HARROW
INTERNATIONAL SCHOOL
SHANGHAI

Applicant Information Pack



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FROM THE HEAD MASTER



Working at Harrow Shanghai is an exciting, rewarding and invigorating career move. The School benefits greatly from its strong British genetics as a close sister school to Harrow London and the three further Harrow Schools in Hong Kong, Beijing and Bangkok, whilst celebrating its richly diverse pupil make-up within one of the most vibrant cities in the world. It represents the fusion of almost five hundred years of traditional British educational excellence with cutting edge, fast-paced, dynamic, international schooling.

Teachers at Harrow Shanghai from Early Years to Sixth Form work with small class sizes of hard-working, very engaged and ambitious pupils from strongly supportive families who recognise the gold standard that Harrow represents. The everyday school culture is forward-looking and aspirational with a strong commitment to professional development so that staff members are enabled to continually reflect upon their practice and share their ideas with their colleagues. There are, of course, many opportunities to benefit from our inclusion within a wider group of schools with teachers sharing thoughts, resources and initiatives regularly across all five Harrow Schools worldwide.

The Common Room of staff here at Harrow inspire our pupils in a myriad of ways, both within and outside of the classroom. We are blessed that our status as a world-famous institution ensures we are invariably able to select from strong pools of candidates whenever we recruit and thus we are always on the look-out for professionals who not only have immensely strong subject knowledge and academic expertise, but who also enjoy interesting passions they are keen to share with our Harrovians through the likes of our co-curricular, leaders and service, and *Supercurriculum* programmes.

Shanghai, as a city to spend a few years living in, is cosmopolitan, exciting, great fun and diverse. It has a rich colonial past, giving it a distinctly European flavour. Every taste and pastime are catered for, and the city is a fabulous hub from which to explore the whole of Asia and beyond. Crucially, Shanghai is presently one of the safest cities on the planet in which to live in terms of the global pandemic, and therefore staff are able to live very freely with no real restrictions, ensuring they enjoy Shanghai to the full!

Thus, if you feel you have what it takes to meet Harrow's high professional standards and have a zest for life that will ensure you can make the most of the amazing opportunity to live in a fabulous city like Shanghai, I would strongly encourage you to apply to become part of our team, and I look forward to meeting you in person to explore your interest further together.

Good luck!

Charles Ellison

Charles Ellison
Head Master

INTRODUCTION

Welcome to the growing family of Harrow Schools. Up to 2020 this included Harrow School and The John Lyon School in London, as well as the Harrow International Schools in Bangkok, Beijing, Hong Kong and Shanghai. This summer five new schools across China opened their doors: Harrow Shenzhen, Harrow Haikou, Harrow Zhuhai, Harrow Chongqing and Harrow Nanning.

Above all the Harrow Schools are committed to enabling students to fulfill their potential in a happy and supportive community. The curriculum in the schools is based upon the English National Curriculum, but the emphasis is on an all-round education. We are communities that believe all people should be valued, as demonstrated by our extensive pastoral care structures and helped by the fact that many students and staff live on or near the school sites. As you would also expect, links between all the schools in the Harrow family are very strong.

Whilst not wishing to directly copy Harrow School in London, we do take the Harrovian spirit and seek to instill it in all aspects of school life here in Shanghai. We draw on the Harrow School stated purpose of preparing students "for a life of leadership, service and personal fulfillment", by pursuing our own motto, *'Leadership for a better world'*. It is our aspiration to develop leaders in our own international context who may one day be similar in stature to Sir Winston Churchill, Jawaharlal 'Pundit' Nehru, first Prime Minister of India and King Hussein of Jordan: all of whom are part of famous Old Harrovians we term '*The Giants of Old*'.



VISION

Educational Excellence for Life and Leadership

The development of leadership qualities has been a core element in a Harrow education for almost 450 years. Leadership involves having the motivation, skills and determination to make a difference. We aim to promote leadership in a variety of forms: leading from the front, being an effective team player, and positive personal leadership. In doing so, we identify six key leadership attributes:

- Contributing positively to the community
- Applying knowledge with compassion
- Solving problems collaboratively

- Solving problems creatively
- Making fair and just choices
- Facing challenges with determination

We expect students to develop these qualities during their time at Harrow Shanghai. This cannot be done unless all teachers model such behaviour at all times. We expect our staff to be fully committed to the provision of relevant activities for our students, both in and out of the classroom, whereby they can develop and display these qualities. Our school community is an involved, dedicated and richly interconnected one, where strong relationships abound.



