



HARROW
INNOVATION LEADERSHIP
ACADEMY
哈罗礼德学校
HAIKOU 海口

INFORMATION FOR PROSPECTIVE CANDIDATES



Thank you for your interest in Harrow Haikou.

We hope you find the following information helpful and look forward to receiving your application.

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The Leading Provider of World Class British international Education



Building on Harrow School's 450-year legacy of educational excellence, Asia International School Limited (AISL) has over 20 years of experience, operating Harrow international schools in Bangkok (1998), Beijing (2005), Hong Kong (2012) and Shanghai (2016).

AISL is the holding company of Harrow International Schools (HISs), Harrow Innovation Leadership Academies (HILAs) and Harrow Little Lions Childhood Development Centres (HLLs).

From 2020, HILAs will commence operations in several tier-one and tier-two cities in China, providing an outstanding K-12 bilingual and holistic education to local students, assuring a successful pathway to the world's top universities.

We currently operate two HLLs, in Shanghai, adjacent to our HIS, and in Chongqing. There are advanced plans to open several more in the near future.

Harrow – 450 Years of Heritage

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



Harrow has educated renowned world leaders including Sir Winston Churchill, 'the Greatest Britain', Jawaharlal Nehru, the first Prime Minister of independent India, the poet Lord Byron and numerous Nobel laureates. It is these illustrious Old Harrovian's and the values they cherished - courage, honour, humility and fellowship – that have established Harrow School's global reputation and shaped the celebrated institution it is today.

HARROW INTERNATIONAL SCHOOL & INNOVATION LEADERSHIP ACADEMY (HAIKOU)

Harrow International School (HIS) and Harrow Innovation Leadership Academy (HILA) Haikou is a key project for the Hainan government as they transform Haikou into an international education hub. Harrow Haikou is the first world-renowned educational brand in the Province and will transform concepts of high quality education across the region.



Strategically located in Jiangdong District at the north of Jiangdong Avenue and south side of Linhai Third Road, Harrow Haikou will provide K-12 international and bilingual education for foreign and local day and boarding students. Both schools are planned to open in September 2020 with a maximum capacity of 1,800 students. The first phase of student admission will target children age 2 –13 (kindergarten to Year 9/ Grade 8).

Central to our educational ethos is a commitment to foster the values of ‘Courage’, ‘Honour’, ‘Humility’ and ‘Fellowship’ in our students. Beyond outstanding academic outcomes, Harrow’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 with the wisdom and traditions of Chinese culture.

Our Haikou campus covers an area of 96,673 m², with a total internal floor area of 71,167 m². The school is designed by world-renowned architecture firm Aedas and Harrow’s specialists, introducing a fresh, modern approach to the traditional British architecture originated from ‘Harrow on the Hill’, with their renowned buildings in north London, using contemporary design concepts to create a truly British, ‘Harrowian’ environment, with an eye to the future.

The school’s design fully embraces Harrow’s requirement to put the students first when considering facilities. The site provides a vibrant and creative atmosphere with garden landscapes partitioning shared areas. The generous space of the campus allows the students to explore their learning in a safe and clean outdoor environment, both within and extra to the curriculum. The semi-open design of the school buildings draws on the architectural features of Haikou’s traditional ‘balconies’, allowing for the range of space types across the site makes the school unique.

Harrow Haikou 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, values driven holistic education in the region.

MESSAGE FROM THE HEAD MISTRESS



Harrow Haikou is one of the new schools within the Harrow group bringing the rich traditions and history of Harrow London into a new, vibrant and culturally rich Chinese context.

Our vision is to provide a high-quality education which blends British and Chinese educational philosophies and curricular whilst developing the next generation of 'Leaders for a better world'.

