



Harrow International Schools Limited

JOB TITLE	Classroom Teacher
REPORTS TO	Head of Department
WORKING HOURS	Full-Time
ISSUE/REVISION DATE	June 2022

BACKGROUND

Harrow International School, Bengaluru will be the first of a series of Harrow Schools to open across India, in a collaboration between Harrow School, UK and Amity Education Group, a not-for-profit education foundation based in New Delhi, India.

A co-educational boarding and day school, Harrow Bengaluru will have capacity for 1760 students aged 2 to 18, including 960 boarders aged 11 – 18. In the first phase of development, a combined Middle and Senior School (Years 7 – 13) will be opened for pupils aged 11 to 18 years.

The school will blend the Harrow Values of Courage, Honour, Humility and Fellowship with the vibrancy of modern India, offering an exceptional educational experience characterised by world-class academic and extra-curricular opportunities. This, then, is a unique opportunity to play a role in the development of this new partnership and a new geography for the Harrow Family of Schools, with the support, resource, and experience of two leading educational brands.

Harrow Bengaluru, which will open in August 2023, is currently under construction in Devanhilli, a new part of the city in the northern corridor, close to Bengaluru International Airport. It will offer students from Bengaluru, the region and throughout India, the opportunity to experience a British-style curriculum, learning approach and environment, combining academic excellence with a wide range of extra-curricular activities within a superbly equipped, large modern campus.

Students will broadly follow the National Curriculum for England, leading to IGCSE in Year 11 and A Levels/IB Diploma in Years 12 and 13. As at Harrow in the UK, the extra-curricular programme will form an integral part of a Harrow Bengaluru education with community links, sports, creativity, and service all playing their part.

Boarding will also be a defining characteristic of the school; spacious, well equipped boarding houses will ensure a strong community aspect to the boarding programme. A vibrant House system will extend to day students as well and will lie at the heart of a comprehensive pastoral care framework, which will support the character development, well-being, and resilience of students at Harrow Bengaluru.

Bengaluru itself is a cosmopolitan, progressive, and well-developed city with a modern metro system and a lively dining and shopping scene. Known as “The Silicon Valley of India”, on account of a high concentration of IT companies and a Californian style climate of pleasant summers and mild winters. Bengaluru lies at an altitude of 945m above sea level, at the centre of Southern India’s road and rail network, making it an ideal starting point for exploration around the country.

KEY RESPONSIBILITIES AND DUTIES

Classroom teachers will have the opportunity to teach students from Year 7 to Year 13, with the scope to focus on middle or senior school as requested. They will be expected to hold excellent subject knowledge and to demonstrate first-rate classroom practice, hence ensuring students benefit from exceptional teaching and learning. A highly collaborative nature and strong communication skills will be essential, allowing the development of supportive relationships with staff, students, and parents, as well as a strong departmental team. An enthusiasm to contribute to the extra-curricular and boarding life of the school will also be expected.

OVERALL RESPONSIBILITIES

Teaching and Learning:

- Ensure academic endeavour and excellence in students, through the delivery of well-prepared and balanced lessons, which build both subject knowledge and academic skills in a manner which ensures high engagement by students and hence highly effective learning.
- Inspire and motivate students through passion for the subject.
- Contribute to the creation and subsequent maintenance of schemes of work, weekly plans and other standards which support outstanding teaching and learning practice.
- Contribute to the provision of academic enrichment opportunities within the department.
- Ensure that homework setting, marking and feedback, report writing and teachers' other responsibilities are completed to the high standards expected across the school.
- Stimulate an interest in and enjoyment of scholarship within the department and a culture of academic excellence, innovation, and engagement.
- Ensure that the Harrow values of Courage, Honour, Humility and Fellowship are fundamental to the classroom.
- Contribute to regular departmental meetings, collaborating to bring success to the wider department and school.
- Implement the policies of the school, ensuring consistency in practice in all classrooms.

Development:

- Support a Departmental Development Plan which ensures that the department launches effectively with the school and moves forward from that point through continuous improvement.
- Enthusiastically engage with the appraisal and review processes of the school, hence taking all opportunities to further develop good teaching practice.
- Embrace opportunities for further professional development, engaging in this process through effective coaching, mutual lesson observations, collaborative planning, work scrutiny, external professional development and other opportunities as they arise.
- Engage with the tracking of pupil progress, monitoring the resultant actions to continue to raise achievement levels.
- Collaborate with colleagues within and across departments to ensure consistency and best practice occurs across the curriculum.

