

# CANDIDATE PACK



**DULWICH COLLEGE**

| SUZHOU |

苏州德威外籍人员子女学校





# INTRODUCTION TO DULWICH COLLEGE SUZHOU

DULWICH COLLEGE SUZHOU OPENED IN 2007 AND IS RECOGNISED AS A LEADING INTERNATIONAL SCHOOL IN SUZHOU INDUSTRIAL PARK. OUR COLLEGE IS A CO-EDUCATIONAL DAY SCHOOL FOR STUDENTS FROM AGE 2 TO 18.

Dulwich College Suzhou is academically selective and follows an enhanced British curriculum adapted for the needs of our international student body. Our academic curriculum is complemented by rich co-curricular programmes.

Students in Years 10 and 11 follow the IGSCCE curriculum and the IB Diploma Programme in Years 12 and 13. Our graduates go on to study at leading universities in the UK, USA, Canada, Korea, and around the world. Our average IB results for the Class of 2022 is 38.1 with a 100% pass rate and 46% of our students scoring between 40 - 45.

The primary teaching language is English, with a dual language approach in Mandarin and English in the early years (ages 2 to 7).

To ensure our students will thrive, we assess the level of English of non-native speakers before an admissions decision is made. Our Mandarin programme is streamed and caters to all abilities. In addition, we understand that language and culture are integral to the identity of our students. We ensure that our learning environments are inclusive, honouring the diverse language backgrounds of all of our students.

The close collaboration among our Colleges and with the founding school, Dulwich College, gives our students unique opportunities to participate in network events and benefit from the group's relationships with leading educational and artistic organisations.

# VISION & VALUES

As part of the Education in Motion (EiM) family of schools, Dulwich College Suzhou is founded on strong vision and values:

## VISION

Live Worldwise: our students have the skills and motivation to make a positive difference in the world.

## MISSION

Teach Worldwise, our students Learn Worldwise.

## VALUES

- Students Come First
- One Family of Schools
- Pioneering Spirit

## MOTTO

Detur Pons Mundo: Building Bridges to the World.



# STUDENTS COME FIRST

At Dulwich College Suzhou, students come first. And because teachers play an extraordinary role in nurturing our students to become confident, curious and knowledgeable global citizens, EiM teachers are at the heart of everything we do and every decision we take. Whether it is in the on-campus or online environment, all our learning experiences are designed with the needs, talents and capabilities of our students as the focus. We believe that children should be respected and their views should be heard. Helping students cultivate their own voice and choice in the way they learn, and enabling them to become mature learners who can take ownership of their learning, is a big part of life at Dulwich. This is Student Agency and it is critical for academic success and university life.

The College provides a safe, secure and stimulating environment and believes in educating the whole child. Children gain knowledge and understanding of the world by questioning and actively solving problems and working collaboratively together. Awareness of the natural world and its resources is important as children learn to live their lives honestly with a spirit of respect for themselves and others. The College challenges each child to be the best they can be and supports them in developing a lifelong love of learning.





# LIFELONG LEARNING AND PROFESSIONAL DEVELOPMENT

LIFELONG LEARNING TRANSFORMS STUDENTS AND INSPIRES EIM STAFF TO BE THEIR BEST

We treasure the transformative impact that a teacher can have on a student's confidence and achievements. The lifelong love of learning that a teacher can unlock in a young person starting out in the world whether in a single moment, or over the course of an academic year and beyond.

When you value education, learning never ends. So, we understand how important it is to unlock learning and development opportunities for our employees too. We know that by inspiring and motivating our own talent, we'll create the conditions for our teachers to bring their best to their students, for our broader staff to play their part in helping our teachers shine, and we'll make Dulwich College Suzhou a rewarding place to work, for every person. That's why we operate an industry-leading professional learning programme that is embedded in the way we think, the way we live and how we keep students at the heart of our decisions.

**Accelerate** - Each year, over 50 teachers and support staff from our family of schools take part in the Accelerate programme, which helps middle leaders progress toward leadership roles, build relationships across the group, and solve real life challenges that their school is facing. The 12 month programme includes evidence informed formal training, action research and hands on learning. 93% of staff who have completed Accelerate say that it will benefit their personal development.

**Leadership coaching** - All of our staff at Head of School or equivalent level are offered one to one coaching with a professional external coach, to help them develop and refine their leadership skills and continue progressing in their careers. This is an example of our commitment to wellbeing and embedding a culture of support and growth.



