



HARROW
SCHOOLS
哈罗教育

TEACHER RECRUITMENT PACK

2021/2022



Educational Excellence *for* Life and Leadership

Table of contents

- 1. Our Group**
 - Our Promise – Educational Excellence for Life and Leadership
 - Harrow Values and Leadership Attributes
 - Our Presence in Asia

- 2. Our Family of Schools**
 - Harrow International Schools
 - Harrow Innovation Leadership Academies
 - Harrow Little Lions Early Years Centres

- 3. Our New Schools**

- 4. Our Existing Schools**

- 5. Our Holistic Education**
 - Our House System
 - Our Boarding Community
 - Personalised Support, Pastoral Care

- 6. The Heritage of the Harrow School in the UK**
 - 450 years of World Leaders and Nobel Laureates
 - A Partnership with Purpose

- 7. Our Commitment to Educational Excellence**
 - We Only Recruit the Best
 - What Sets Harrow Apart

- 8. Join the Harrow Family**
 - Desirable Teacher Characteristics
 - What We are Looking For
 - Compensation and Benefits

Our Group

We are a family of Harrow-branded schools in China and elsewhere in Asia including Thailand, China, Hong Kong SAR and Japan which look to the 450-year old heritage of the Harrow School in the UK to anchor our guiding principles, drive progressive initiatives and inspire a forward-looking vision that seeks to produce leaders for tomorrow.



Our Promise – Educational Excellence for Life and Leadership

We embrace the Harrow School's Values across our family of schools. These Values anchor our holistic educational approach that focuses on developing the whole child through individual care and support. Leadership attributes also contribute to shape students' attitudes and behaviours. Our respect for traditional is balanced with innovation. Our Group's own forward-looking personality drives us to excel. Our progressive teaching methodologies, distinctive curricula designed for each type of school, and other initiatives place us at the forefront of educational excellence. All this is done to lift students to new levels of achievement in an ever-changing world, establishing lifelong learning interests and leadership potential to serve the wider community and lead wherever they are.

Harrow School's Values and Leadership Attributes

Our values-based education prepare students with diverse backgrounds and abilities for a life of learning, leadership, service and personal fulfilment, and who rely on their strength of character, formed in large measure by Harrow-branded education, to adapt to and excel in a dynamically evolving world.



COURAGE

encourages us to innovate and take risks, inspiring change for the better.



HONOUR

is about doing the right thing, having the highest standards and leading by example.



HUMILITY

asks us to recognise that one's self is a work in progress and that struggling with one's weaknesses is essential to growth.



FELLOWSHIP

means building binding, constructive relationships that help us all to make a positive contribution.

Harrow School's four long-held Values are at the very heart of our own education ethos. We believe the Values are central to the resounding success of Harrow School in the UK, having produced leaders and renowned thinkers. As such, Courage, Honour, Humility and Fellowship anchor our holistic educational approach that focuses on individualized student care and support. In addition, the acquisition of Leadership Attributes further shapes the attitudes and behaviours of students, which focus on:



MAKING A POSITIVE CONTRIBUTION TO COMMUNITY



APPLYING KNOWLEDGE WITH COMPASSION



SOLVING PROBLEMS COLLABORATIVELY



SOLVING PROBLEMS CREATIVELY



MAKING JUST AND RESPONSIBLE CHOICES



FACING CHALLENGES WITH DETERMINATION

Our Presence in Asia

As the leading provider of world-class K-12 British education, we have over 20 years of experience operating Harrow International Schools in Bangkok, Beijing, Hong Kong, Shanghai, Shenzhen and Haikou. Since 2020, Harrow Innovation Leadership Academy has commenced operations in key cities in China providing outstanding K-12 bilingual holistic education that assures a successful pathway to the world's top universities. Our Harrow Little Lions Early Years Centres that we run along in our schools and individually, prepares young children with an excellent and enjoyable start to their education journey.



HARROW
INTERNATIONAL
SCHOOL
哈罗国际学校

Our group of independent day and boarding schools providing British education for students aged 18 months to 18 years.



HARROW
INNOVATION LEADERSHIP
ACADEMY
哈罗礼德学校

Newly introduced in China, our internationally-oriented day and boarding schools provide distinctively designed bilingual curriculum for students aged 18 months to 18 years.



HARROW
LITTLE LIONS
EARLY YEARS CENTRE
哈罗小狮幼教中心

Adopt the Early Years Foundation Stage (EYFS) Curriculum of the UK with a blend of strong Chinese dimension, we offer students aged 2 to 6 years an excellent start to their educational journey through life.



Global Excellence, A worldwide Presence



Our Family of Schools



HARROW
INTERNATIONAL
SCHOOL
哈罗国际学校

Harrow International Schools

The Harrow International Schools are independent day and boarding schools for students aged 18 months to 18 years. The age range is broad, as is the representation of nationalities. This international diversity creates a dynamic learning environment. Helping to shape the character of all students regardless of age and nationality are the Harrow School's Values that anchor the holistic educational approach focuses on individual care and support to develop the whole person.

Harrow International Schools are equally renowned for academic excellence, the House System, and enrichment and service activities that produce high-achievers with the leadership attributes and experiences that will serve them well throughout their lives and benefit the wider community tomorrow.



Our Curriculum

Early Years (to age five)

Our Harrow Little Lions Early Years Centre in each Harrow International School adopts the Early Years Foundation Stage (EYFS) of the English National Curriculum encourages students to be curious, independent and happy. Children are able to develop creative thinking and essential life skills through an exciting, individualised curriculum that recognises that every child is unique. Children also benefit from lessons by specialists in Physical Education, Music, and Languages.

Pre-Prep Phase (age five to ten)

In Pre-Prep, children continue to develop essential literacy, numeracy and commuting skills. Emphasis is placed on the enjoyment of books and the teaching of reading and writing along with Mathematics and Coding. As they progress through Pre Prep, children are introduced to more specialist subjects in Languages, Music, Physical Education, Drama, Computing, Design Technology and Science.

