



杭州市萧山区惠立学校
Hiba Academy Hangzhou
Wellington College Education

Job Description

KS1/KS2 Class Teacher

ABOUT US

We are Learners, Connectors and Changemakers

At Wellington College Education (China), we offer a pioneering education to serve and help shape a better world. We inspire our children to be the best version of themselves, to take pride in where they come from and to be the change they wish to see in the world.

The Wellington College, United Kingdom (TWC)

Wellington College in England was founded by Queen Victoria in 1859 as a national monument to Britain's most renowned military figure, the Duke of Wellington. Over 160 years later, the College is one of the most respected schools in the United Kingdom and one of its greatest educational institutions – pioneering, innovating and transforming education for girls and boys.

Wellington College Education (China) (WCEC)

Wellington College Education (China) is part of Wellington College Education, a global network of schools united by a 160-year history of excellence with roots in the UK. We operate premium international schools under the Wellington brand and bilingual schools under the Hiba brand. We currently have six campuses in four cities in China, including Tianjin, Shanghai, Hangzhou and Nantong, with a school soon to open in San Francisco as well. Together, our schools serve more than 5,000 pupils.

Guided by a shared vision of pioneering education to serve and help shape a better world, we are an inclusive community of unique individuals with passion, integrity and a commitment to our pupils and each other. Grounded in our five core values, we are a workplace where ideas are realised, bonds are forged and futures can be shaped together as one team, one family.

Kindness Responsibility Respect Courage Integrity

School Introduction

Hiba Academy Hangzhou offers a world-class bilingual education for children aged from 2 to 18, beginning in Hiba Academy Hangzhou (Nursery) with the English Early Years Foundation Stage (EYFS) merged with the Chinese Ministry of Education guidelines.

In Primary School and Senior School, we follow the British and Chinese national curriculum, complemented by a wide range of international teaching resources and materials, and taught within a bilingual learning environment. As our pupils progress to higher grades, they will study IGCSE followed by A Levels in our Sixth Form.

Hiba Academy Hangzhou uses the unique Wellington approach to holistic education encapsulated in our five core Hiba Values: Courage, Respect, Integrity, Kindness and Responsibility. These values instil the defining characteristics of the Hiba Identity: Intellectual, Independent, Inspired, Individual and Inclusive.

This approach ensures our well-rounded pupils are fully prepared for acceptance into the best universities worldwide, leaving Wellington College Hangzhou equipped with the 21st-century skills essential for the future.

Our expansive campus covers over 74,000 square metres and hosts a range of custom-built, state-of-the-art facilities. These facilities are meticulously designed to provide pupils with unparalleled academic and co-curricular opportunities. Among these is our modern boarding house, providing comfortable accommodations for nearly 400 pupils. We have a multi-purpose indoor sports hall with spectator gallery, a 400-metre all-weather track and sports field, two swimming pools, basketball courts and a tennis court. In addition, we have a 560-seat grand theatre, dance studios and several libraries.

At Hiba Academy Hangzhou, we are dedicated to nurturing young minds, fostering independence and wholeheartedly embracing diversity.

Working for Wellington College Education (China)

WCEC is an inclusive community of unique individuals with passion, integrity and a commitment to each other. Grounded in the Wellington Values, we are a workplace where ideas are realised, bonds are forged and futures can be shaped together.

We empower our employees to grow, with a confidence that inspires our colleagues, opens new opportunities and adds real value to everything we do.

At Wellington, we are our people, and we pride ourselves on the care and opportunities we provide to our employees. Over 50% of our most senior leaders are promoted internally. We offer an exceptional range of learning and development opportunities. These include our internal and external coaching programmes, the WCEC High Potential Leadership Programme and a wide range of academic and non-academic training

courses designed to take employees through to middle leadership, senior leadership and beyond. To view our full directory of learning and development opportunities, please see the [WCC Course Directory](#).

Wellington College Education (China) has been awarded the HR Asia "Best Companies to Work For in Asia" award for five consecutive years, from 2020 to 2024.



