



Candidate Information Handbook

For Positions Starting in 2019-20

shanghai-pudong.dulwich.org

**GRADUATE
WORLDWISE.**



Our Vision and Purpose

To create the best schools in the world so our students make a positive difference. Our vision and purpose are supported by three clear pillars that govern our decisions and actions.

Strategic Pillars

At Dulwich Pudong Strategic Pillars mean for us:

Students Come First

Students' development is prioritised through challenging programmes within our safe and respectful environment, which nurtures their overall wellbeing, enabling them to achieve their academic potential.

One College Many Campuses

Students, staff, and parents work collaboratively in our diverse and international community, in order to have a global perspective and be positive, compassionate contributors to society.

Pioneering Spirit

Students have open and inquiring minds, and are encouraged to be creative, innovative, and reflective. As a result, students develop the knowledge, the courage, and the resilience to contribute effectively and confidently to an ever-changing world.

Contents

A message from the Head of College	1
Overview of the College	2
Introduction to Dulwich College Kindergarten Shanghai (DUCKS)	4
Introduction to the Junior School	6
Introduction to the Senior School	8
Remuneration Package	9
Positions	9
Applications and Appointment Process	10
Moving to Shanghai	11
Overview of Shanghai	13

A message from the Head of College



The staff at Dulwich College Shanghai Pudong are the school's most valuable asset, so your move is crucial for us too.

There are many excellent schools on today's international circuit, and many superbly qualified and committed teachers. The challenge lies not in you finding a great school to work in, or in us finding a skilled teacher to employ; but finding the best match in terms of vision, philosophy, practice and professional development.

Dulwich College Shanghai Pudong is an attractive option for international teachers. Set in one of Asia's most vibrant and exciting cities, Shanghai has something for everyone and never fails to amaze. After 14 years the College has grown into a school with an outstanding reputation.

The College is very well resourced, and the students are exceptional.

So, how do we ensure that you are a perfect match for our school? You will be an educator that keeps abreast of academic research and you will have firm beliefs in the need to adjust your teaching to accommodate varying learning styles. You will be able to demonstrate excellence and expertise in your specialist area and will hold relevant experience. Whilst your subject knowledge, curriculum awareness and pedagogical skills are vitally important to us, they are only part of what we are looking for in our teaching staff. We believe that successful teaching centres on the building of relationships between our teachers and students. You will be a teacher who is inspired by children and by learning, a teacher who believes that it is a genuine privilege to work in our profession and a teacher who puts the child at the heart of everything that you do. We are looking for staff who offer co-curricular activities, attend school productions to watch their students and communicate with parents proactively all because they feel that this all-round, child-centred, committed approach is at the heart of successful schooling. In short, we want teachers who care, and care with a passion.

We look forward to hearing from you, to meeting with you and to working with you.

With regards,

A handwritten signature in black ink, appearing to read "Caroline Taylor".

Ms Caroline Taylor
Head of College

Overview of the College

Dulwich College is one of the UK's oldest independent schools, founded in South London as a boys' school in 1619. Dulwich College International (DCI) was established to bring the Dulwich education to students around the world and is now one of the fastest growing UK independent school networks. Through DCI, Dulwich College has been in Asia for over ten years, building bridges between Eastern and Western communities and delivering high academic results and a well-rounded education.

Shanghai was the first in the Dulwich family of schools. The Dulwich network currently provides for over 7,200 students in eight cities and five countries, with Colleges in London, two campuses in Pudong and Puxi areas of Shanghai, in Beijing, Suzhou, Seoul, Singapore, Yangon and International High Schools in Suzhou and Zhuhai.

Dulwich College Shanghai Pudong is made up of over 1600 students from age 2 to age 18, with 43 different nationalities represented in our diverse student body.

This table illustrates the top ten student nationalities currently represented at the College (2018-19):

Nationality	Breakdown
United States	17.28%
Hong Kong, China	13.83%
United Kingdom	10.25%
Australia	8.33%
Singapore	6.60%
China	5.74%
Canada	5.12%
Germany	4.38%
India	3.89%
Taiwan, China	3.77%

The Dulwich Colleges employ a large and varied workforce that includes not only teachers, but administrative staff, maintenance and facilities personnel, and community relations and IT staff. No matter where we work, we all support the education of our students.