Prep Phase (age ten to thirteen)

Modelled on the best practices of British Preparatory Schools and international Middle Schools, our Prep Phase is a blend of specialist-taught core subjects such as English, Mandarin, Mathematics, Science and Coding, with additional subjects taught including: Art, Coding, Drama, Design Technology, Geography, History, Music and Physical Education.

The Senior Phase (age thirteen to sixteen)

Designed to build on the knowledge and skills developed in the Prep Phase, our Senior School curriculum is increasingly academically demanding, focusing students on national and international public examinations. Building towards their IGCSE examinations (usually taken in Year 11), students are intellectually stretched. Subjects taught include: Art, Biology, Chemistry, Computing, Design Technology, Drama, English, Geography, History, Languages, Mathematics, Physics and Physical Education.

The Sixth Form (age sixteen to eighteen)

Following IGCSE examinations, students move into the 'Sixth Form' Phase of the School and prepare themselves for success at University. They complete a two-year suite of A-Level courses, that are regarded as the gold standard of the British education system and recognised worldwide for university entrance.

The Sixth Form years are both challenging and exciting. Students have the opportunity to specialise in subjects they particularly excel at and study these areas to an advanced academic level. Many students complete an 'Extended Project Qualification' (EPQ) which allows for the development of research skills and the exploration of a topic of special interest in even greater depth. Students also have an opportunity to contribute to the management and leadership of the school by taking on key student positions of responsibility such as Prefect, Senior Prefect, Head Girl, Head Boy, Student Academic Leadership Team and the Student Council.





HARROW
INNOVATION LEADERSHIP
ACADEMY
哈罗礼德学校

Harrow Innovation Leadership Academies

Chinese character with global perspectives, the Harrow Innovation Leadership Academies are now a proud part of our growing family.

The Harrow Innovation Leadership Academies (HILAs) in China, provide a creative learning environment for a world-class education that draws on the progressive education thinking and methodology and the wisdom of traditional Chinese culture, to offer a unique, internationally-oriented and distinctively designed bilingual curriculum. Taught by a pre-dominantly international teaching staff, English is used extensively (as well as Chinese) to teach the compulsory Chinese National Curriculum content. Moreover, HILAs use a student-centred, enquiry-based form of learning which makes our engaging teaching approach unique in both design and delivery. The Harrow School's Values are instilled together with classic Chinese virtues. After the compulsory courses are completed, IGCSE and A-Levels are also offered through a broadly enriched curriculum. The aim of the bilingual and bicultural education at HILA is to produce students who possess Chinese characteristics with a global perspective. As high-achievers, they have the option of applying to and continuing their studies at top universities around the world.



Our Uniquely Innovative Approach

Carefully constructed, the curriculum expertly sequences knowledge and skills progression appropriate to each child's age and stage of development – students are supported and stretched as needed.



Key features include:

- Compliance with China's 9-Year Compulsory Education syllabus;
- Expert native language teaching ensures the development of bilingualism;
- Diverse approaches to learning ensure that every child develops knowledge, skills and understanding;
- Learning experiences extend beyond the classroom, including: visits, productions, enterprise projects and community service;
- A defined set of skills and competencies thematically link all curriculum elements;
- Moral education, and the Harrow School's Values, are evident in all learning experiences;
- Individual interests and talents are developed;
- Learners show excitement and engagement in the curriculum;
- Students feel valued as present and future world citizens.

Our Curriculum

Early Years (to age five)

For younger children, our **Harrow Little Lions Early Years Centres** offer a truly outstanding learning environment. Blending the Early Years Foundation Stage (EYFS) Curriculum of England and a strong Chinese dimension, children are inspired to develop creative thinking and teamwork competences through a dynamic, individualised curriculum that recognises every child as unique. Children at Harrow Little Lions thrive, enjoy and learn.

Grade 1 to Grade 9 (age six to fourteen)

Chinese Curriculum - Western Pedagogy

Our curriculum is compliant with, and delivers, the Chinese National Curriculum through a genuine bilingual, bi-cultural programme. Students achieve academic excellence in both Chinese and English, at the same time developing leadership expertise.

Exclusively designed by senior education experts, our innovative approach blends the best of the Chinese National Curriculum (CNC) and the English National Curriculum (ENC). Utilising Harrow's world-renowned teaching methodologies and approaches, core elements of the CNC (Biology, Chemistry, English, ICT, Mathematics, and Physics) are delivered in English. The result is a powerful combination of East and West, leading to deep curriculum knowledge, international awareness and Chinese wisdom.

Alongside subjects taught in English, Language Studies, Moral Education, History, Geography and Chinese Cultural Studies are taught in Chinese using Chinese teaching methodologies. This approach, a first in China, ensures that HILA students benefit from both Western and Chinese approaches to learning, gaining enhanced knowledge and skills.

HILA CURRICULUM (Grade 1-9)

70% Taught in English	<p>ENGLISH</p> <ul style="list-style-type: none"> ◆ English ◆ Science ◆ Physical Education ◆ Art and Design Technology ◆ Computer Science 	30% Taught in Mandarin	<p>MANDARIN</p> <ul style="list-style-type: none"> ◆ Chinese Language, Calligraphy and Culture ◆ History ◆ Geographic ◆ Morality
----------------------------------	---	-----------------------------------	---

Senior Phase and Sixth Forms

After IGCSE, students move into the Sixth Form and prepare themselves for life at university. Taught in small classes, they complete a two-year A-Level programme regarded as the gold standard in the British education system and recognised worldwide.

The Sixth Form years are both challenging and exciting. Students have an opportunity to choose subjects they enjoy, studying these subjects to a depth which, in many cases, overlaps with university undergraduate content. Many students also complete an Extended Project Qualification (EPQ) which allows them to develop research skills and explore a topic of interest. Students also have an opportunity to contribute to the direction of the school by taking on key student leadership positions and enjoy growing independence.