We understand that the best schools give their pupils *roots and wings* to be successful both academically and personally. Roots to know where home is and wings to fly away and use what they have learned. At Harrow Haikou, our pupils' *roots* will be in the Chinese and British cultures, history, traditions and language brought together in a way that is uniquely 'Harrow'. Our pupils' *wings* are both the unique Harrow educational experience and the leadership skills they will develop to help them serve the global community.

As a founding school, we seek qualified staff who are passionate about education and who have a 'can-do' attitude. Teachers who are determined and go above and beyond to support the pupils in their academic and personal development. Teachers who are dedicated to delivering rich and varied curricular and co-curricular programmes and who are committed to close personal tutoring. We seek teachers who understand the importance of challenging each child to be the best they can be, who value new ideas and who encourage the development of skills needed for pupils to become creative, innovative, compassionate and confident adults.

As a Harrow teacher, you will be provided with industry-leading benefits not only in package and salary, but also in the excellent facilities provided on our outstanding new campus, in our comprehensive continuous professional development programme and in working collaboratively within the prestigious Harrow family of schools. Working for Harrow Haikou will provide each faculty member with not only a sense of professional achievement, but also a chance to work and live in an exciting new environment.

Living abroad, working in a new school and experiencing new challenges requires resilience and determination. If you are willing to go the 'extra mile' to support the school to thrive and to become a *happy, proud and vibrant* community where young Harrovians learn and develop, then I encourage you to apply.

Kelly Wailes
Head Mistress

HARROW INTERNATIONAL SCHOOLS

Leadership for a better world

The motto of the Harrow International Schools is '*Leadership for a better world*', a phrase that draws on the traditions of the Greats of Old who have benefitted from a Harrow Education over the years and centuries.

Successful leadership requires the desire, skills and resilience to make a difference; whether leading from the front or influencing from within as an effective team player.

In educating 'Leaders for a better world' we work with our young people to develop six attributes as habits of behaviour:

- Contributing positively to community
- Applying knowledge with compassion
- Solving problems collaboratively
- Solving problems creatively
- Making just choices
- Facing challenges with determination

It is the intention of the Harrow International Schools to reinforce these behaviours throughout the school life of our students in a number of ways.

Academic Progression



Early Years (PK, K1, K2, K3 (Y1))

Our Early Years 'Little Lions' settings encourage pupils to be happy, independent and motivated. The teachers plan for learning using the Early Years Foundation Stage learning outcomes of England. Additional to their home room lessons, our children enjoy specialist sessions in Physical Education (PE), Music, Computing and Chinese.

Pre-Prep Phase (Years 2-5)

Within this phase teachers provide learning using the Chinese National Curriculum (CNC) as planned from our HILA Curriculum documentation, whilst continuing to focus on essential literacy, numeracy and digital skills. Great emphasis is placed on the enjoyment of books and the teaching of writing. As they progress through the phase, students are introduced to a greater range of specialist subjects including Art, Chinese Studies and Science.



Prep Phase (Years 6-8)

Continuing the learning progression within the CNC and our HILA Curriculum, and drawing upon the best practice of British Preparatory Schools, our Prep Phase is a blend of specialist-taught core subjects such as English, Mathematics, Science, Computing and Mandarin alongside a varied curriculum including Art, History, Geography, Music, PE and Sports. Prep provides an important bridge between the security of the primary classroom and the greater independence needed for the specialist teaching of Seniors. In Year 8 teachers increasingly start to focus on IGCSE courses in the core subjects of English, Mathematics and Science.



The Senior School (Years 9-13)

Year 9 builds on the skills and content students have developed in the Prep Phase, equipping them for success in the Chinese public examinations (sat in Year 10). This preparation is supplemented through IGCSE courses in a range of subjects with examinations taking place in Year 11, hopefully, enabling access to the Sixth Form.

In Year 12, students move into the Sixth Form and start to prepare themselves for university life through higher academic endeavour, increased specialism and growing independence. They will complete a two-year A-Level programme regarded as the gold standard in the British education system and recognised worldwide, not solely by UK universities. Within the Sixth Form, strong working relationships with teachers, enhanced by smaller class sizes, help improve the students' depth of knowledge and boost their passion for their subject.