THE SCHOOL STRUCTURE AND CURRICULUM

Harrow Shanghai is an 18 months to 18 years co-educational day school, which reflects the values, culture and curriculum of its prestigious namesake: Harrow School in the UK.

The school is organised into four sections: Early Years, Pre-Prep, Prep and Senior School, within which is the Sixth Form. The Head of Pre-Prep oversees Years 1-4, the Head of Prep School manages Years 5-8, while the Senior School comprising Shells to Upper Sixth (Years 9-13) fall under the direct remit of the Director of Studies and Senior Housemaster.



The curriculum of Early Years is based on the EYFS curriculum while Pre-Prep is based on the National Curriculum of England infused with other curricular elements that make it dynamic and truly 21st century. Similarly, the Prep School follows a blend of Common Entrance, the English National Curriculum and the IPC adapted to an international context and our host country. The Senior School prepares students for IGCSE and A level qualifications as a preferred route to further education anywhere in the world.

We strive to generate a 'through school mentality' with staff as well as students being fully integrated in all aspects of life at Harrow.

It is envisaged that the school will eventually grow to a roll of approximately 900 students. There are presently 450. We expect our students to seek high academic attainment and to be involved in a rich array of extra-curricular activities outdoor education, sport, the performing arts as well as a wide range of clubs and hobbies. Our unique Leadership and Service programme is purposefully designed to inculcate the important traits of being a Harrovian, and leader in the widest sense of the term, across all age groups in the school.

Every young person will be fully engaged with the high-quality pastoral support structures that revolve around the House system. Houses are the pastoral heart of Harrow Shanghai and provide students with leadership opportunities in all phases of the school. The House is the focus of every child's life at school, as it is at Harrow School in the UK. Although this aspect of school life becomes more important once students are in the Prep School and above, every student is placed in one of the four Houses: Byron, Churchill, Rothschild and Shaftesbury.