Holistic Education:

- Contribute to the co-curricular programme which will run alongside the academic programme, hence ensuring a rich holistic education.
- Play a part within the pastoral care and/or boarding programmes, as a house tutor or in another pastoral role.

Health and Safety:

- Adhere to all health and safety requirement and contribute to the evaluation of policies and Risk Assessments to bring about the safest possible campus environment.

Marketing and Admission:

- Work with the Marketing Department to promote the work of the department, thereby supporting recruitment into the school.
- Work closely with the Admissions Office where necessary, regarding pupil admissions.

PERSON SPECIFICATION – Classroom Teacher

All HISL members of staff are expected to conduct themselves in line with the values of Harrow School which are: **Courage, Honour, Humility** and **Fellowship**. While the School's values set out what matters most, the behaviours below are intended as a shared set of expectations to refer to, and standards to aspire to, in our dealings with others. They are the practical application of Harrow School's values.

COURAGE

- We remain optimistic and purposeful in a disrupted world.
- We take responsibility for our decisions, even the hard ones.
- We always challenge poor behaviour in ourselves and others.
- We are open to new ideas and seek fresh challenges.

HONOUR

- We keep our promises.
- We act with integrity – doing the right thing, even when it is difficult or when no one is watching.
- We respect and value our traditions whilst setting them in the context of today.

HUMILITY

- We work hard to serve others within the School and across our wider communities where possible putting their interests before our own.
- We give and seek honest and appropriate feedback, reflect on our failures and learn from them.
- We support each other through challenges and whatever the outcome, we celebrate those that took part.

FELLOWSHIP

- We respect each other and value our differences, knowing that we are more effective and more resilient working together.
- We are kind and inclusive; we value the contribution that each of us makes.
- We role model the behaviours that we would like to see in others; we ask only of others what we would be prepared to do ourselves.

Alongside the behaviours set out above, post holders/candidates will be expected to demonstrate the following:

QUALIFICATIONS, EDUCATION AND TRAINING

ESSENTIAL

- A strong and relevant bachelor's degree from a respected university
- Evidence of relevant and challenging continuing professional development

DESIRABLE

- A postgraduate qualification in education and/or a subject connected to the department.
- Recent subject-related professional development.
- Working knowledge of the National Curriculum of England including KS3, IGCSE/GCSE and A Levels/IB Diploma.

KNOWLEDGE AND EXPERIENCE

ESSENTIAL

- An understanding of globally recognized secondary examinations (GCSE/IGCSE/A Level/IB Diploma).
- Experience of working collaboratively to achieve shared goals.
- Experience of working with young people and meeting their needs.
- An appreciation of the importance of safeguarding in an educational context.
- Well-developed ICT skills, with a willingness to apply these to an educational context.

DESIRABLE

- Experience of working within a successful academic department.
- Knowledge and experience of how to use ICT effectively in promoting student learning.
- Experience teaching in a cross-cultural, international context and with EAL students.
- Working in a boarding environment.
- Experience in pastoral care and student wellbeing.
- Recent and consistent involvement in extracurricular activities.

SKILLS, ABILITIES AND ATTRIBUTES

ESSENTIAL

- Outstanding communication skills, allowing sensitive and constructive interaction with other members of staff, students, and parents.
- Respect for all members of a school community, irrespective of position, gender, age, and ethnic background.
- A strong commitment to holistic, boarding education.
- The ability to inspire students through a genuine passion for learning and a desire to lead them towards outstanding academic outcomes.
- Excellent organizational and administrative skills.
- A collaborative nature but also the motivation to work independently.
- Enthusiasm, energy, and a positive nature.
- A commitment towards Harrow's values of Courage, Honour, Humility and Fellowship.
- Empathy, humility, and genuine care for young people, with a willingness to take the time to motivate and listen to them.

OTHER NOTES

Harrow International Schools are committed to the safety and protection of children. All employees are expected to comply with our School Child Protection and Safeguarding Policy.

Education is an ever-changing service, and all staff are expected to participate constructively in school activities and to adopt a flexible approach to their work. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. The post holder will be expected to comply with any reasonable request from their line Manager to undertake the work of a similar level that is not described in this job description.

This job description may be amended at any time following discussion between the line manager and the member of staff, will be reviewed annually during the appraisal process, and will be varied in the light of business needs of the school.