



## SENIOR DEPUTY HEAD

FROM AUGUST 2025

## APPLICATION PACK

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HARROW  
INTERNATIONAL  
SCHOOL

哈罗国际学校

SHANGHAI 上海

# Harrow Shanghai 哈罗上海



Harrow  
London

Harrow  
Shanghai

1572 2016

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# A Welcome from the Head Master

Welcome to Harrow Shanghai, and thank you for your interest in our school. As we are hoping you can see in the words and pictures in this application pack, and in the links to other documents that we've provided on the TES, we are a warm, wonderful school, working closely with our community to give our children every opportunity we possibly can. Academic outcomes are outstanding; music, art and the dramatic arts are flourishing; and we have a growing sports programme that offers far more than other schools of comparable size.

We are also, though, a small school. We have just shy of 500 children in our community, and we would like to grow. The school has steadily increased in size – we're about 12% larger than we were two years ago in a mature market with some very good local competitors – and we are confident that we will grow further in the coming years.



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# A Welcome from the Head Master

Our community is a very committed one. Our parents and families mean a great deal to us, and they are heavily involved in school life. They support us in our work, and have high expectations for their children. We also have high expectations for them, so that works very well!

We are, finally, a British curriculum school in Shanghai, China. Our identity is complicated: we are connected to Harrow School in London, with whom we continue to have very close ties; we are part of the AISL group of premium schools and have close ties to our sister schools; and we are firmly rooted in our time and place. Our children have rich, complex identities too, and we explore these in every way we can. It's a great place to work, and a wonderful community to join: we hope you will agree!

**Alex Reed, Head Master**

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# Our Vision 我们的愿景

Educational Excellence for  
Life and Leadership  
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To be a warm and  
wonderful school where  
children's progress and  
attainment is exceptional.  
成为一所温暖而美好的学  
校，见证学生们的每一次  
卓越进步与成就。



# 2024 A LEVEL RESULTS

## 哈罗上海 2024 A Level成绩

More A\*/A grades than ever!

A\*/A 数量创下 *历史新高*

An A\*/A average well above that of UK schools

*A\*/A率远超* 英国本土私校



An average A\*/A grades in recent 4 years

哈罗上海近4年平均A\*/A率

# 73%

A\*  
Grade



8%

A\*/A  
Grade



26%

Harrow Shanghai vs UK average A\*/A and A\* grades in recent 4 years

哈罗上海 vs 英国本土近4年平均A\*/A 及 A\*比例

# 100% A\*/A Grade



BIOLOGY  
生物



COMPUTER SCIENCE  
计算机科学

2 subjects achieved 100% A\*/A rate

2门学科A\*/A率达100%!

数学

MATHS

物理

PHYSICS

化学

CHEMISTRY

中文

CHINESE

4 subjects achieved nearly 80% A\*/A rate

4门学科A\*/A率近8成

# 2024 IGCSE RESULTS

## 哈罗上海 2024 IGCSE 成绩



A\*/A Grade

A\* Grade

70%

35%

A\*/A  
Grade



Harrow Shanghai vs UK average A\*/A grades  
哈罗上海 vs 英国本土A\*/A 比例

# 100% A\*/A Grade



HISTORY  
历史



MUSIC  
音乐



ART  
艺术

3 subjects achieved 100% A\*/A rate  
3门学科A\*/A率达100%!



4 subjects achieved nearly 90% A\*/A rate  
4门学科A\*/A率近9成

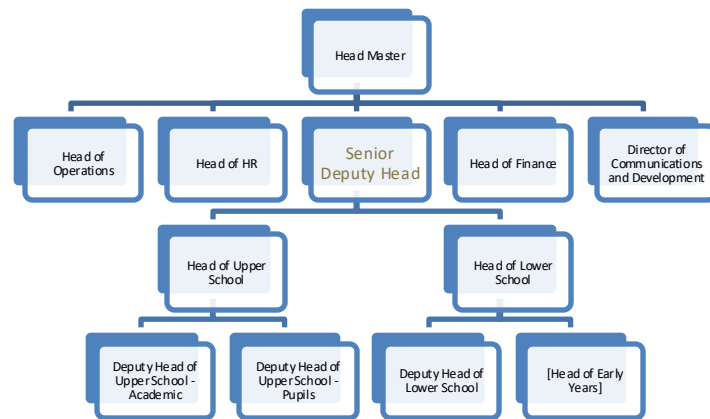
# Senior Deputy Head: an explanation of the position