Grade 10 (age fifteen)

Students learn through and study a range of **International General Certificate of Secondary Education (IGCSE)** courses. Highly regarded, IGCSE is an excellent and academically meticulous preparation for A-level. Students in Shenzhen and Nanning will take China's National Zhongkao examination, voluntary for students in other HILA campuses. The HILA curriculum and bilingual approach ensure students are well prepared for success.

Grade 11 – 12 (age sixteen to seventeen)

Students learn through and study a range of **International General Certificate of Secondary Education (IGCSE)** courses. Highly regarded, IGCSE is an excellent and academically meticulous preparation for A-level. Students in Shenzhen and Nanning will take China's National Zhongkao examination, voluntary for students in other HILA campuses. The HILA curriculum and bilingual approach ensure students are well prepared for success.







HARROW
LITTLE LIONS
EARLY YEARS CENTRE
哈罗小狮幼教中心

Harrow Little Lions Early Years Centres

Our Harrow Little Lions Early Years Centres offer a truly outstanding learning environment for children ages 2 to 6 years old.

Blending the Early Years Foundation Stage (EYFS) Curriculum of England and a strong Chinese language and culture component, children are inspired to develop creative thinking and teamwork through a dynamic, progressive curriculum that recognises the individuality of each learner.

It is at this stage too, within the pleasant and productive atmosphere of our Little Lions Centres, that the Harrow School's Values of Courage, Honour, Humility and Fellowship are introduced.



Four Key Elements of Learning

Adept: | in communication, in expression, in presentation

Balanced | emotionally, physically, intellectually

Confident | by being independent, by teamwork, by building friendships

Dynamic | through learning, through creativity and through innovation

Play to Learn

Set in state-of-the-art facilities, our child-centred approach ensures that every individual reaches their full potential. Children learn through structured 'play'; through carefully constructed experiences which expose them to new situations and new sensations.

Our curriculum is designed to maximise the benefits of this play-based approach. Emotional, social, and general cognitive skills are developed through different modes of guided play:



◆ Imaginative/role play

◆ Play which stretches a child's comfort zones

◆ Sensory play

◆ Physical/rough and tumble play

◆ Home play

In addition, seven areas of learning and development shape our educational programme:

1. Personal social and emotional development
2. Physical development
3. Communication and language
4. Literacy development
5. Mathematics
6. Understanding the world
7. Expressive arts and design



These seven areas are underpinned by three characteristics of effective learning: playing and exploring; active learning; and creating and thinking critically. Delivered thematically, topics are chosen which engage the children. There is also freedom for areas of interest to be expanded as children's curiosity is sparked.

Harrow Little Lions Early Years Centres provide children with an enjoyable and engaging start to their educational journey.

Schools Opened in 2020/2021 and New Schools to Open in 2021/2022

Harrow Shenzhen

Co-educational K12 international & bilingual day & boarding school



 No. of schools by license	3
 Total capacity of students	2,100
 Land use area	40,000 m ²
 Total GFA	139,240 m ²
 Founding Year	HIS : 2020 HILA : 2021

 www.harrowshenzhen.cn

 info@harrowshenzhen.cn

Located in the Qianhai Co-operation Zone, Harrow International School (HIS) and Harrow Innovation Leadership Academy (HILA) Shenzhen Qianhai covers an area of 139,240 sqm with a total capacity to accommodate 2,100 students.

The campus connects Harrow School's Values with Qianhai's spirit. As an inner-city site, the school has a lawn area where the main sports grounds and outdoor activity spaces are located, ensuring the whole campus will have a vibrant atmosphere. The British garden landscaping is inspired by the setting of Harrow School in London.

The campus is designed to support a holistic approach to education, with sports and leisure areas, library and break out spaces, and canteens and lecture halls, allowing students to flow easily between the various teaching and activities areas, in order to learn, collaborate and socialise freely.

Shenzhen is the youngest first-tier city in China with the average age of the population under thirty. Rated as having the best air quality of all first-tier cities in China, Shenzhen is home to many tech companies like Tencent, DJI, Huawei and ZTE. As part of the larger Pearl River Delta, Shenzhen is within an hour of Hong Kong (45 minutes to our HIS), Dongguan, Foshan, Guangzhou, Zhuhai and Macao.



Meet the Head Master,
David Shinkfield

Harrow Haikou

Co-educational K12 international & bilingual day & boarding school



HARROW
INTERNATIONAL
SCHOOL
哈罗国际学校
HAIKOU海口



HARROW
INNOVATION LEADERSHIP
ACADEMY
哈罗礼德学校
HAIKOU海口

 No. of schools by license		4
 Total capacity of students		1,700
 Land use area		96,673 m ²
 Total GFA		71,365 m ²
 Founding Year		2020

 www.harrowhaikou.cn

 info@harrowhaikou.cn

The Harrow International School and Harrow Innovation Leadership Academy in Haikou – Harrow Haikou, are key projects for the Hainan government as they transform Hainan into an international education hub. Harrow Haikou is the first world-renowned educational brand in the Province that represents an extraordinary step forward in bilingual and international education for boarding and day students in south-eastern China. The school will set a new benchmark for innovative, holistic and values driven education in the region.

Strategically located in Jiangdong District, Harrow Haikou will provide K-12 international and bilingual education for foreign and local day and boarding students with a maximum capacity of 1,800 students, including 220 boarders.

The campus covers an area of 96,673 sqm. The school's design fully embraces Harrow School, UK's requirement to put the students first when considering facilities. The site provides a vibrant and creative, natural atmosphere with garden landscapes partitioning high-tech shared spaces. A unique feature is the semi-open design of the school buildings, drawing on the architectural features of Haikou's traditional 'balconies', allowing for the range of space types across the site makes the school unique.