The vast majority of Harrow students successfully enrol at their university of choice, closely supported by experienced specialist careers counsellors. Our higher education destinations are impressive and include high ranking universities such as Oxford, Cambridge, Stanford and Yale. That said, the most important outcome is success and fulfilment at the university of choice, regardless of status.



Sports, Drama, Music, Arts

Harrow International Schools offer an extraordinarily diverse range of competitive opportunities in team games, endurance sports, and other physical endeavours. Our drama enrichment programme teaches students performance skills and various aspects of production. Every student will learn at least one musical instrument taught in dedicated practice rooms where students can join a variety of instrumental and vocal ensembles. Visual art is also an integral part of our education. Students will explore a wide range of arts media and techniques, learn to use art as a vehicle for expression and a means to understand themselves and the world around them.



Boarding

Our carefully designed boarding houses provide the 'full Harrow experience': 24/7 engagement in school, resulting in more individualised academic and pastoral support and deep friendships. The networks Harrow students develop last a lifetime and span the globe. Our boarders swiftly grow in independence and, for EAL learners, quickly develop their English language skills.

LEADERSHIP VALUES

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

1. The school community – being involved in the full life of the school and facilitating opportunities to give all stakeholders a sense of belonging and purpose.
2. Servant leadership – treating all members of the community with respect, listening to them and giving them a sense of being cared for and valued.

3. Collaborative leadership – seeking and considering the opinions of others and effectively mentoring those for whom one is responsible.
4. A commitment to develop interpersonal skills.
5. A willingness to make difficult decisions with transparency and accountability.
6. Determined pursuit of the ethos and strategic goals of our school.

THE BENEFITS OF WORKING WITH THE HARROW FAMILY IN ASIA

The Harrow family is dynamic. We have been operating international schools for over 20 years and are one of the longest established UK independent school groups operating in Asia. We have taken our time to be ready for further expansion. Our evolution has been cautious and successful.

With high levels of teacher retention, strong investment in talent management and a commitment to the development of leadership capacity, our family is now well placed to expand further. Teachers joining us will benefit from the capabilities already available within our schools whilst, at the same time, bringing fresh ideas and expertise from previous professional lives.

Becoming part of the Harrow family offers real benefits for teachers. Professional development links are flourishing and there are established pathways for career progression within the family.

Binding Links

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

Each Harrow Agreement has important appendices that define the accountabilities for the operation of the individual school. AISL is the operating company for the Harrow International Schools, providing strategic oversight, co-ordination and quality assurance for the existing schools and establishing new Harrow International and bilingual schools.

Functional Ties

There is significant interaction between the schools within the Harrow family; for instance:

1. Old Harrovians sit on the Governing Boards of all our schools.
2. At one time a former Head of one of the Harrow Foundation's London institutions, The John Lyon School, was Head of Harrow Bangkok.
3. A former Deputy Head of Harrow School (London), was the founding Head of Harrow Hong Kong and returned to London as Head Master of Harrow School (London).
4. A Master (Beak) taught mathematics at Harrow School for 16 years before going on to teach at all but one of the Harrow International Schools.
5. Graduating students from both Harrow School and The John Lyon School have worked in Harrow international schools as gap students.
6. At Speech Day each year, teachers win travel awards and may travel to Harrow School for a week to experience 'the mother ship'.
7. A Year 9 student exchange takes place between Harrow International schools.

8. Selected students from all schools in the family attend Harrow School's, 'Family Fifth Form Conference' each June; there is also an annual Family Ski Camp.
9. There are several annual inter-Harrow school student competitions (e.g. Coding, Mathematics, Swimming).
10. All newly appointed international Heads of School are inducted at Harrow School.
11. AISL senior management and all Harrow International school Head's work closely with the Harrow Foundation (London) throughout the year.
12. Several managers in schools in our family will move to senior management posts in our new schools in the summer of 2020, including the founding Heads of Harrow Shenzhen and Harrow Haikou.