# GLOBAL CITIZENSHIP AND SUSTAINABILITY

OUR STUDENTS AND OUR STAFF ARE GLOBAL CITIZENS WHO WE EQUIP TO LIVE FULLY, RESPONSIBLY AND SUSTAINABLY

Whether located in your hometown or working overseas, becoming a Dulwich College Suzhou employee creates the opportunity to discover new cultures, consider new perspectives, and be part of colourful, energising experiences. It opens the door to a pioneering network that aims to make a positive impact on society and our planet through education.

By applying their understanding and outlook, Dulwich College Suzhou teachers and staff are empowered to nurture a generation of global citizens who will leave Dulwich College Suzhou equipped and inspired to make a positive difference in the world living fully, living responsibly and living sustainably. In fact, sustainability is not something that we simply teach or learn at Dulwich College Suzhou, it's something we live, a mindset that we weave into our schools and communities, and a core part of Dulwich College Suzhou's identity and values.

**Curriculum** - Sustainability values are embedded into the curriculum to foster students' lifelong spirit of active citizenship, caring for people and the planet.

**Sustainability Commitments** - We have two practical and pioneering real world projects in ESG reporting and carbon mapping, which bring our community together to solve problems, create solutions and take action. With comprehensive environmental, social and governance targets, they span everything from design to energy management and reduction, waste reduction, nutrition and vehicle use. Our projects enable each individual take personal responsibility for their environmental impact, as well as create a collective positive impact across the EIM group.

**Green Educator Accreditation** - Leveraging the Green Schools' important role in the EIM family of schools, we offer all our staff the opportunity to complete the 10 week blended learning Green Educator course, which provides them with a certified and important perspective of the world and education through a sustainability lens.





# OUR FAMILY OF SCHOOLS, UNITED BY OUR PIONEERING SPIRIT

BEING PART OF A FAMILY OF SCHOOLS UNLOCKS WORLD CLASS RESOURCES AND  
AN INSPIRING NETWORK OF SUPPORT

Each student and each school is unique - but what unites our family of schools are the pioneering spirit we bring to education, our world-class campus facilities and resources, and the breadth and depth of expertise that the EiM network makes possible.

Whether you're working in the city where you grew up, or experiencing a different culture that may be thousands of miles from home, having a broader community with a strong and robust support system, a network of like-minded colleagues and industry-leading resources designed to foster professional and personal growth makes an immeasurable difference.

Our staff love to connect with peers across the EiM network of schools - sharing experiences, building knowledge and swapping ideas that help them become more efficient and effective. We're proud to support our teachers to build these

relationships, and we value the fresh thinking and new perspectives that they create.

**ConnectED** - Our dedicated professional learning hub, ConnectED, connects staff across EiM, enabling them to complete personalised programmes aligned with their needs, collaborate with and learn from their peers, and share their own professional development with their peers.

**Student Events** - We host large-scale events that bring together students and teachers from across our family of schools, giving teachers the opportunity to work with students from right across the group. The Dulwich Olympiad is a celebration of Sport, Drama, Music and Art, during which students and teachers work with actors from the Royal Shakespeare Company, musicians work with Oscar-winning composers, and the students' showcase their talents through competitions, performances and exhibitions.

# FLEXIBILITY, CHALLENGE AND REWARD TO EMPOWER EMPLOYEES TO THRIVE

WE OFFER FLEXIBILITY, CHALLENGE AND REWARD THAT EMPOWER EMPLOYEES TO THRIVE

We are proud to offer our staff the unique combination of flexibility, challenge and reward that they thrive on. Our teachers relish the opportunity to shape and adapt curriculum content to be well-rounded, relevant and inspiring for their students and their culture. They bring creativity to their classrooms. They innovate to foster new and better approaches to education.

As well as making the here and now more rewarding, these opportunities and connections help Dulwich College Suzhou employees progress further in their careers - both within our family of schools and beyond.