Meet the Head Mistress,
Kelly Wailes

Harrow Chongqing

Co-educational K12 internationalised bilingual day & boarding school



HARROW
INNOVATION LEADERSHIP
ACADEMY
哈罗礼德学校
CHONGQING 重庆

 No. of schools by license		3
 Total capacity of students		2,400
 Land use area		132,152 m ²
 Total GFA		88,019 m ²
 Founding Year		2020

 www.harrowchongqing.cn

 info@harrowchongqing.cn

The Harrow Innovation Leadership Academy (HILA) Chongqing is located in the Liangjiang New Area of Chongqing, providing world class K-12 bilingual education to students on an outstanding campus designed for both day students and boarders.

HILA Chongqing enjoys an area of 135,000 sqm. It can accommodate 2,400 students, including 540 boarders (from Grade 5 and above). The campus embraces the natural contours and vistas of the site to integrate nature into the daily experience of the students and staff. The architecture of the school's buildings echoes the original design of 'Harrow on the Hill', and their renowned buildings in north London, using contemporary design concepts to create a truly British 'Harrovian' environment, with an eye to the future.

The campus fully embraces Harrow School in the UK's requirement to put the students first when considering design, emphasising the relationships between people, buildings, the wider environment and space, carefully connecting these elements. The school's layout gives a sense of harmony, utilising green spaces to partition different functional areas, accentuating their uniqueness and creating the best possible learning environment for our students. We believe that HILA Chongqing will represent a benchmark for bilingual British education in the region, achieving a new standard for schools in the south-west of China.

Chongqing is the youngest municipality in China, its economic, financial, science and technology, shipping and trade logistics centres in the upper reaches of the Yangtze River. Chongqing's topography is dominated by hills and mountains, hence named as "Mountain City", covering an area of 84,000sqkm, with a population of 31.117 million.



Meet the Head Master,
Charles Grayhurst

Harrow Nanning

Co-educational K12 internationalised bilingual day & boarding school



HARROW
INNOVATION LEADERSHIP
ACADEMY
哈罗礼德学校
NANNING南宁

 No. of schools by license		3
 Total capacity of students		1,500
 Total GFA		66,000 m ²
 Founding Year		2020

 <https://www.harrownanning.cn>

 info@harrownanning.cn

Bringing world-class British education to Nanning, the opening of our Harrow Innovation Leadership Academy (HILA) is a significant milestone in the history of the Guangxi province. Offering a full K-12 international school experience, HILA Nanning's holistic education nurtures in our students a strong Chinese foundation with a global outlook through a unique bilingual curriculum that distilled the 450 years of educational excellence of Harrow School in the UK with the wisdom and traditions of Chinese culture.

Covering an area of 66,000 sqm, the campus is located in Yongning District, Nanning, Guangxi, the campus enjoys convenient transport links via nearby subway lines and major roads. The architecture of the school's buildings echoes the original design of 'Harrow on the Hill', and their renowned buildings in north London, using contemporary design concepts to create a truly British, though contemporary, 'Harrovian' environment.

HILA Nanning has capacity for 1,500 students, including boarding available to 265 students from Grade 4 and above. We believe that our Harrow Nanning will represent a benchmark for bilingual British education in the region, achieving a new standard for schools in the Guangxi province of China.

Nanning is the capital of Guangxi Zhuang Autonomous Region, the core city of Beibu Gulf city group, the central city of Beibu Gulf Economic Zone in China approved by the State Council, and the comprehensive transportation hub connecting the sea passage in Southwest China.



Meet the Head Master,
Harrow Little Lions
Jefferson Smith

Harrow Zhuhai Hengqin

Co-educational internationalised bilingual day & boarding school



	No. of schools by license	2
	Total capacity of students	1,200
	Land use area	47,416 m ²
	Total GFA	62,733 m ²
	Founding Year	March 2021

 www.harrowshuhai.cn

 info@harrowshuhai.cn

Bringing world-class bilingual education to Zhuhai, the opening of Harrow Innovation Leadership Academy Zhuhai (HILA Zhuhai) with full K-12 day schooling and boarding, represents a significant milestone for education in the Greater Bay Area.

HILA Zhuhai is situated in Hengqin, a prime location next to Novotown in the New District area while our Harrow Little Lions Early Years Centre catering kindergarten education is located in the popular residential area in Xiangzhou. The Hengqin campus covers 47,915 sqm and can accommodate 1,200 students, including 310 boarders from Grade 4 and above, whereas Harrow Little Lions in Xiangzhou covering 5,308 sqm, is the biggest early years centres among our schools' network to date.

Interactive outdoor learning spaces encourage students to engage with a natural educational environment. Facilities are linked by green pathways and a range of multipurpose spaces are distributed across the campus, supporting learner collaboration and a sense of community.

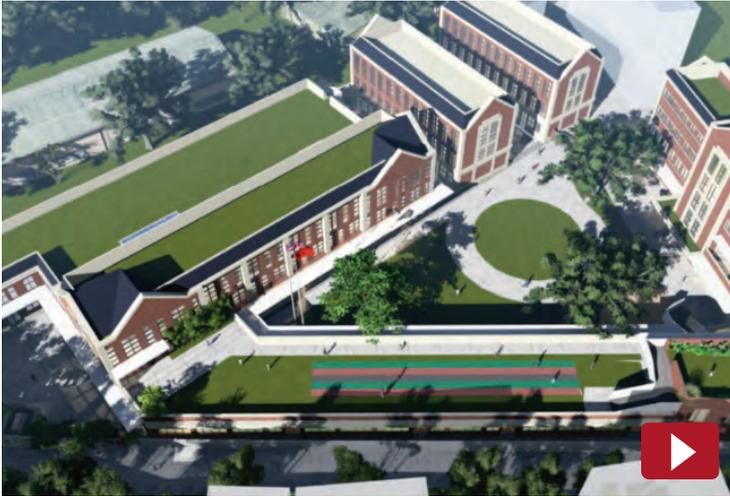
Zhuhai is full of green wide-open spaces and parks. The roads are wide and less busy than Shenzhen, giving a very different feel. The air is clean and its long beach front, lined with swaying palm trees, has made it a popular Chinese tourist destination. They also come to experience its 'colourful nightlife'. For leisurely walks, fresh air and a reprieve from first-tier city life, Zhuhai is well-known for its overall high quality of living.



