



HARROW
INTERNATIONAL SCHOOL
哈罗国际学校
SHANGHAI 上海

Applicant Information Pack





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FROM THE HEAD MASTER



Welcome to Harrow! Our hope is that you find the information in these pages to be useful and informative. Our further hope, of course, is that you discover a passion for working at Harrow Shanghai. We are one of Asia's highest-performing academic schools, with a heritage from Harrow School in London that stretches back 450 years, and a sense of dynamism and ambition that reflects our wonderful home on the east coast of China. It's a great mix, and you will be able to feel both our sense of history and our drive for the future as soon as you set foot on our campus.

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. The everyday school culture is forward-looking and aspirational with an exceptionally 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 with all eleven Harrow Schools across the world.

Our staff room at Harrow inspires our pupils both within and outside of the classroom. We are fortunate that our status as a world-famous institution ensures we are able to select from strong pools of candidates whenever we recruit and so we are always on the look-out for, put simply, great teachers. We look for teachers who know their subject or subjects, know how to adapt their teaching to meet the needs of all learners and, above all else, love being with children, and know how to make them feel happy, successful and safe.

Shanghai itself is cosmopolitan, exciting, great fun and very diverse. It has a rich past, and you can see the influences of every age all around you. It's known for many things, of course, but you can expect to enjoy great food and drink, art and culture that celebrates the city, China and the world, and just about everything else you could imagine in one of the world's greatest cities. The city is also a fabulous hub from which to explore the whole of Asia and beyond.

Please have a look through the information in this booklet. We've tried to give you a taste of the school, and a sense of what it's like to be a teacher here, and to live in Shanghai. We're also a friendly lot, so please ask if you have any questions at all. I look forward to meeting you!

Alexander Reed
Head Master



INTRODUCTION

Welcome to the growing family of Harrow schools, which currently includes Harrow School and The John Lyon School in London, as well as the Harrow International Schools in Bangkok, Beijing, Hong Kong and Shanghai. In recent years, Harrow schools have opened in the Chinese cities of Shenzhen, Chongqing, Haikou, Nanning and Zhuhai. And, just two years ago, the first Japanese Harrow School opened, a full-boarding school in Appi, north of Tokyo.

The Harrow schools are all committed to enabling students to fulfil 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, holistic education. We are communities who 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 near the school sites. As you would also expect, links between 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 instil 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, ‘*Excellence for Life and Leadership*’. It is our aspiration to develop leaders in our own international context who may one day make the world a better place for everyone.

Harrow International School Shanghai community is committed to safeguarding and promoting the welfare of its pupils. Click the link find more about [Child Protection and Safeguarding Policy](#).





VISION

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 support our staff to be fully committed to the provision of relevant activities for our students, both in and out of the classroom, where they can develop and display these qualities. Our school community is an involved, dedicated and richly interconnected one, where strong relationships are central.

HARROW

VALUES

<div style="text-align: center;"> <p>COURAGE 勇气</p>  <p>Innovating and taking risks, inspire change for the better. Staying the course even when it is difficult. 敢于创新与承担风险，为达到更好的标准而积极求变；不惧逆境之挑战，为达目标，勇往直前。</p> </div>	<div style="text-align: center;"> <p>HONOUR 荣誉</p>  <p>Doing the right thing, having the highest standards and leading by example are what makes us worthy of the trust of others. 懂得择善而为，凡事追求卓越标准，以身作则；勇于承担责任，让自己成为值得托付信赖之人。</p> </div>	<div style="text-align: center;"> <p>FELLOWSHIP 互助</p>  <p>Building binding, constructive relationships that help us all to make a positive contribution. 善于建立紧密而且富有成效的人际关系；坚信一切强大的关系，都离不开信念、希望与爱。</p> </div>	<div style="text-align: center;"> <p>HUMILITY 谦和</p>  <p>Recognising that one's self is a work in progress and that struggling with one's weaknesses is essential to growth. 深知自我成长是一个不断的过程，而克服弱点则是必经之道；天赋和成绩不足以成为人生成功的唯一注脚。</p> </div>
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Educational Excellence *for* Life and Leadership
育以至善 · 卓以领航



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 currently organised into two schools: Lower School and Upper school. The Head of Lower school oversees Early Years and Years 1 - 5; the Heads of Upper School manage Year 6 - 13.