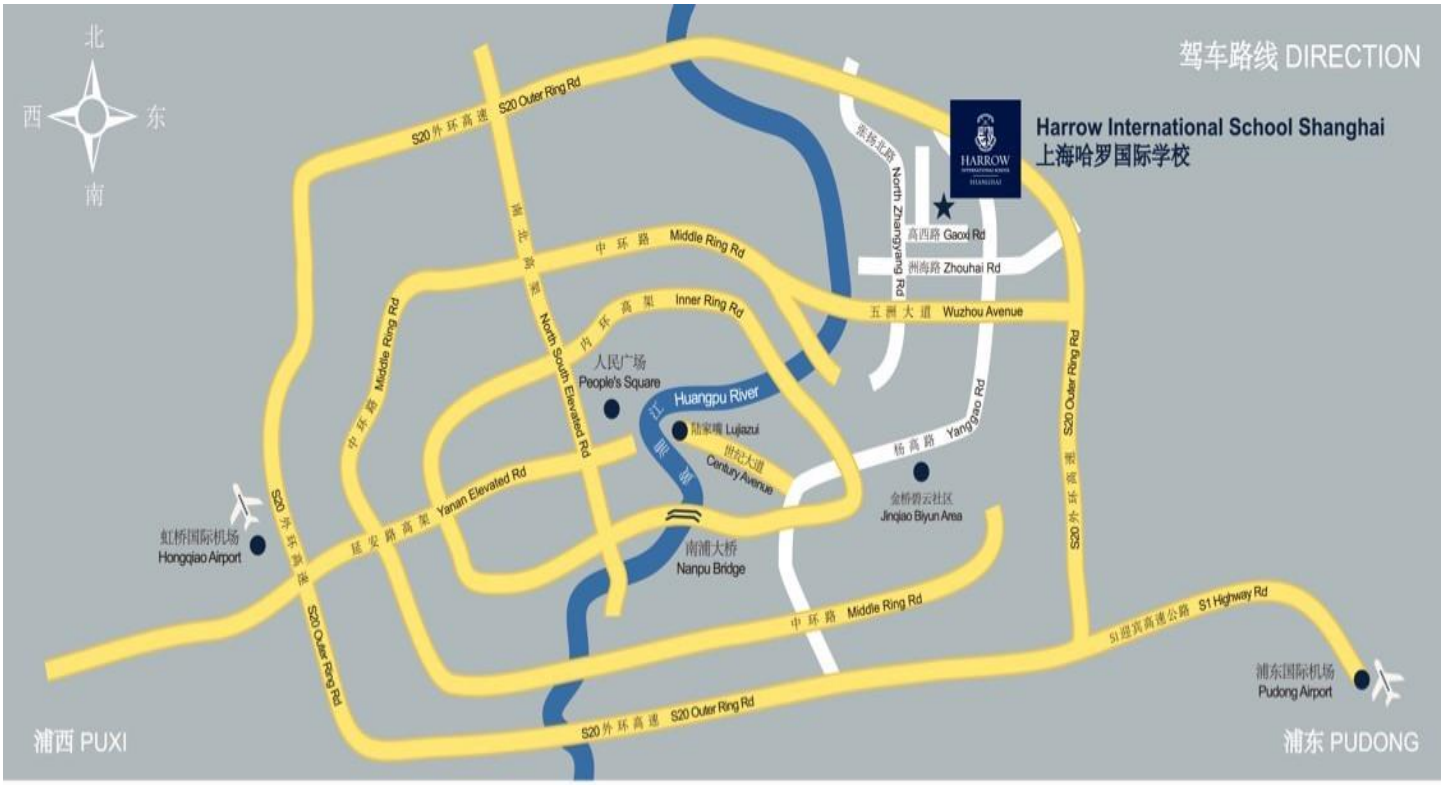
LOCATION AND SITE

Harrow Shanghai is situated in the newly-developed Sunland Project in the Waigaoqiao Free Trade Zone Development, located in Pudong, only 35 minutes from the epicentre of Shanghai. An extensive road network and metro lines connect the area. The project is fully integrated with commercial, business, residential and recreational zones including a number of sports clubs. Sunland has been designated as a 'green' zone, with 70% of the land being devoted to green space, which will soon include a watersports lake.

For more information about the Sunland Project please refer to
www.sunland.shwgq.com/en/web/index.asp

All phases of Harrow Shanghai are located on one campus.





COMPENSATION PACKAGE

Salary, Salary Scales and Responsibility Allowances



Harrow Shanghai has its own salary scale which reflects the school's aim to attract high-quality staff. The salaries offered are extremely generous - some way above the UK - and are very competitive in comparison with other leading international schools in China. They are awarded according to a points system on a series of scales relating to seniority, responsibility and experience. Harrow's responsibility allowances are therefore incorporated into these salary scales, with the level of responsibility determining the relevant scale. Staff appointed will progress up the salary scale one point for each year of successful service at the school. Contracts issued will initially be for a duration of two years and annually by mutual agreement thereafter. All staff qualify for a substantial performance-related bonus payment which is equivalent to 10% of gross salary per annum.

Payment

During the Harrow Shanghai Teacher Induction Programme, held every August, a local bank account will be opened for each new member of staff, into which the school will deposit your salary. This will be done by the last working day of every month. Repatriating surplus monies overseas monthly to the UK and other destinations is very straightforward.

Accommodation



Accommodation is arranged on behalf of newly appointed staff members by the school's HR Department. In the first year of service at least, the school will provide staff accommodation, to a very high standard, with all modern conveniences, and within easy reach of the school. Since opening, the vast majority of staff have been living in the nearby modern Yanlord Sunland Garden complex, or the Lanson Place serviced apartments. Further details will be provided at interview. After the first year, there is an option for individual staff to take an accommodation allowance, which enables them to choose where they live in wider Shanghai.

Additional Benefits

The Harrow Shanghai overseas package also includes health insurance, provided by an international health care scheme, enabling the recipient and his/her dependents to take advantage of the excellent private hospitals and medical facilities available in Shanghai and beyond. Two school-age children of each overseas member of staff will be entitled to full remission of tuition fees at the school. 50% remission of fees is offered for the third and any subsequent children enrolled. Other benefits include an annual flight allowance. Further details of all benefits will be discussed with candidates invited for interview.

APPOINTMENT PROCESS

Please refer to the TES adverts for precise information.



Interviews: at Harrow London, Harrow Shanghai or remotely.

Successful applicants will be expected to take up their posts early in August 2022, in time to participate in a 7-day orientation and induction programme prior to the commencement of the school year.

To apply for any position please follow instructions on the Harrow recruitment portal and submit all required documents along with contact details for two professional referees.

You should receive an acknowledgement of receipt within 24 hours of applying. All candidates will be advised of their progress by late November.