**Conceptual** - *Based Transferable Understanding*  
*In partnership with Julie Stern, we are building our teachers' knowledge of how to teach using conceptual-based learning methods that enable students to transfer their knowledge into new situations and apply it to new contexts. As a result of the hands-on partnership that gives direct, regular access to Julie and her team, our teachers are empowered to shape their classroom approaches in line with their students' needs and preferences.*

**Career Progression and Mobility** - *We are proud of employees who have achieved long-term career progression across our family of schools. For example, Miranda Norris has made a fantastic impact through her roles in Suzhou, Singapore and London, building her career to become to Head of School at Dulwich College London.*



# WELLBEING AND SUPPORT

WE TAKE ACTION TO ENCOURAGE AND PROTECT STUDENTS' AND EMPLOYEES' WELLBEING

Dulwich College Suzhou parents care deeply about their children's wellbeing. It's a top priority for us too - just as it's our priority to encourage and protect our own team's wellbeing. On top of a competitive remuneration and benefits package, which for teachers includes medical insurance, housing, flights and tuition, we run a buddy system for new expats to help with settling in, we offer cultural immersion training, and we have counsellors in all of our schools. We work hard to create and sustain a culture where each and every person can flourish. Practical, emotional and logistical support is on hand when it's needed.

**Wellbeing Days** - We host regular wellbeing days for our staff, which enable them to come together for wellbeing oriented activities including yoga, cricket, knitting and much more.

**Access to Campus Facilities** - Staff have access to our schools' world-class facilities to help them maintain an active lifestyle and enjoy strong physical health.

**COVID-19 Support** - As the COVID-19 pandemic unfolded, enabled by our longstanding financial stability and access to resources, we stepped in quickly to set up support systems for teachers and all our staff - conscious that every one of us was personally affected, and many were located many miles from families and friends.



# TEACHER BENEFITS PACKAGE

Staff teaching at Dulwich College Suzhou should have a degree with teaching certification. We generally require at least two years of relevant teaching experience. Whilst our teachers have on average ten years of experience and we welcome diversity of experience and nationality in our faculty.

Dulwich College Suzhou provides an attractive and competitive remuneration package and, in addition, offers the following benefits:

## **BENEFITS - All teachers**

- Professional development and career opportunities in the group
- Flexible on-site meal allowance whilst on duty (coffee shop, Western & Chinese options)
- Staff bus
- Academic holidays, including both Chinese and International holidays

## **ADDITIONAL BENEFITS - Local teachers**

- Employer contribution to social fund, including personal housing fund and pension fund contributions
- Business-level health insurance & annual medical screening

## **ADDITIONAL BENEFITS - Expatriate teachers**

- Housing allowance
- Generous airfare allowance between location of employment and home country for the teacher and eligible dependent children and spouse
- Shipping
- Worldwide health insurance for the teacher and eligible dependent children and spouse
- Gratuity
- 100% tuition fee waived for up to two children from Reception year onwards
- Entry visa and work permit for the teacher and eligible dependent children and spouse

## **PROFESSIONAL LEARNING & DEVELOPMENT**

As lifelong learners, academic staff engage in a wide array of research and training that suits both their personal interests as well as the needs of the school. An annual cycle of personal professional development and reflection assists teachers in ensuring that there is focus, direction and impact to their PLD. Plenty of opportunities occur for engaging discussion and collaboration on all aspects of education - the teachers' office includes break-out areas and endless amounts of tea to support this. Departments engage in collaborative planning and development, taking a shared responsibility for student outcomes. Through an 'open door' policy, learning through informal observation of the practice of others is encouraged.

Inter-departmental focus groups and professional learning communities serve as the nexus for research and training within the school. Current foci are staff and student wellbeing, English language learning, technology, assessment, global citizenship, and responsive teaching. These focus groups are designed to improve faculty skills and knowledge, student outcomes, wellbeing and other elements of professional practice, whilst also serving as a good platform for cross-departmental collaboration.

Staff are supported in keeping up to date with the latest trends in pedagogy and subject knowledge through links within the Dulwich network and external training. This includes cross-school subject groups, the DCI 'ConnectEd' platform, with external partners including Evidence-Based Education and the Royal Shakespeare Company. Subscriptions to LinkedIn Learning and the Chartered College of Teaching are also provided.

All teachers benefit from a minimum of 24 hours of structured PLD annually; many staff choose to spend significantly more time than this.



## LIFE IN SUZHOU

SUZHOU, FOUNDED ABOUT 2500 YEARS AGO, IS FAMOUS FOR ITS CANALS, STONE BRIDGES, PAGODAS, AND ITS ANCIENT GARDENS DATING BACK TO THE SONG DYNASTY. IT IS ALSO A THRIVING INTERNATIONAL CITY WITH EXCELLENT TRANSPORTATION SYSTEMS AND MODERN AMENITIES.