OTHER SCHOOLS IN THE HARROW ASIA FAMILY

Harrow Bangkok



Harrow Bangkok was the first Harrow International School, established in 1998. The school is situated on a spacious garden campus beside Harrow Lake, on the northern outskirts of the city. The campus boasts world class facilities for the day school, boarding, sport and creative and performing arts. Currently, Harrow Bangkok has over 1,600 students from Early Years to Year 13 from over 35 different nationalities including British, Thai, Chinese, Japanese.

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Harrow Beijing

Founded in 2005, building on the proven success of Harrow Bangkok, Harrow Beijing initially opened as a Secondary school with a clear brief to provide high-quality British based education and preparation for leading universities around the world.

In 2008, after four years of Harrow education, forty-seven students graduated, securing places in a range of strong universities in Britain, America, Canada and Australia. Satisfied that the founding mandate had been fulfilled and with the secondary school almost full, in August 2008 a Lower School site was opened.

In March 2013 a brand new, spacious, purpose-built site was opened, with outstanding facilities, including boarding.



Harrow Hong Kong

Harrow opened in Hong Kong in September 2012 on a spectacular site overlooking the Gold Coast of the New Territories. Harrow Hong Kong was the first day/boarding international school in Hong Kong to offer extensive facilities in an iconic setting.

Almost half of the students in the Upper School are weekly boarders. The school's roll is currently 1,300. The school has swiftly achieved outstanding academic success and provides a world class education and strong success in university placements.



Harrow Shanghai

Harrow Shanghai opened in August 2016 making it the most recent addition to the Harrow family. The school offers day and boarding education for students aged 2-18. Pre-Nursery to Year 10 opened in August 2016 on the newly-developed Sunland project in the Waigaoqiao Free Trade Zone, thirty minutes from the centre of Shanghai.

In August 2017 we expanded to Sixth Form with the establishment of Year.



WHAT WE ARE LOOKING FOR

We are seeking teachers who genuinely love working with young people, who care about their attainment, who sincerely want 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 Harrow Haikou 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. They have all-round abilities and interests that support excellence both in the classroom and our Leadership and Service (extra-curricular) programmes. They will be confident users of digital technologies.

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 individualised pastoral support, a widely enriched school life and learning through service – and, in particular, teachers who passionately want to work and live in this kind of environment.

LIVING AND WORKING IN HAIKOU

We hope you find the following guidance useful in gaining a better understanding of life in Haikou. As this is a founding school, we aim to evolve information as we become established and more attuned to the specific interests of Harrow Haikou staff. We are extremely excited by the potential that Harrow Haikou has, enhanced by its excellent location.

Haikou, the nickname "Ye Cheng", provincial capital of Hainan province, the national strategic pivot city "area", China (Hainan) free trade area core city, located in the north of Hainan island, it is the political, economic, technological and cultural centre of Hainan province and the largest transportation hub. Haikou is in the tropical, tropical resources present diversity, is a rich coastal natural scenery southern coastal city. Since the opening of the port in the Northern Song dynasty, it has a history of more than one thousand years. Haikou was founded on December 9, 1926. On April 13, 1988, Haikou became the provincial capital of Hainan province. Haikou is composed of the main island Hainan island (part), the outlying island Haitian island and Xingu island. The total area of Haikou is 3,145.93 square kilometres, among which the land area is 2,284.49 square kilometres and the sea area is 861.44 square kilometres.