Meet the Head Mistress,
Claire Adby

Harrow Early Years Centre Zhuhai Xiangzhou

Standalone early years centre in downtown



HARROW
LITTLE LIONS
EARLY YEARS CENTRE
哈罗小狮幼教中心
ZHUHAI XIANGZHOU珠海香洲

 No. of schools by license		2
 Total capacity of students		400
 Land use area		7,987 m ²
 Total GFA		5,308 m ²
 Founding Year		March 2021

 www.harrowhaikou.cn

 info@harrowhaikou.cn

Harrow Little Lions Xiangzhou

Harrow Little Lions Early Years Centre in Xiangzhou, Zhuhai is our largest early years centre so far in our network with a land use area of 5,308 sqm. It is a spacious campus that can accommodate 400 students to learn and grow. It provides world-class internationalised early years education to children aged 2 to 6 years old, blending the Early Years Foundation Stage (EYFS) Curriculum of England with a strong Chinese language and culture component.



Our Existing Schools

Harrow Bangkok

Co-educational K12 international day & boarding school



HARROW
INTERNATIONAL
SCHOOL
BANGKOK

	No. of schools by license	1
	Total capacity of students	1,700
	Land use area	139,528 m ²
	Total GFA	65,278 m ²
	Founding Year	1998

 www.harrowschool.ac.th

 enquiry@harrowschool.ac.th

Harrow Beijing

Co-educational K12 international day school



HARROW
INTERNATIONAL
SCHOOL
哈罗国际学校
BEIJING北京

	No. of schools by license	4
	Total capacity of students	1,500
	Land use area	66,667 m ²
	Total GFA	46,000 m ²
	Founding Year	2005

 www.harrowbeijing.cn

 admissions@harrowbeijing.cn

Harrow Hong Kong

Co-educational K12 international day & boarding school



HARROW
INTERNATIONAL
SCHOOL
HONG KONG

 No. of schools by license	1
 Total capacity of students	1,500
 Land use area	37,984 m ²
 Total GFA	55,783 m ²
 Founding Year	2012

 www.harrowschool.hk

 info@harrowschool.hk

Harrow Shanghai

Co-educational K12 international day school



HARROW
INTERNATIONAL
SCHOOL
哈罗国际学校
SHANGHAI 上海

 No. of schools by license	1
 Total capacity of students	1,500
 Land use area	25,030 m ²
 Total GFA	37,519 m ²
 Founding Year	2016

 www.harrowshanghai.cn

 info@harrowshanghai.cn

Our Holistic Education

The Harrow-branded education is holistic. Our students are well-rounded and confident, active and engaged – in the classroom and beyond. Our extensive Co-Curricular programme broadens horizons, instils a sense of adventure, and fosters leadership, teamwork and resilience. The possibilities for learning are endless.

Our **Harrow Sport** programme gives students the opportunity to test and extend themselves. By representing the school across a range of sports and physical activities, students develop courage and resilience – learning to become team players. Developing a lifelong love of movement, students enjoy better physical, emotional and mental health.

The **Harrow Talent** programme challenges students to extend their comfort zones. Through the expressive arts, through debating, and through public speaking, students build self-confidence, creativity, courage and humility.



Our **Super Curriculum** provides students with a wide range of diverse outdoor education experiences, all in safe, if sometimes challenging, environments. From the first night away from home in Grade 1, to life-changing experiences skiing in Europe or exploring the history of Russia in Grade 12, expeditions allow students see the world, and themselves, in new lights.

The **Harrow Service** programme is a fundamental aspect of a Harrow education. In keeping with our mission, every student, even the very youngest, is provided with opportunities to make a positive contribution to the community. We understand that with privilege comes responsibility; we must be socially, courageously and empathetically concerned for others.

Our **boarding** community supports the development of age-appropriate independence, fostering lifelong friendships and fellowship.

This holistic approach ensures that academic excellence is supported by an extensive range of activities, societies, events, and service to the community. Students develop the strength of character to excel in a dynamically evolving world, preparing them for a high-achieving and successful futures.





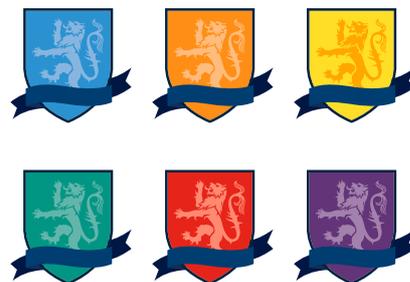
Our House System

Modelled on the best practices of Harrow School in the UK, from Pre Prep Phase (age 5), every student belongs to a House. Each House has its own distinctive name, a House colour, House flags and House Mistress or Master.

The House offers students a smaller, closer community within the school, broadening the range of activities and support available. House events include: Sports Days, Charity Events, Dance and Music Competitions and various Sports Competitions. In these numerous activities, community pride finds expression in a healthy competitive spirit.

A key strength of the House system is the vertical integration of different aged pupils. This creates a 'family' unit within which responsibilities are assigned to older students to care for and support their younger peers.

The House system is the most distinctive characteristic of a Harrow-branded education and is central to the school's culture and success. The development of House communities is characterised by strong bonds and support networks within each House. The House Master or Mistress and Form Tutor knows each member of the House extremely well, allowing for close monitoring of academic performance as well as pastoral support. Therefore, if and when there is a problem the student will swiftly receive well judged, individualised and effective support to get back on track.



Our Boarding Community

Being a Boarder is the most authentic way to experience our holistic education; after all, Harrow School in the UK has been offering a boarding-only education for many decades.