Situated in the historic city of Suzhou, half an hour by train from Shanghai, the College is located in Suzhou Industrial Park (SIP), a new district which is increasingly becoming a destination of choice. Suzhou, founded about 2500 years ago, is famous for its canals, stone bridges, pagodas, and its ancient gardens dating back to the Song Dynasty (960-1279 CE). But it is also a modern city with good roads, rail links, an underground metro system and modern apartments.

The thriving expatriate community is made up of executives in manufacturing, biotech, pharmaceutical, financial industries as well as professors and post graduate students from globally recognized universities such as Duke Kunshan University and Xian Jiaotong-Liverpool University and many more.

Suzhou enjoys four distinct seasons with temperatures ranging from 0 degrees Celsius in the winter, to 38 degrees Celsius in the summer. Western-style medical facilities with international

staffing are available in Suzhou, Shanghai and nearby Wuxi. High-speed trains link Suzhou to Shanghai within half an hour, and to Beijing within five hours, making it a great location for exploring the rest of China. The nearest airport is in Wuxi, with domestic flights and flights to Hong Kong, Macau and Taiwan available. The two airports in Shanghai offer flights to cities all over the world.

Public parks, gyms, shopping, are all readily available in the city, and the Suzhou Culture and Arts Centre hosts a variety of musical and theatrical performances as well as a cinema and IMAX theatre. Suzhou Industrial Park is a newly developed business and residential area with affordable and high standard housing and is well known to be extremely family friendly with activities for all ages of children.

EiM/Dulwich College Suzhou students are the global citizens of tomorrow, and every EiM employee plays a part, whether directly or indirectly, in nurturing them to Live Worldwide.

Whether it's having the most innovative, committed and compassionate teachers on the planet to help each student achieve their potential, or the broader EiM team supporting behind the scenes, every single employee makes a difference.

That's why EiM/Dulwich College Suzhou teachers / the EiM/Dulwich College Suzhou team is simply extraordinary.

To apply for this position you will need to include:

- an application letter
- your CV
- a statement of educational philosophy
- details of three referees from your current and previous employer

Applications should be submitted through our on-line application system at:

<https://www.dulwich.org/careers>

For further information please see our website at:

<https://suzhou.dulwich.org/>

We are committed to safeguarding and promoting the welfare of all the students in our care and expects all applicants to share this commitment. We follow safe recruitment practices which are aligned to the recommendations of the International Task Force on Child Protection. We hold ourselves to a high standard of effective recruiting practices with specific attention to child protection. All appointments are subject to an interview, identity checks, criminal record checks, and successful references.

## JOIN US





# EDUCATION IN MOTION

EDUCATION IN MOTION (EIM) ASPIRES TO BE THE GLOBAL LEADERS IN PIONEERING EDUCATION FOR A SUSTAINABLE FUTURE. ITS FAMILY OF MISSION-ALIGNED SCHOOLS IS COMMITTED TO CREATE MEANINGFUL CHANGE FOR OUR WORLD BY EMPOWERING COMMUNITIES THROUGH INNOVATIVE EDUCATION.

## OUR STORY

The EiM story began in 2003, with parents Fraser White and Karen Yung who began looking for a school in Shanghai that would provide for their three young children. They wanted a challenging and ambitious education that would prepare their children for the future, moulding them into confident and well-rounded young people who could make a difference in the world. However, their search came up short. A serendipitous meeting with Graham Able, the then Master of Dulwich College in London, resulted in the idea of opening an international Dulwich College in Shanghai – the first Education in Motion school. Today, Education in Motion is a growing family of premier education brands, nurturing more than 11,000 students to Live Worldwide.

## OUR VISION

We want to pioneer Worldwide education solutions that are innovative, creative and world-changing, with the goal of inspiring and empowering students with the passion, skills and opportunities to make a difference in the world.

To do this, we are committed to investing in and developing education brands with diverse focus areas, but a strong common commitment to the global sustainability agenda.

## OUR FAMILY OF EDUCATION BRANDS



**DULWICH COLLEGE**  
INTERNATIONAL



**DULWICH INTERNATIONAL**  
HIGH SCHOOL

德闳  
DEHONG



green school



**WO HUI**  
MANDARIN

**EiM** Ventures  
Education in Motion



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