1. Cost of living

Transportation

SERVICE	AVERAGE PRICE
Taxi Fare (Minimum Fare, First 3 Km)	10.00 CNY
Taxi Fare (Fare per Km)	2.10 CNY
Taxi Fare (Night Fare per Km)	2.52 CNY
Bus Ticket (Minimum Fare)	1.00 CNY
Taxi to Airport (from City Centre)	60.00 CNY
Bus to Airport (Airport Express)	15.00 CNY
Bike (Purchase)	763.80 CNY
Electric Motorbike (Purchase)	2,290.00 CNY

Monthly bills

SERVICE	AVERAGE PRICE
Internet Home Connection (China Mobile, 100 Mb/s, 1 Year)	960.00 CNY
Smartphone Plan (China Mobile, 700 Mb)	58.00 CNY
Smartphone Price per Minute (China Mobile, 700 Mb Plan)	0.19 CNY
Electricity, Water, Gas, Heating (1 Person)	332.61 CNY
VPN Service (For a Yearly Subscription)	51.20 CNY

Monthly rent

SERVICE	AVERAGE PRICE
Studio, City Centre	3,400.00 CNY
Room in Shared Apartment, City Centre	2,122.22 CNY
3 Rooms Apartment, City Centre	8,000.00 CNY
Studio, Far from City Centre	1,800.00 CNY
Room in Shared Apartment, Far from City Centre	1,200.00 CNY
3 Rooms Apartment, Far from City Centre	3,800.00 CNY

Sports and entertainment

SERVICE	AVERAGE PRICE
Massage in a Luxury Spa	317.14 CNY
Massage in a Small Spa	156.33 CNY
Gym Monthly Fee	362.00 CNY
Cinema (International Release)	84.44 CNY

Restaurants, Bars and nightclubs

SERVICE	AVERAGE PRICE
Meal Inexpensive Restaurant	48.91 CNY
Meal Expensive Chinese Restaurant	172.27 CNY
Meal Expat Restaurant	249.55 CNY
Meal at McDonalds	42.22 CNY
Domestic Beer in a "Student" Bar	13.25 CNY
Imported Beer in a Night Club / High End Venue	52.00 CNY
Cocktail in a Night Club / High End Venue	74.67 CNY
Cup of Coffee	28.68 CNY

Markets

ITEM	AVERAGE PRICE
Regular Milk (1 Litre)	14.22 CNY
Baguette	13.00 CNY
White Rice (500 g)	5.78 CNY
Eggs (6)	12.20 CNY
Chicken Breasts (500 g)	18.60 CNY
Apples (500 g)	9.14 CNY
Oranges (500 g)	9.36 CNY
Tomatoes (500 g)	7.00 CNY
Potatoes (500 g)	5.73 CNY
Lettuce (1 Head)	2.94 CNY
Water (Bottle of 1.5 Litre)	3.79 CNY

ITEM	AVERAGE PRICE
Bottle of Wine (Mid-Range)	106.60 CNY
Domestic Beer (Bottle of 0.66 Litre)	4.66 CNY
Imported Beer (Bottle of 0.33 Litre)	13.88 CN

Clothing

ITEM	AVERAGE PRICE
Jeans (Levi's or similar)	598.89 CNY
Summer Dress (H&M or similar)	231.17 CNY
Sport Shoes (Nike or similar)	569.82 CNY
Leather Shoes	643.55 CNY

2. The transport system

Haikou airport

The Haikou Meilan International Airport is Located 18 kilometres southeast of Haikou city, Hainan province, China, it is a class 4E civil transport airport and one of the important trunk airports in China.. The easiest way to get there is to take taxi to get to the airport.

This [webpage](#) gives some useful advice on booking flights in China.

Train stations in Haikou

In Haikou there are three principle train stations:

Haikou Railway Station

Haikou Railway Station locates in Xiuying District, Haikou city, Hainan province, China. It is a second-class passenger and cargo Station under the jurisdiction of China Railway Guangzhou group Co., LTD.

Haikou East Railway Station

[Haikou East Railway Station](#) locates in Longhua District, Haikou city, Hainan province, China and you can get there by taxi.