The College is committed to safeguarding and ensuring the welfare of all students in our care and we expect all applicants to share this commitment. We follow safe recruitment practice and appointments are subject to an interview and satisfactory references and criminal record checks. The Dulwich College International Safeguarding Framework, followed by all Colleges, is testament to our commitment to keeping children safe and guides the behaviour of all professionals in our school.



The curriculum followed is largely based on that of the English National Curriculum with suitable modifications made, based upon the professional judgments of our staff, taking into account the diverse make-up of the school population. Mandarin is compulsory up to Year 9 and is a high profile subject throughout the College, with a very flexible and comprehensive curriculum that caters for total beginners to bilingual students. Outside visits and residential expeditions are integral parts of the curriculum in the Senior School culminating with Challenge Week towards the end of the academic year when the Senior School students (Expect Year 13) explore our amazing host country.

Student individual support, care and guidance are real strengths of the College and competitive spirit in individual and team activities is fostered through a vertical House System which operates from DUCKS through to Senior School. Students in each of the Schools act as Heads of House, supported by staff. The co-curricular dimension of the College is exceptionally strong; Performing Arts and Sport, in particular, are thriving in all three schools, with regular school productions of the highest standard and regular sports fixtures. All members of staff are expected to contribute to the co-curricular programme.

The College enjoys tremendous support from its parental body, represented by the Friends of Dulwich. The parents assist with many aspects of the co-curricular side of College life, particularly the annual Inter-cultural Festival and Winter Fair, which are spectacular events. In addition, the College is very active on Service, supporting a wide range of China based charities.

This will be an exceptionally exciting time to join Dulwich College Shanghai Pudong.



Introduction to Dulwich College Kindergarten Shanghai (DUCKS)

Welcome to Dulwich College Kindergarten Shanghai (DUCKS) where life is an exciting journey from Toddler to Year 2 (age 2 to 7 years).

DUCKS is a place to explore and discover in our purpose built early years environment in its own very special grounds. The DUCKS teaching team takes pride in the deep learning opportunities created in both the indoor and outdoor settings. We have a full time toddler centre, six nursery classes, six reception classes, six year 1 classes and six year 2 classes.

DUCKS places each child's sense of self and wellbeing at the heart of everything we do. DUCKS is a school where the foundations for lifelong learning are at the core of an atmosphere that is caring, nurturing, and stimulating. The ethos of DUCKS is warm and inviting, challenging each child in a safe but exciting learning environment. Through the College Values, Learning Principles, the commitment to promoting broader skills: the disposition characteristics of learning, thinking skills and a wider sense of purpose and community, are deeply embedded.

Our aim is to ensure that all children in our care are happy, confident, well-motivated, and enthusiastic about life and learning. Our emphasis on learning through play in the Early Years (Toddler, Nursery and Reception) Programme, supported by a high quality curriculum and well planned learning environment, means that the children are active learners progressing at their own pace. Language lies at the heart of all learning and children in our Early Years are immersed in a Dual Language environment. At Year 1 and Year 2 the children build on what they already know and understand and are encouraged to become independent learners.

They enjoy a very broad and well-balanced curriculum and are encouraged to take part in co-curricular activities. Children in DUCKS receive specialist teaching in Mandarin, Music, PE, and ICT as well as enjoying





regular visits to the Library to hear stories, borrow books, and begin to learn to use library as a research tool.

We value a language environment where children are exposed to English and Mandarin throughout the day. The children in Year 1 and Year 2 are grouped into language pathways for Mandarin based on their levels of exposure, experience and ability to use the language. Thus, from very early in their lives, children learn to appreciate languages and culture.

We aim that all children will leave DUCKS with a love of learning which will enable them to become lifelong learners in our ever changing world.

Mrs Katherine Weir-Davis
Head of DUCKS



Introduction to the Junior School

Welcome to the Junior School at Dulwich College Shanghai Pudong!

In the Junior School, we believe that a healthy sense of wellbeing is a key component to becoming a balanced, confident and successful learner. The relationships fostered between Junior School students and our dedicated staff are central to this. We are dedicated to developing student agency across the school and provide opportunities for our students to be active participants inside and outside the classroom.

Building on the excellent foundations laid in DUCKS, we embrace the aims and objectives of the English National Curriculum. We adapt our curriculum to meet the needs of our international context, our College values and learning principles to allow our students to be active learners. We instill in all students a desire to give back both locally and globally. The Junior School curriculum provides opportunities to explore the UN global goals and thoughtful service projects are planned for through a variety of units for different year groups.