The Early Years curriculum is our own, unique one that we call the “Little Lions Curriculum”. It is based on the EYFS curriculum, but is a little more rigorous and has elements of sustainability, technology and literacy that stretch beyond the EYFS. Primary is based on the National Curriculum of England, infused with other curricular elements that make it dynamic and relevant to our context. Similarly, our Key Stage 3 curriculum is essentially the English National Curriculum adapted to an international context and to our host country. The Upper School prepares students for IGCSE and A level qualifications as a preferred route to further education anywhere in the world.

It is envisaged that the school will eventually grow to a roll of approximately 950 students. There are presently just over 470 children in the school. We expect our students to seek high academic attainment and to be involved in a rich variety of extra-curricular activities such as 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 Waigaoqiao Free Trade Zone Development, located in Pudong, only 35 minutes from the centre 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 includes a watersports lake.

All phases of Harrow Shanghai are located on one campus.





COMPENSATION PACKAGE

Salary and Salary Scales

Harrow Shanghai has its own salary scale which reflects the school's aim to attract high-quality staff. The salaries offered are generous - some way above the UK - and are competitive in comparison with other leading international schools in China. They are awarded according to a scale, and are dependent on role and experience. Contracts issued will initially be for a duration of two years and annually or biannually 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 with assistance from the school's HR Department. The school will recommend staff accommodation, to a high standard, with all modern conveniences, and within easy reach of the school. Since opening, many staff have been living in the nearby serviced or non-serviced apartments.

We manage accommodation by awarding staff an accommodation allowance. This enables staff to cover the costs of accommodation – typically between 90% and 100% of costs – and to choose where to live. Currently, about half our staff live within a few minutes of the school campus, and half live in Puxi, usually in the lively downtown areas of Jing'an and Xuhui.

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

Available positions advertised: October
Application deadline: November 8th 2024
Interviews: Online or London on Nov 25th & 26th

Successful applicants will be expected to take up their posts early in August 2025, in time to participate in a 10-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 and early December.

Subsequent Rounds

Should there be the need for additional recruitment, positions will be advertised usually in January within the TES and on our website later in the year with the timeline for appointments being broadly similar to that set out above.





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 close later and working hours of surgeries and other services are nowhere near as restricted 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 concession-era Shanghai, looks across the Huangpu River from Puxi to the gleaming, high-rise towers of Lujiazui in Pudong, the city's commercial centre. Harrow Shanghai 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.

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 between 120 and 200 RMB. To make life even easier, there is also Didi (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. It's not ridiculous, though, and Aldi supermarkets are sprinkled around the city. If you want something that tastes of home, it's available and within your price bracket.

Expats who would like to live cheaply can eat at local restaurants for dinner for as little as 30 RMB. For those looking for a more high-end dining experience, there is a wide 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 Uniqlo, Muji and IKEA are also in abundance across the city. Many expats do their grocery shopping online. ‘Epermarket’ is very reliable and is a 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, and 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 are all here too, but expect local differences in their food.

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.

There is basically something for everybody.

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, Bali is six, Japan is just one and a half and northern Australia is seven.

‘Trip.com’ 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 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

If you speak to someone from Beijing, they're not likely to be very complimentary about the Shanghai cultural scene, but that's just good old-fashioned regional chauvinism. Shanghai has a reputation for being very business-oriented, but it has a rich and active cultural life. There are art galleries all over the city; the musical scene is bouncing back from Covid quickly; and there are cinemas and theatres everywhere.

More broadly, the Chinese are rightly proud of their arts, literature and music. It's part of their identity, and it's the same in Shanghai as it is anywhere else in China. Take advantage of the opportunities to learn, enjoy and broaden your experience here.

In its wider sense, the Chinese way of life is every bit as varied as life in every other countries. There can be a tendency for British expats sometimes to 'other' the lifestyles of the people in the countries in which they're living, but Shanghai offers you the chance to get to know the country properly. We offer free Mandarin lessons to those who wish to learn, and this is a good entry point for you. Just get to know the place. One additional thing to say: people are friendly and welcoming, and you will be treated well, even when you barely speak a word.

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 or toxic emissions from its many factories are quickly blown out to sea (unlike in Beijing). But, owing to the level of industry and the population density, the AQI can often also be higher than is seen in the West.

When the reading goes above 150, it is advisable to avoid outdoor exercise. Sufferers of asthma may too be aggravated at this level. 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.

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 35-40 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 very cold months and sub-zero temperatures are not uncommon, 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 very hot, wet and sticky month.