LIVING IN SHANGHAI

Shanghai is an exciting, rapidly changing and developing city. Change and growth seem to be happening on a quicker and larger scale than anywhere else in the world. It is said that the vast majority of the world's cranes are here in the city and it is not hard to see why. High-rise developments and skyscrapers spring up out of the ground within weeks! It is a city that doesn't sleep and it will not be long before you see for yourself the strong work ethic of the Shanghainese. Shops are open earlier and close later and working hours of surgeries and other services are nowhere near as stringent as they are in the UK. This cosmopolitan city is future-orientated, very international and open-minded, and this makes it a fantastic and vibrant place to live.

The Huangpu River divides the city into two parts. These are called Pudong and Puxi. Pudong is to the east of the river ("dong" means east in Mandarin) and Puxi is to the west ("xi" means west). The Bund (pronounced like "fund"), once the heart of colonial Shanghai, looks across the Huangpu River from Puxi to the gleaming, high-rise towers of Lujiazui in Pudong, the city's commercial centre. Harrow Shangai is in Waigaoqiao, conveniently close to Pudong International Airport (PVG, 30 minutes), Disney World (30 minutes), Lujiazui (30 minutes) and the heavily expat neighbourhood of Jinqiao (20 minutes).



COST OF LIVING

Statistics can be misleading. How much a person spends a month in Shanghai is determined by their lifestyle choices. At present, the Chinese Yuan is very strong against both the GB Pound and US Dollar.

Travelling around the city is very cheap. A metro journey of an hour will cost 5RMB (approximately 50 pence) and a taxi ride to the airport will cost 120 RMB. To make life even easier, there is also Di di (similar to Uber) and this is hugely cheaper than in the UK and on the whole, cheaper than taxis.

Fresh produce, such as fruit and veg, is available from local vendors at a much lower cost than in UK supermarkets. Utilities are also cheaper than in the UK.

However, home comforts and imported goods can understandably be expensive. For example; a 30g bar of Dairy Milk will cost you 15RMB and a big bag of Tyrells crisps 35RMB. However, owing to our proximity to Australia and New Zealand, imported wines are on a par with the UK. A Marlborough Sauvignon Blanc for example ranges from 85RMB to 150RMB.

Expats who would like to live cheaply can 'rough it' by eating at a small 'local' restaurant for dinner, for as little as 20 RMB. For those looking for a more high-end dining experience, there is a vast choice of upscale restaurants as well. The restaurant scene in the city is of the standard and variety on offer in London, New York and Paris. Michelin-star chefs flock to Shanghai to satisfy the appetites of the wealthy Shanghainese.

SHOPPING

Shanghai reigns supreme when it comes to shopping. It embraces the street markets selling tourist souvenirs and antiques, fake markets with very good "genuine fakes" of all the major designers from Ugg to Gucci, as well as the very lavish stores selling the expensive and luxurious brands including Louis Vuitton, Chanel and Mulberry.

Familiar (affordable) names such as Carrefour, H&M, Gap and IKEA are also in abundance across the city. Many expats do their grocery shopping online. 'Epermarket', 'Kate and Kimi' and 'Fields' are all very reliable and well-stocked grocery delivery services. Delivery is very cheap, if not free, when you spend over a certain threshold, and the variety of stock on offer is impressive.

The Chinese have really taken to shopping online hence why Shanghai is home to the biggest online store in the world, Taobao. Think of eBay and Amazon on steroids and you are on the right lines! Visa and Mastercard are accepted online and in stores, but when you move to Shanghai your bank account will come with a *Union Pay* card – this is equivalent to Electron/Link in the UK and is one of the fastest growing payment systems in the world. For the most part, Shanghai is a cash-free city where you pay for most day-to-day goods using a WeChat or AliPay app on your mobile phone. WeChat is similar to WhatsApp – only you can run your entire life through it!

FOOD & DINING



Dining is on a huge and varied scale in the city. 'Local' restaurants such as dumpling and noodle houses will fill you up for only one or two pounds per person and the experience of gesturing and pointing at pictures to order what you want (until your Mandarin can get you to a conversational level!) is half the fun. Western brands such as Pizza Express, Pizza Hut, Dominoes, Papa John's, McDonalds, Burger King, KFC and Coldstone Creamery (to name but a few) are all here too.

Higher-end eats such as Hakkasan, Ultraviolet, are equal in price to London but wines are pricier due to being imported. There are countless Michelin starred restaurants to choose from covering every type of cuisine on the planet.

A big expat habit in Shanghai is a lavish and over-indulgent champagne brunch on a Sunday. All the major 5* hotels do it and for a set price you can eat and drink champagne to your heart's content from 11am to 3.30pm. Sherpas is a city-wide delivery service for food. Most restaurants are signed up so you can order your Friday night curry to your door!