Meilan Railway Station

[Meilan Railway Station](#) locates in Meilan district, Haikou city, Hainan province. Meilan airport station is 14 kilometres away from Haikou east station in the north, more than 50 kilometers away from wenchang station in the south, and only 320.7 meters away from Haikou meilan airport.

Buses in Haikou

Haikou has more than 40 bus routes, most of which operate between 6:00am to 23:00pm.

3. Weather

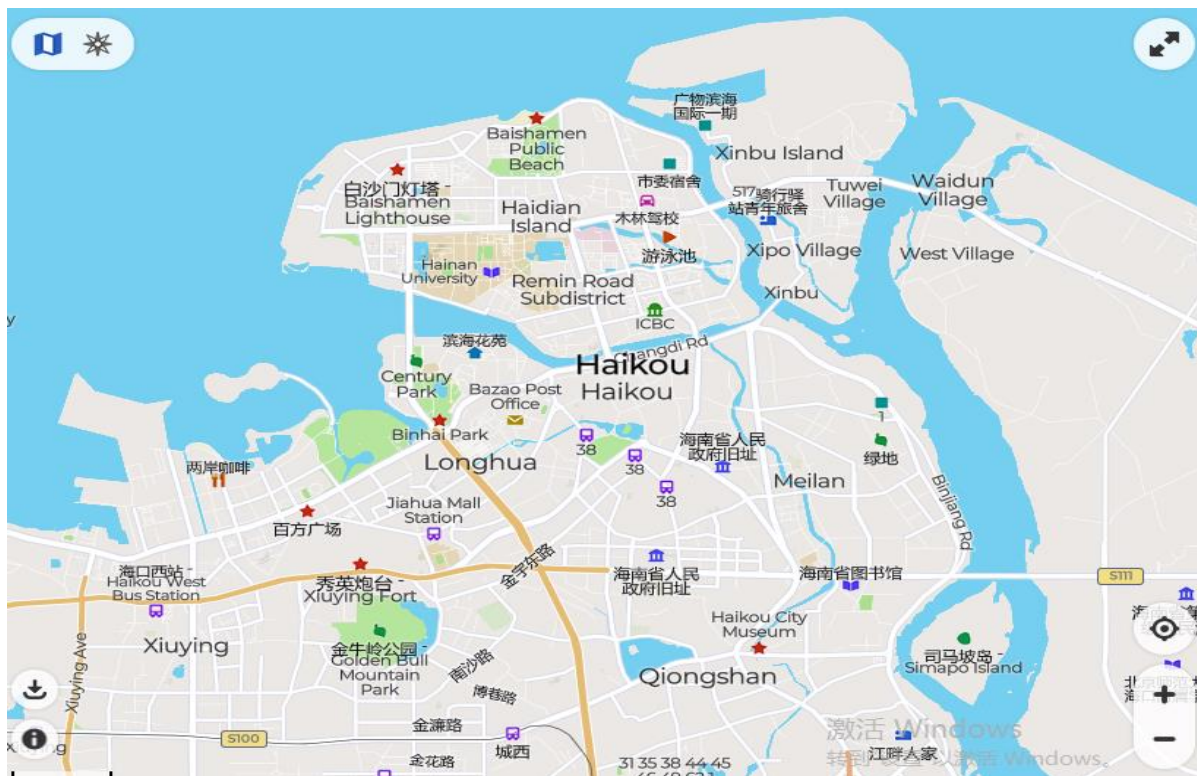
Haikou city belongs to the tropical Marine climate, warm spring less rain more drought, summer high temperature more rain, autumn wet cool more typhoon rainstorm, winter

drought. The annual average temperature is 23.8 °C, the highest average temperature is about 28 °C, and the lowest average temperature is about 18 °C.

4. Living in Haikou

Haikou has a comfortable and pleasant climate and a first-class ecological environment. It ranks first among the 169 cities at or above the prefectural level in the air quality ranking published by the Ministry of Ecology and Environment, PRC all the year round. Its urban green coverage rate reaches 43.5%.

