls and supermarkets. Above all, it's amazing to be surrounded by the tangible evidence of China's long and dramatic history, whether in the spectacular examples of the Forbidden City or the Great Wall. It's never boring in Beijing.



5.4 Living in Qingdao

Best known around the world as the home of the Tsingtao Brewery, Qingdao is an impressive modern city that embraces an exciting future without losing touch of its fascinating past. Located on China's north-eastern coast in Shandong Province, the city was a German colony until 1914, and then occupied by Japan until 1945. The winding cobbled streets, unmistakable German architecture and red-capped hillside villas are a reminder of the city's enthralling history.

In the last decade, Qingdao has experienced one of the fastest growing GDPs of any Chinese city. This has been driven by a vibrant local business scene, significant foreign investment, and its port – the seventh largest seaport in the world. The recent addition of the Qingdao Oriental Movie Metropolis has simply added to the city's growing reputation as an economic and cultural hub. With Wanda Film Studio at its heart, the Movie Metropolis is the largest entertainment infrastructure project ever undertaken, rivalling Hollywood in terms of the facilities on offer.

The city is surrounded by some of the most impressive scenery in China. Incredible mountains, rivers, reservoirs and wetlands are easily accessible and make for excellent day or weekend trips. The city's seaside aspect also helps to create a pleasant climate – comparatively cooler than inland areas in the summer, and warmer in the winter. Access to a wide range of water-sport activities is also a significant attribute of Qingdao.

The city also caters extremely well for expat life. There is history, culture, and sensational food. There is luxury and convenience – five-star hotels, fine-dining restaurants, premium shopping malls, supermarkets and first-class transport links provide you with everything you would expect from a leading global city.



6. How to apply

To apply, please send your curriculum vitae and supporting statement to **Careers-international@hurtwoodhousecn.com** Please include reasons for your interest in the position, how you meet the requirements of the role and your ambitions while at the school. HD Schools is committed to safeguarding and promoting the welfare of children and expects all staff to respect this commitment. Our posts are subject to appropriate criminal background checks and satisfactory references.