Each Junior School year group consists of 6 classes all of whom remain in the care of their class teacher for the majority of the time. Physical Education, Music, Art and Mandarin are taught by specialists so there is meaningful time available for planning – individually and across each year level. Our Learning Support and EAL departments provide one to one, withdrawal and in-class support, as required.

The Junior School has enviable facilities and is extremely well resourced. Our purpose-built Science lab, film studio and Makerspace allow students and staff to explore themes and concepts across a wide range of media.

Do consider joining us - you won't be disappointed.

Ms Victoria Foster
Head of Junior School





Introduction to the Senior School

Our Senior School has a friendly, welcoming and vibrant atmosphere, in which students and staff work with each other to achieve excellence. High standards of behaviour and attitudes, creativity and innovation, and a values-based ethos all combine within a caring and nurturing environment, making our School a very special place.

Our students follow an enhanced English National Curriculum in Years 7, 8 and 9, leading to IGCSE and GCSE qualifications in Years 10 and 11. In Years 12 and 13 we are experienced and highly successful in delivering the IB Diploma Programme, and so many of our students go on to take their studies further all around the world and at some of the most prestigious universities. Our School is academically selective on entry, and examination results are consistently excellent, not only in headline terms but also with regard to value-added; meaning that our students achieve more than normal expectations would predict.

Alongside the core importance of high academic attainment, however, is our School's rich, dynamic, and diverse programme of character education. We genuinely do want our student leavers to be positive change-makers in this world, and we are justifiably proud of all that our students and staff are involved in related to Wellbeing, Service & Sustainability, Global Citizenship, and Leadership. In addition, our wide range of co-curricular opportunities enable students to develop their other passions in the arts, music, outdoor pursuits, sport, and theatre.

The energy, ambition and good nature of our Senior School students is a large part of our success. Equally, the dedication, teamwork and humour of our teaching and support staff help to ensure that students are challenged, successful and happy.

There is no doubt that our staff work hard here, for the students and for each other, but equally, there is no doubt that they find Dulwich College Shanghai Pudong an extremely rewarding school in which to work.

I would warmly welcome an application from you, if you have the sense of vocation, the energy, and the commitment to be part of our caring, dedicated, and forward-looking team.