By the end of 2018, the city had a permanent resident population of 2.3023 million, speaking the southern Fujian dialect of Hainan. Haikou has "the Chinese charm city", "China's happiest cities", "China's most investment potential city", "China excellent tourism city", "National environmental protection model city", "National health city", "National garden city", "National famous historical and cultural city", "National civilized city", "National model city" achieved "and other honorary title, awarded by the ministry of the" China habitat environment prize "of the year, 2018 by the United Nations convention on wetlands international organization evaluation for the world's first" international wetland city ".



The districts of Haikou's city centre – Map by mapcarta.com .

Meilan District

Meilan district, under the jurisdiction of Haikou city, Hainan province, is in the northeast of Haikou city. It is connected with Wenchang city in the east, Qingshang district in the south, Jiao long district in the west and Qinzhou strait in the north.

Meilan district is the seat of Hainan provincial party committee and government offices. It is the political, economic and cultural centre of Hainan province and the centre of Haikou city. As of January 2017, Meilan district has jurisdiction over 9 streets of Bailong, Baisha, Boai, Hadian, blue sky, Haifu road, Renmin road, Xinbu and Heping south, and 4 towns of Lingshan, Yanfeng, Sanjiang and Dazhipo, with a total of 53 communities and 53 villages.

The total population is 709,708. The total area is 581 square kilometres.

5. Tourism

To learn more about the main tourist attractions of Haikou this article provides some useful benchmarks.

In addition, the following links give tourist information about the surrounding cities of Hainan.

Finally please find reviews on the best luxury and budget hotels in Haikou [here](#).

6 . Hospitals and clinics

In the event that you have a health issue, please refer to the guidance on hospital and clinic care [here](#) and your Harrow medical insurance policy documentation.

For international staff, not fluent in Mandarin Chinese, we recommend using an international clinic. Below is a list of recommendations:

[Hainan International travel health care center](#)

Address: No.7, Haixiu Road, Xinhua District, Haikou City

Telephone: +86089868917275

[Malo Clinic Haikou](#)

Address: 4F, Shengda Business Building, No.61 Guoxing Avenue, Meilan District, Haikou City

Telephone: +86089865343869

7. Shopping

If you'd like to buy western brand merchandise, Carrefour is a popular choice.



In addition, please find a list of the major shopping malls located in Haikou:

Seaview International Plaza

Address: 6 Haixiu Dong Road,
Meilan District

Hours of operation: 09:30-22:30
(from Monday to Sunday)

8. Forums and Directories

“Haikou Guide” WeChat Public Account

The main sections of Haikou Guide WeChat are as follows: policy interpretation, including relevant policies and guidelines for foreigners to work in China and exit and entry; The current situation of Haikou, including the work of foreign affairs and foreign experts, the construction of Hainan pilot free trade zone and free trade port with Chinese characteristics, and the economic and social development of haikou; Found Haikou, mainly including haikou's natural ecological environment, attracting talents, international exchanges, local culture, events and activities; Experience Haikou, mainly highlight the experience of foreigners in Haikou.

9. Frequently Asked Questions

Q1 How many foreigners live in Haikou?

The estimated number of foreigners living in Haikou in 2018 is more than 3,100 people.

Q2 What languages are spoken in Haikou?

Hainanese is the Chinese dialect spoken by local people in Haikou. The government has enticed locals to speak Mandarin.

Q3 Do locals speak English?

In principle assume you won't get around easily by just speaking English. You shouldn't expect that taxi drivers, local restaurant staff, and hotel cleaners speak English, for example. That said, you will meet young educated people and other Chinese who have been doing business or lived abroad.

Thank you once again for taking an interest in our new school. In addition to the information provided you may find visiting the four existing HIS websites helpful in discovering more about the Harrow family and the wonderful students in our care.

September 2020