Premium schools with small
class sizes and generous
non-contact time



Personalised professional
development pathways



HR Asia's best
company to work for
in Asia 2020-2024



Generous salary
and benefits

Role Description

JOB TITLE

KS1/KS2 Class Teacher

DEPARTMENT

Academic

LOCATION

Hangzhou

LINE MANAGEMENT

SMT of Primary

PROFESSIONAL ATTRIBUTES

- To have high expectations of all pupils based on relevant data.
- Have high expectations of children and a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them.
- Demonstrate the values, attributes and behaviour you expect from children.
- Be aware of the professional duties of teachers and the statutory framework within which they work.
- Be aware of the policies and practices of the school and share collective responsibility for their implementation.
- Communicate effectively with children, young people, colleagues, parents and carers.
- Recognise and respect the impact colleagues, parents and carers can make to the development and wellbeing of children and young people and to raising their levels of attainment.
- Have a commitment to collaboration and cooperative working with colleagues.

- Reflect on and improve their practice; take responsibility for identifying and meeting their professional development needs.
- Have a creative and constructively critical approach towards innovation; being prepared to adapt their practice where benefits and improvements are identified.
- Act upon advice and feedback and be open to coaching and mentoring.
- Attend school trips, including weekend and week-long trips in line with school policy and expectations

PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

- Have a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning and provide opportunities for all learners to achieve their potential.
- Know the assessment requirements and arrangements for the subjects/curriculum areas they are trained to teach.
- Be informed of a range of approaches to assessment, including the importance of formative assessment.
- Follow assessment guidance set out in the whole school assessment policy.
- Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor the progress of those they teach and to raise levels of attainment.
- Have a secure knowledge and understanding of curriculum areas to enable you to teach effectively across the age and ability range for which you are trained to teach.
- Know how to use skills in literacy, numeracy and ICT to support your teaching and wider professional activities e.g. planning and assessment.
- Understand how children develop and that the progress and wellbeing of learners are affected by a range of developmental, social, religious, ethnic, cultural and linguistic influences.
- Know how to make effective personalised provision for the children you teach including those for who English is an additional language.
- Know and understand the roles of colleagues with specific responsibilities, including those with responsibilities for learners with SEN and disabilities and other individual learning needs.
- Know how to identify and support children whose progress, development or wellbeing is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.

PROFESSIONAL SKILLS

- Assess the learning of those you teach and set challenging learning objectives.
- Plan and teach lessons and sequences of lessons that are well organised, demonstrating secure subject knowledge relevant to curricula across the age and ability range for which you are trained.
- Use a range of teaching strategies and resources, including e-learning.
- Provide opportunities for learners to develop their literacy, numeracy and ICT skills.
- Provide homework to sustain learners' progress and consolidate their learning.
- Make effective use of a range of assessment, monitoring and recording strategies.
- Provide daily, accurate and constructive feedback on learners' attainment, progress and areas for development.
- Support and guide learners to reflect on their learning, identify progress they have made and identify their emerging learning needs.
- Establish a purposeful and safe learning environment conducive to learning and identify opportunities for learners to learn in and out of school contexts.
- Establish a clear framework for classroom discipline to manage learners' behaviour constructively and promote their self-control and independence.
- Work as a team member and identify opportunities for working with colleagues, sharing the development of effective practice with them.
- Ensure colleagues (e.g. teaching assistants) working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Advising and co-operating with staff on the preparation and delivery of courses of study, teaching materials and programmes, methods of teaching and assessments and pastoral arrangements.
- Participating in arrangements for further training and professional development, including undertaking personal training and professional development identified through performance management.
- Understanding of best practice within safeguarding and safeguarding children's Health & Safety in school and on authorised school activities elsewhere.

BASIC QUALIFICATION

Education: Bachelor's degree or above. Teaching certification.

Language: English speaker.

Working experience: A minimum of 2 years' working experience as a primary class teacher.

PREFERRED APTITUDES

- Excellent communication skills
- Open, proactive, patient and caring
- Proficiency in Microsoft Office
- Adaptable and flexible
- Committed to continued professional development
- Professional approach

As an employer of choice, Wellington College Education (China) is committed to making professional learning and personal development central to its ethos and approach. WCEC fully recognises its responsibilities for safeguarding children. Our safeguarding policy applies to all staff, governors and volunteers working in the Group.

Be You.
Be The Difference