Mr Craig Jenkinson
Head of Senior School



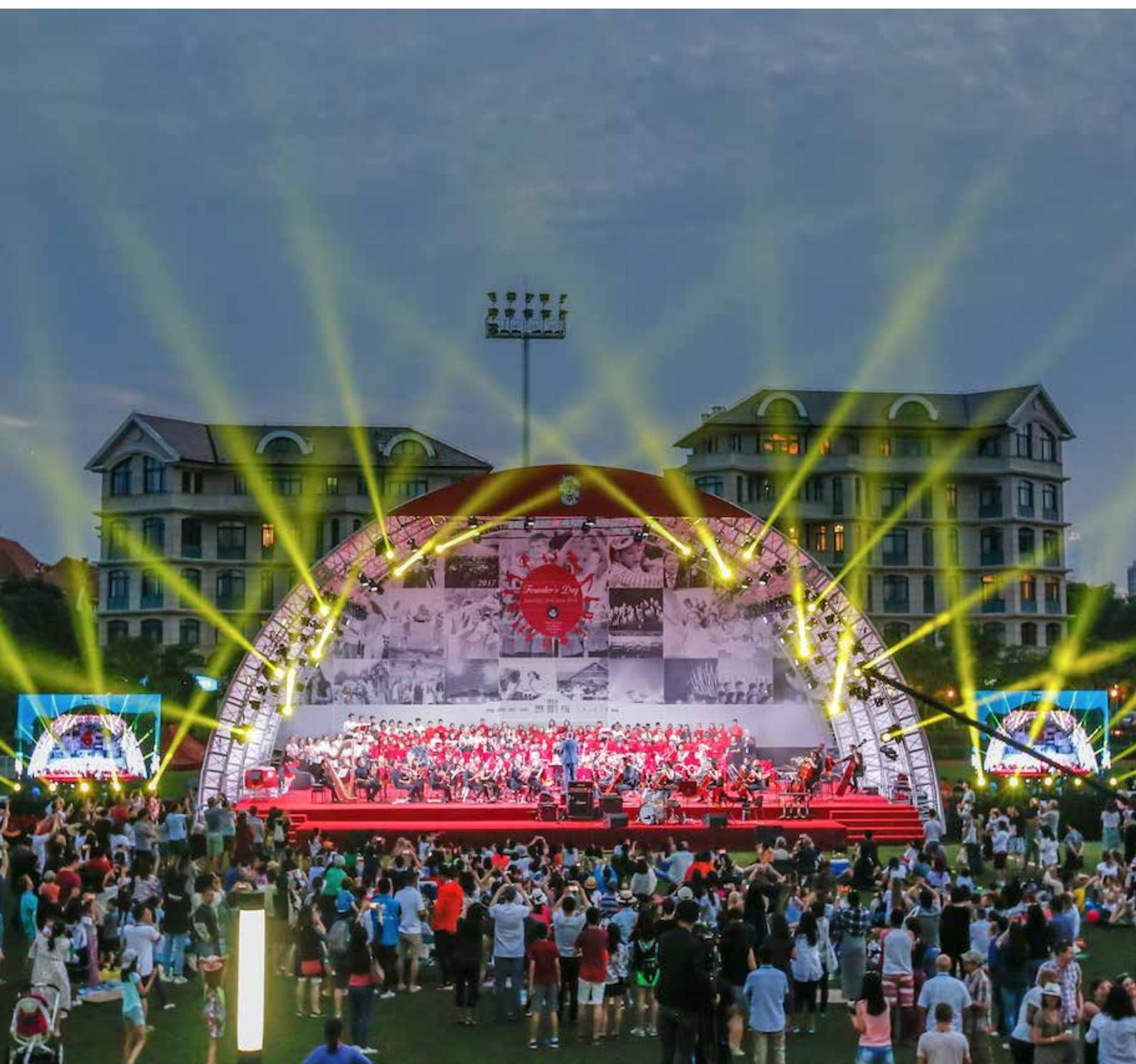
Remuneration Package

The College offers a competitive salary and expatriate package, as well as assistance with visa and medical checks required on entry to China.

Positions

For an updated list of vacancies, candidates are referred to our website:

<https://shanghai-pudong.dulwich.org/careers/job-openings>



Application and Appointment Process

Applications should be submitted online through:

<https://shanghai-pudong.dulwich.org/careers/job-openings>

We may request a telephone or skype interview with long-listed candidates for some positions.

We will automatically request references for all shortlisted candidates.

Interviews with shortlisted candidates will take place via Skype, in the UK, or in Shanghai.



Moving to Shanghai

Moving yourself and, for many of you, your families, to another international location is a huge decision and, whilst exciting, can be a stressful experience.

In our experience, China and Shanghai are often misunderstood locations and the purpose of this section is to give you a real, first hand account of what it is like to live and work here. We want your decision regarding whether or not to apply for a post with us to be based on a genuine understanding of Shanghai as a place. What follows is not a sales pitch, but our attempt to paint a very clear and accurate picture of Dulwich College Shanghai Pudong as a place of work and, more importantly, of Shanghai as a potential new home.

Within this section you will see a number of quotes. These are unedited comments that have been made by our existing staff members in order to help you make your decision.

If you have an open mind and a keen sense of adventure Shanghai is not only a life experience, you will also enjoy the benefits of having a convenient base from which to explore greater China and the rest of Asia.





Overview of Shanghai

Shanghai is a densely populated, yet geographically expansive city. Current estimates put the official city size at over 6300 square kilometers, or approximately five times the size of London or New York City.

Living in Shanghai is very exciting. In recent years, Shanghai has blossomed into a chic, glamorous city, with tree-lined avenues, elegant hotels, smart boutiques, and, of course, many fine restaurants.

The city is big and modern with everything you can imagine on offer and is an amazing blend of traditional China and contemporary living. It is an exceptionally convenient location from which to explore the rest of China and other parts of Asia.

Shanghai is divided into two main areas: West of the river, Puxi, and East of the river, Pudong. Each has its own advantages. Dulwich College Shanghai Pudong is located in the Jinqiao area.

Cost of Living

One of the most common questions is "what is the cost of living?" One of the attractions of Shanghai is that there is something for everyone. Depending on the lifestyle you choose to lead, it is possible for you to live a lot cheaper in Shanghai than in the West. Western-style restaurants are plentiful and often of high quality. There are local equivalents for most items but imported goods, which are readily available, are more expensive than they would be at home.

"Shanghai is a bubbling hub of happening, music, arts, eclectic cuisines, and classical ballets, all contained here in one cosmopolitan city."