Shanghai's culinary delicacy is seafood, specifically crayfish. In Dashijie there is a street made up of street-food vendors selling fresh crayfish in different marinades and spices. As is the case across the world, take care where you eat street food. A good way to get to grips as a "newbie" is to sign up to a street food tour and to be guided to the best places. A three-hour tour including all food and drinks can range from 300RMB to 450RMB.

Jinqiao is an expat-dominated neighbourhood near to our school site. If in need of a Sunday roast in a 'traditional' English pub, The White Horse is the place for you!

There is basically something for everybody whether you are a culinary adventurer or not.

TRAVELLING

Shanghai is a perfectly located hub from which you can easily access and explore all of China and South East Asia. PVG is one of the busiest airports in the world. Thailand, Cambodia, the Philippines and Vietnam are a three-hour flight away, Hong Kong around two, Bali is six, Japan is just one and a half and northern Australia is only seven. Travelling by air is cheaper than we are used to in the UK with many Asian budget airlines in operation.

'Ctrip' is the China equivalent of Expedia and on their website you can book short city breaks, bullet train tickets or luxurious beach holidays. When exploring China, despite not leaving the country, you must travel with your passport and you will not be able to check-in to your hotel without it.

The bullet train gets you to Beijing in under six hours (or travel overnight for an unforgettable China experience!) and the "Maglev" is Shanghai's express train connecting you to PVG airport in 8 minutes flat at 300 km/h!

Within the city, the metro is the easiest and quickest mode of transport as traffic can be bad, especially at rush hour. Buses can be convenient with a little Mandarin. For short trips, many expats purchase an electronic scooter or push-bike. A brand new scooter can cost anything from 800 to 4000RMB. As mentioned previously, taxis are extremely cheap and very plentiful. Didi is the equivalent of Uber, is even cheaper than standards taxis, and is used daily by many staff.

CULTURE

The Chinese culture is fascinating. The traditions are second to none. Family is at the very centre of Chinese life and this is endearing to see. Festivals such as the Dragon Boat Festival, Tomb Sweeping, Mid-Autumn Festival, and of course Chinese New Year, immerse you in the magic of the Orient.



As with a move to any country however, one must be aware and tolerant of the differences between one's home culture and the culture in China.

The music scene in Shanghai is second-to-none. Huge acts such as Queen and Adam Lambert, Maroon 5, Michael Bublé, Metallica and most recently Old Harrovian James Blunt have all scheduled Shanghai into their recent world tours, performing in the Mercedes Benz Arena, Pudong. Live music, jazz clubs, and of course KTV (karaoke bars) are everywhere throughout the city.

Museums are of an interesting spectrum in the city. From museums of propaganda, natural history, science and city planning to the history of the cotton bud, they are all here! Musicals and dramatic performances visit the city frequently, such as the recent West End productions of The Lion King, Matilda, and Ghost. An impressive array of classical talent (music, opera, ballet etc.) both local and from around the globe also visits Shanghai to perform throughout the year.

POLLUTION

The AQI (air quality index) fluctuates greatly in Shanghai from often being lower than mainland Europe and inner-city London, to being noticeably poor. Shanghai is located perfectly on the east coast and so any bad air is quickly blown out to sea (unlike in Beijing). But, owing to the level of industry and the population density, the AQI can occasionally also be higher than is seen in the West. Air quality continues to noticeably improve year on year.

Harrow School has the latest air purification technology built into all of our school buildings so when inside, no matter how high the pollution gets, air quality remains good. All outdoor activity – play and sport - ceases at Harrow when the pollution goes above 180.

This is very rare and only occurs on a small handful of days throughout the academic year. At your home in Shanghai, you may choose to buy electronic air purifiers that plug into a power socket. This will ensure your air quality at home is very good. These vary in cost and need regular filter replacements. The best way to buy these are second-hand from expats who are leaving the city or repatriating.

CLIMATE

The climate in Shanghai follows, approximately, the same seasons at the same time of year as the West, although average temperatures are much warmer than in the UK. The summer runs from May to October and temperatures at their peak can reach 33-35 degrees. May and September are the most pleasant months with temperatures in the mid-twenties and the humidity is at the lowest of the season. It slowly becomes cooler running into Autumn/Winter and by mid-December it is around 10 degrees during the day. January and February are cold months and sub-zero temperatures can occasionally occur, though snow is rare. As we reach late February it is very wet until early April. The Plum Rains hit Shanghai in June, making it a hot, wet and sticky month, before beautiful sunshine in July, August and September.



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