Boarders benefit from being part of a community, from learning to live alongside others, and from having world-class facilities right on their doorstep.

All boarders can choose from a range of additional sporting, academic, creative and wellbeing activities. These sessions provide boarders with further opportunities to access the school's facilities, develop new and existing skills, support their mental health, and interact with peers from other Houses – all the while being continually supported by Harrow faculty members.

Uniquely for boarding students, we run additional supervised study sessions and provide focused academic support. Our younger students are offered language and Mathematics support, our older students can request tuition in any of their IGCSE or A Level subjects. In all cases, fully qualified Harrow teaching staff provide the additional lessons – all included within the Boarding fee.

Being a Boarder is the best way to become a true Harrovian.

As a teacher taking a role in the boarding house as a boarding parent, housemistress, housemaster or tutor is extremely rewarding, contributing to boarding house life and the boarding students experience brings a sense of community and belonging that will stay with you throughout your career.





Personalised Support, Pastoral Care

We recognise that every child is unique, with individual needs and requirements.

Through our pastoral systems, we offer each student personalised care, support and guidance. Small class sizes and the House system ensure that every student is known by name, and the teachers understand the students' strengths and areas for improvement.

This personalised pastoral support is centred on the 'home room' in the Lower School and the 'House' in The Upper School.

This personal attention ensures that we also know about the student's life outside of school: we celebrate their successes, we are supportive and effective when there are difficulties and we are expert and prepared for life's challenges. Creating strong bonds with students and being part of their journey through school life brings a real sense of making a difference to a student's life and achievement to teachers at Harrow schools.

Pastoral care underpins our students' entire experience of Harrow and results in safe, academically successful and fulfilled students. We work closely with parents and carers to support every child on their journey to successful adulthood.

The Heritage of the Harrow School in the UK



450 years of World Leaders and Nobel Laureates

Harrow School in the UK was founded in 1572 under a Royal Charter granted by Queen Elizabeth I. Over the more than four centuries since its inception it has developed into one of the world's most successful private schools, known for its traditions, academic rigour, holistic education and commitment to service learning.

Harrow School in the UK has educated renowned world leaders and other influencers including Sir Winston Churchill, “the Greatest Britain”, Jawaharlal Nehru, the first and longest serving Prime Minister of independent India, the poet Lord Byron and numerous Nobel laureates, political leaders and trail blazers. It is these illustrious Old Harrovian “Greats of Old” and the values they cherished – Courage, Honour, Humility and Fellowship – that have established the school's global reputation and shaped the school as it is today.



George Gordon Byron



Winston Churchill



Jawaharlal Nehru



Lord Rayleigh

A Partnership with Purpose

The relationship between Harrow School in the UK and the network of schools in Asia is a genuine and purposeful collaboration. We are both supported and held to account by Harrow School in the UK. Governors from UK visit each of our schools regularly to conduct quality assurance. This oversight is rigorous – our schools are held to the same high standards as those of Harrow School in the UK.

This demanding educational standards framework is underpinned by strong support structures across our schools in the network. There are regular, practical opportunities for the sharing and transfer of best educational techniques between the schools. Our teachers are recruited at a very high standard; however, professional development is continuous and is an expectation. Our students benefit exchange opportunities with Harrow School in the UK and the other schools across our family of schools. The virtual collaborations and competitions held online resulting in our students being fully aware that they are members of a global Harrovian community.



Education teams from UK and China meet at Harrow School in the UK, to build our unique bilingual curriculum.



The Head Master of Harrow School in the UK, Alastair Land, with the Harrow International team.



A 'meeting of minds': Harrow School in the UK and Harrow International educators sharing best practice

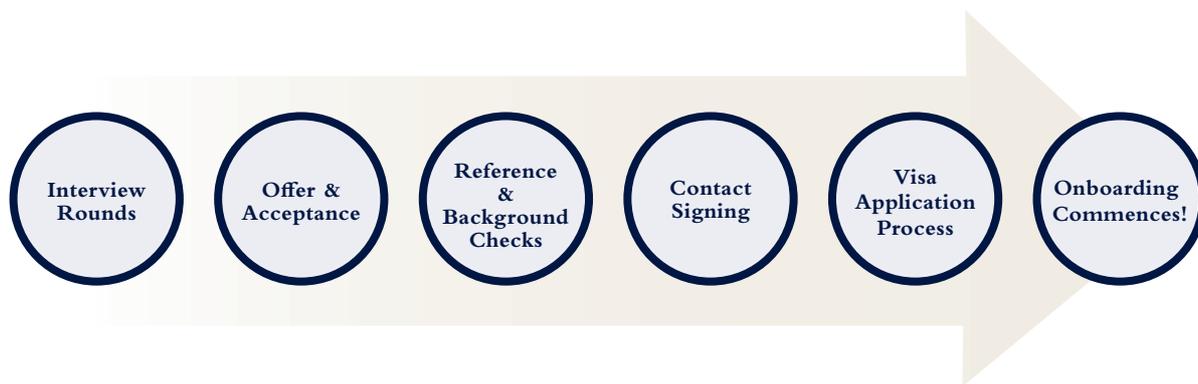
Our Commitment to Educational Excellence

We only Recruit the Best

We have a worldwide reputation for the high-quality education, teacher engagement, student attainment and parental satisfaction. We maintain, these standards by recruiting only the very best teachers and school leaders. All our educationalists are highly qualified, many holding advanced degrees and other additional certifications.

As a renowned family of schools, we are privileged to be able to select from a pool of exceptionally talented teachers who want to provide world-class education. Where possible, our teachers are interviewed at Harrow School in the UK where they have a positive first experience of the Harrow family. A rigorous recruitment process is followed, with only the very best candidates to become members of our growing family.

Our Human Resources departments have a wealth of experience in onboarding expatriates to their new location. Ensuring the process is smooth and your journey to your new school is first class.