Living in Shanghai can be as cheap as peanuts or mega expensive, there is something here for everyone and it is easy to save money if you want to."

- Senior School Teacher, five years at Dulwich College Shanghai Pudong

Eating Out

There are a number of English-language weekly publications and on-line listings that provide details of the newest places in town to eat and drink and where the best special deals can be found. As a cosmopolitan city, Shanghai offers an extensive selection of restaurants for any palate or budget. A wide assortment of foreign cuisines of high quality is available: French, Italian, Japanese, Korean, Indian, Thai and Vietnamese, to name but a few. If you eat local food, it can be as affordable as your budget allows. The main thing is to come to China with a sense of adventure and fun and you will enjoy the many culinary delights on offer.

"Something for everyone! Eastern or Western - food a-plenty, from the ridiculously cheap to lavishly expensive. Shanghai dumplings are a must. Look up the Hunan Di Shui Dong for a Saturday night spicy treat!"

- Head of School, five and half years at Dulwich College Shanghai Pudong

Groceries

There are several options to buy your groceries in Shanghai; big grocery stores, wet markets or separate fruit, meat, and fish stores. Supermarkets, catering mainly for the Shanghai expatriate community, offer a wide-selection of imported and local goods and produce. Finding many of the familiar household brand names is not difficult but can be costly if they are imported. There are local equivalents which help keep costs down. A great experience in Shanghai is to get fresh fruit and vegetables, meat, fish, and everything you could need at your local wet market which is inexpensive.

"Shanghai generally has everything you may need. Local products are cheap in the supermarkets and Western items are generally available but at a higher price. Watch the sell by date of imported bargains"

- PE Teacher, four years at Dulwich College Shanghai Pudong

Domestic Help

Most expatriates living in Shanghai have part-time or full-time ayis (literally, auntie) who clean the house, cook, buy groceries, pay the bills, look after children and run other errands. Having an ayi not only means affordable housekeeping and childcare – for many expatriates, it's an important Chinese interaction.

"The best thing about living in Shanghai is that I don't have to cook, clean, wash or iron clothes. Sunday nights used to be spent ironing 15 shirts for the week ahead – now I can choose to do something more enjoyable."

- Head of School, three years at Dulwich College Shanghai Pudong

Family Activities

Shanghai caters well for families through offering a range of fun activities and destinations including; the Shanghai Ocean Aquarium - Asia's largest aquarium, public parks - where you can fly kites, rent buggies and tandem bikes, the Shanghai Zoo – where you can check out the Pandas, Shanghai Science & Technology Museum – an interactive museum with 3D and IMAX movies, Shanghai Circus World – which is an experience not to be missed.

For older children activities available are a go-kart circuit, ice-skating rink, an indoor ski slope and a world class skate board park. Many residential compounds have indoor playgrounds.

"Most compounds offer great sports facilities for their residents and the city offers world class sports events, concerts and musicals. Shanghai is a major metropolitan city offering something for everyone!"

- Junior School Teacher, six years at Dulwich College Shanghai Pudong

Shopping

Shanghai is a great city for shopping. You'll find everything you want and more, though you may need to look and hunt around to find the real bargains. One of the favourite past times of a lot of expatriates is exploring the many antique, jewellery, fabric, fish & flower markets that Shanghai has to offer. Tailor-made clothes are relatively inexpensive, and you can even get handmade shoes at a reasonable price.

"Shanghai is a shoppers' paradise from cheap and zany Chinese chic to deluxe designer labels. Bring your favourite little black dress and get it copied in as many colours as the rainbow for the price of a bottle of wine at the city's fabric market."

- Mathematics teacher, five years at Dulwich College Shanghai Pudong

Leisure Time

Shanghai has a multitude of leisure activities for single people, couples and families. The city not only has great restaurants and bars but also, the biggest selection of theatre, film and art available anywhere in China. This selection is of a class and quality which is sophisticated enough to compete with most western cities.





In the many theatres, Chinese and Western operas, classical music performances, ballet, musicals and various plays are hosted. The city's numerous multiplex cinemas regularly show English language Western films including the latest releases. Shanghai attracts most of the big name Chinese musicians and also pulls in western and Japanese performers and DJs on a regular basis.

The city's contemporary art scene is impressive too. Shanghai, long the centre of more radical ideas, is now one of the most important cities in China for young and new artists from throughout the country to display their work. Shanghai has a long list of art galleries. Aside from these, there are also some good exhibitions in the Shanghai Museum.