The **Senior Deputy Head** is a new position for Harrow Shanghai. She or he is second only to the Head Master in terms of seniority, and is responsible for the day-to-day running of the school. Accountable for the wellbeing, progress and attainment of pupils, she or he also line manages the Head of Lower School and the Head of Upper School.

In other words, it is a position that matters a great deal to us, ideal for someone already with a significant senior leadership responsibility. Drive, exceptional relationship skills and a sense of vocation are all essential qualities, as well as a sympathy with the school's ethos and connections.



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# The person

Our Senior Deputy Head will have a range of skills and experiences. We don't, though, have a fixed picture of the person we are looking for. We are looking for someone who will be energetic, curious, visible and committed to developing the leadership skills of our whole community. We are also looking for someone who wants to learn about our families and is keen to form strong relationships with them.

**Qualifications and experience** are likely to include:

- A good first degree, a PGCE or equivalent, NPQH and a higher level degree (not necessarily in education)
- Significant whole school leadership in a good school
- Both curriculum and pastoral leadership, including as DSL or as an ADSL, and evidence of leading effective change in those areas
- Quality assurance in a range of contexts
- Substantial teaching in an English curriculum school
- CPD leadership, including in the area of leadership

**Skills** are likely to include:

- Exceptional verbal and written communication skills
- A range of well-developed collaborative leadership skills
- Adaptable pastoral leadership skills
- Good understanding of distributed leadership models
- An ability to manage the competing demands of stakeholders
- Strong project management skills
- Exceptional organizational skills

**Personal qualities** will include:

- Warmth and an ability to convey care and love
- Curiosity, openness and a sense of wonder
- A very well-developed sense of perspective (and humour)
- Resilience and adaptability
- High levels of empathy
- Cultural responsiveness and interest

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### Our Learning Journey

We made that out of paper

Mr. Leaver

I made that out of paper



### We made that out of paper

We made that out of paper

Andrew

Fr

# Job Description

The full Job Description is available as a separate document so we've tried to give a flavour of the role here. As you will be able to see, it has a range of moving parts, but it is, of course, negotiable to match most effectively the skills and experiences of the successful candidate.

## Responsibilities include:

- Accountable for the quality of all aspects of the curriculum, to include quality assurance systems of both Lower and Upper schools
- Appraisal and all other QA systems
- Oversight of pastoral matters
- Accountability for day to day operations of the school
- Procurement liaison: teaching and operations staff
- CPD and leadership development, to include AISL Academy
- Relationship-building across all parts of the school community
- Deputising for the Head Master at internal and external events
- To be Acting Head Master in the Head Master's absence from school
- Whole-school curriculum development
- Safeguarding – the post holder will be the DSL



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# How to Apply

We have simplified our process for this appointment, as we believe the best way to get a flavour of our school and the post is to talk directly to us.

If you are interested in the role, please send your CV directly to the Head Master, at [alexander.reed@harrowshanghai.cn](mailto:alexander.reed@harrowshanghai.cn). If you wish to add a few words in your email to explain your interest in the role, please do so. Alex will reply to you directly and, if your email is of interest, he will arrange to have an initial conversation with you.

The next steps after this will depend on the candidate, but will include conversations with senior staff and educational leaders at AISL. Shortlisted candidates will be invited to Harrow Shanghai for the final stage of the process.

The closing date for expressions of interest is **25<sup>th</sup> February 2025**.



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