What Sets Us Apart

To deliver world class education, educators and staff possess sustainable high quality and commitment to nurture the next generation with educational excellence for life and leadership. Like Harrow School in the UK with 450 years of education excellence, our educators are highly professional, provide high quality teaching and committed to student welfare.

Our Quality Teaching Staff

For new teaching staff, we usually confirm our offers at least 9 months before their appointment to allow enough time for them to start working on the course work and learn and apply UK's pedagogy in their teaching, under the supervision from the Senior Leadership Team who have experience teaching at a Harrow-branded school. With high levels of teacher retention, strong investment in talent management and nurturing of internal leadership capacity, our family is now well placed to expand further, drawing on its internal resources.

Our High Potential Students Achieving Academic Excellence

Over the years we have built an exceptional track record of successes in university placement, based on outstanding grades and bespoke counselling support. We ensure that all students achieve their academic potential, plus develop the personal attributes and build the experiences that improve their university and career opportunities. Each year many students graduate from our schools to take up places at Oxford, Cambridge and Ivy League universities, as well as the best universities in Asia.



University Destinations 2019

The United Kingdom	Northern America	Pan Asia And China
<ul style="list-style-type: none"> ◆ University of Cambridge ◆ University of Oxford ◆ Imperial College London ◆ London School of Economics ◆ University College London ◆ University of Edinburgh ◆ University of St Andrews ◆ University of Warwick ◆ University of Nottingham ◆ Central Saint Martins 	<ul style="list-style-type: none"> ◆ Cornell University ◆ Boston University ◆ Carnegie Mellon University ◆ University of California, Santa Barbara ◆ Michigan State University ◆ New York University ◆ The University of British Columbia ◆ University of Toronto ◆ Berklee College of Music 	<ul style="list-style-type: none"> ◆ Peking University ◆ Tsinghua University ◆ University of Hong Kong ◆ Chinese University of Hong Kong ◆ Hong Kong University of Science and Technology ◆ University of Sydney ◆ Kyoto University ◆ Waseda University

Our World Class Facilities

Our schools provide safe, world-class learning environments, expertly designed and based on the heritage of the Harrow School in the UK and the latest educational and technological thinking.

You will be teaching and supporting students in spacious classrooms with pleasant circulation spaces, extensive sports facilities, creative arts spaces, safe personal areas and attractive, inviting campus environments.



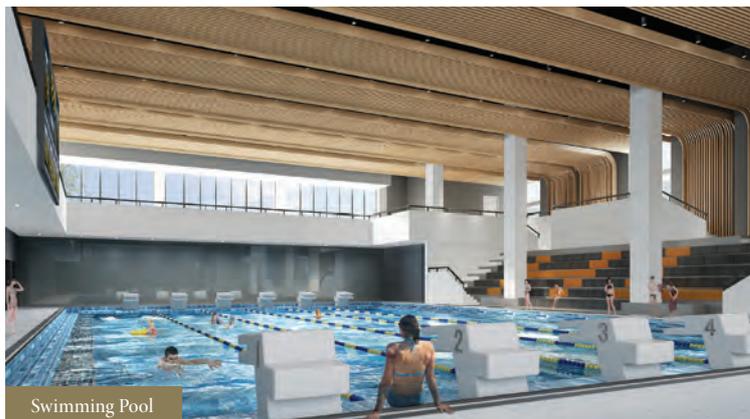
Auditorium



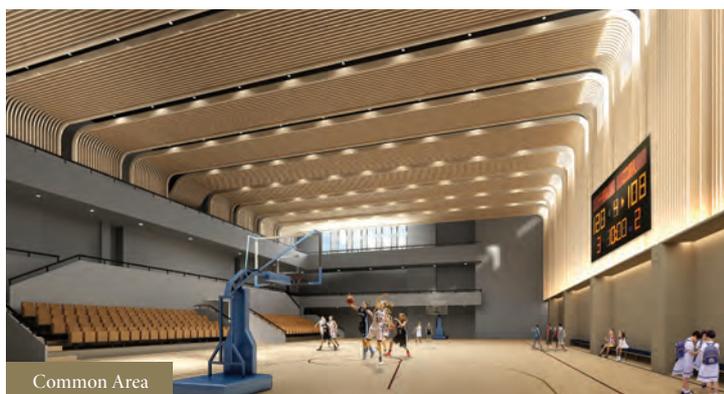
Early Years Classroom



Music Room



Swimming Pool



Common Area



Museum

Support and Professional Development

One of the benefits to working in a group of schools is the ability to share best practice and draw from the talented personnel across Harrow schools, HarrowNet has been established to link the leaders of all key departments academic and non-academic within the group including Harrow London. Meeting once a term the Heads of each department share their current experiences, projects they are working on and resources to enable them to enhance their practices further.

Continuous Development Opportunities – The Harrow Academy

To ensure that our already excellent teachers remain up to date with the very latest educational advances, our Harrow Academy provides extensive opportunities for professional development. Structured pathways allow teachers to develop and enhance their practice, becoming ever more expert in key aspects of education. This knowledge is then shared across the Harrow Family through on-line and face to face learning. For teachers aspiring to leadership, structured pathways allow them to develop their skills and qualifications to advance your careers, hopefully within the Group.

Opportunities for Career Development

We strategically plan to mobilise experienced teachers from existing Harrow family schools to work in our new schools, especially in taking up leadership roles so that they can lead their new communities in the Harrow way of teaching. For example, the Head Master of our new school Harrow International School Shenzhen Qianhai, was Head Master of Harrow International Beijing; and the Head Mistress of Harrow International Haikou, was the Deputy Head Mistress of Harrow International School Shanghai. Professional development links are already flourishing and there are established pathways for career progression with the family.