Naturally there are all the usual Chinese favourites, too. Bowling alleys, Karaoke Halls and Computer Games rooms are scattered throughout the city. Another favourite Shanghai past time is Tai Chi, which is also great to watch along the Bund at dawn.

"There is a fantastic nightlife to suit all tastes and budgets; you could eat in a different restaurant every night with any cuisine you are after. There are many sporting leagues and leisure activities for all levels and if you need a retreat from the hustle and bustle, try a massage at one of Shanghai's many spas."

- PE Teacher, five years at Dulwich College Shanghai Pudong

Day Trips

If you have a keen sense of adventure you could always go 'beyond Shanghai' and explore the numerous cities nearby including Suzhou and Hangzhou. China has an extensive train network which is relatively inexpensive and very efficient, so it makes day trips around Shanghai an easy day out. Visiting nearby cities is a great way to explore China's culture and experience a more 'China side of life' than an international city like Shanghai has to offer.

"Shanghai itself has numerous ideas to fill your days, from fake markets, to shopping malls, back streets to the famous Nanjing Road. Not far outside are the water towns of Suzhou, Tongli or Qibao and only an hour away is the West Lake of Hangzhou."

- Geography Teacher, two years at Dulwich College Shanghai Pudong

Further Afield

Shanghai is a gateway to Asia. Pudong international airport is easily accessible and very quick to get to from the city. Many of the popular holiday destinations; Thailand, Cambodia, Vietnam and the Philippines, are within a few hours flight.

"Shanghai can be an amazing gateway to the rest of Asia. 3-4hr flights open travel opportunities throughout South-East Asia such as: Vietnam, Laos, Cambodia, Myanmar, Malaysia, Indonesia, Philippines, Japan, Korean, Taiwan, Mongolia, India to name just a few. Each of these locations offers its own unique cultural experience for a weekend or a more extended break. I personally am a fan of the beaches and scuba diving available at a bargain price in Asia!"

Shanghai is also centrally located for long haul locations, such as Australia, New Zealand, Europe, North America and the Middle East, so there are endless possibilities for longer holidays."

- Year 4 Teacher, three years at Dulwich College Shanghai Pudong

Getting Around

China is the land of bicycles. Most expatriates end up with a bike or even an electronic scooter or petrol-fuelled moped, as they are the quickest, easiest and cheapest way to get around your local area.

For travelling further afield there are taxis, buses and the subway. Taxi fares are cheap in comparison to UK/US standards while the modern, clean and highly efficient Metro system, as well as the extensive bus network, provides an extremely inexpensive transport options.

"Shanghai is a vibrant place and it makes you feel alive. Having a scooter allows you to enjoy, tour and explore parts of the city that you wouldn't normally visit just by bus or taxi. It's also so easy to cycle around Pudong as there are cycle paths everywhere."

- Deputy Head of School, one years at Dulwich College Shanghai Pudong

Safety

Generally speaking, China is a safe place for expats and Shanghai is no exception. Incidents of crime against expats are extremely rare. That said, we always advise our community to exercise sensible measures.

"I have always felt safer walking at night in Shanghai than I have in the UK. Registered taxis are always available and safe to use, even late at night."

- DUCKS Teacher, four years at Dulwich College Shanghai Pudong

Health & Medical Care

For basic pharmaceutical needs, there are pharmacies located all around Shanghai where you can buy most over-the-counter medication. Healthcare prices vary with foreign facilities and doctors, obviously, costing a lot more than local facilities. The foreign facilities are modern and offer a good standard of medical care. Comprehensive medical cover is provided for overseas staff of the College, and their families, and this is accepted at most of the major international hospitals and clinics. Well equipped gyms are available throughout Shanghai. Many housing compounds have their own private gyms and pools located within their grounds.

"During my seven and a half years in Shanghai I have seen a vast improvement and expansion of expat medical care. Mothers like myself are happy to have their children in Shanghai with confidence that they will be well cared for. Vaccinations and after care of a newborn is excellent."

- Year 1 Teacher, six years at Dulwich College Shanghai Pudong

Accommodation

The cost of quality rental accommodation is high in Shanghai compared to other cities in the world. However, for overseas expatriate staff, western style accommodation is provided by the College.

"I was so happy with my College housing that I've stayed there for four years! It's modern, spacious and ideally located."

- Year 5 Teacher, four years at Dulwich College Shanghai Pudong



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