Teacher from Harrow Hong Kong



Teacher from Harrow Bangkok

Join the Harrow Family

Desirable Teacher Characteristics

In the spirit of our motto and values, all teachers are expected to enthusiastically embrace the following:

- 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;
- Servant leadership – treating all members of our community with respect, listening and responding to their needs and giving them a sense of being cared for and valued;
- Collaborative leadership – seeking out and considering the opinions of others and effectively mentoring those for whom one is responsible
- A commitment to develop as a professional and a person;
- A willingness to make difficult decisions with transparency and accountability;
- Determined pursuit of the ethos and strategic goals of the school.



What We Are Looking For

We are seeking teachers who genuinely love working with young people and care about their attainment, who go out of their way to spend time with children and who will 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 teachers will have a passion for the craft of teaching. They are reflective and are risk takers, willing to try new ideas if they think it will benefit their students.

Many of our teachers have an understanding of the independent and / or international sectors and have been involved in boarding schools, though these are not prerequisites.

We are looking for experienced, dynamic teachers who believe in an education that ensures each child reaches their academic potential through outstanding teaching and individualized pastoral support, a widely enriched school life and learning through service, and who passionately want to be part of it.

Compensation and Benefits

- Competitive salary and bonus scheme
- Tuition Waiver
- Flight and Relocation allowance
- Onsite housing or housing allowance
- World wide Health Insurance
- Continual Professional Development



How to apply

All vacancies for our schools can be found on our recruitment portal.

<https://www.recruittoharrowis.com>



Follow us on

LinkedIn

Harrow International - AISL

<https://www.linkedin.com/company/harrow-international-aisl>

About Us

Asia International School Limited is a leading provider of world-class K12 education in Asia. Through our wholly owned subsidiary Harrow International Management Services Limited and affiliates, we operate Harrow International Schools, Harrow Innovation Leadership Academies and Harrow Little Lions Early Years Centres.

In the academic year of 2020/2021, the Group is operating approximately 24 Harrow-branded schools and early years centres in Asia including Thailand, China and Hong Kong SAR.

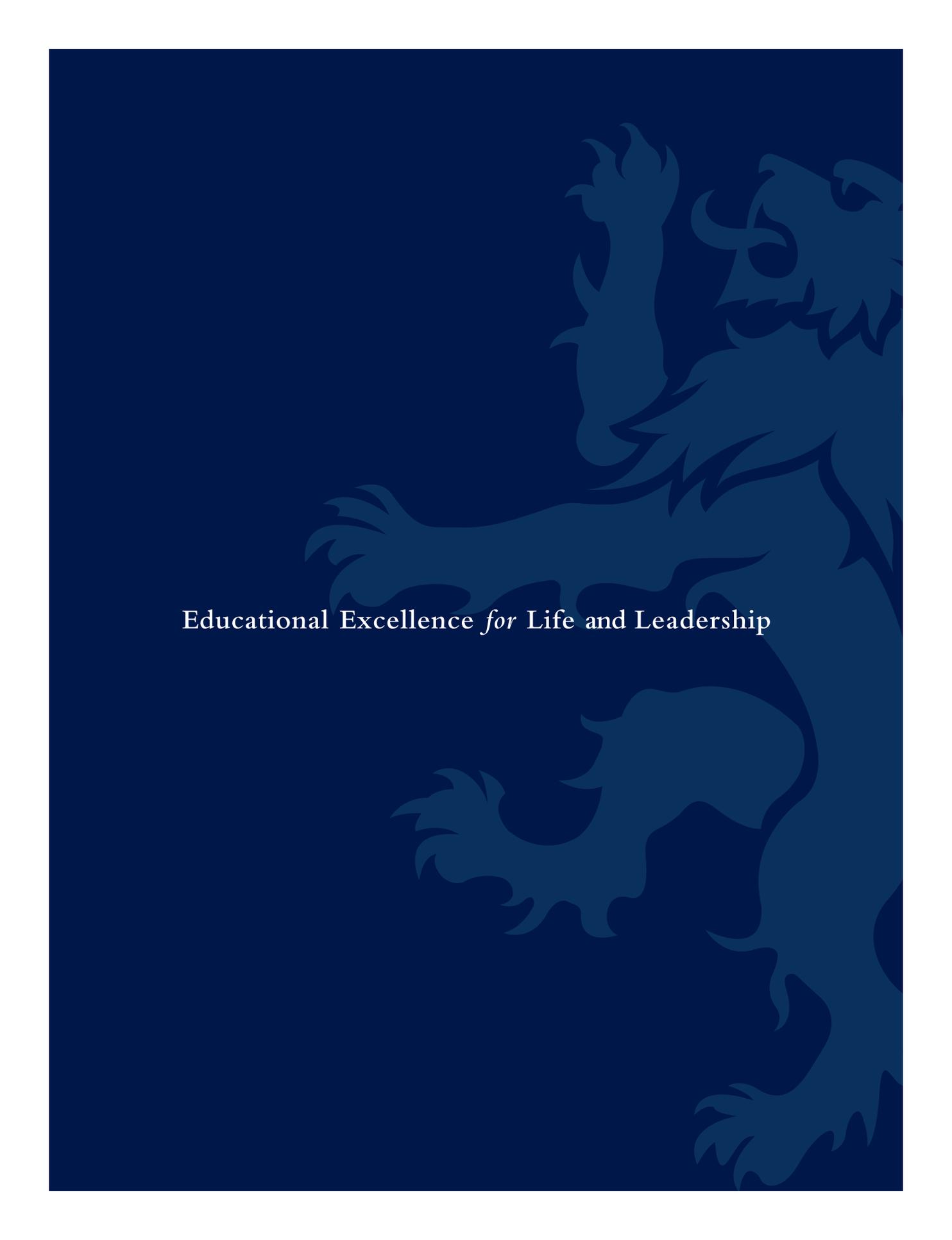


Asia International School Limited

35/E, Office Tower,
Convention Plaza, 1 Harbour Road,
Wan Chai, Hong Kong SAR
www.harrowschools.com

Follow us





Educational Excellence *for* Life and Leadership