



HARROW
INTERNATIONAL
SCHOOL
BANGKOK

INFORMATION FOR PROSPECTIVE CANDIDATES

Thank you for your interest in Harrow Bangkok.

We hope you find the following information helpful
and look forward to receiving your application.

EXECUTIVE LEADERSHIP TEAM



James Murphy-O'Connor
Head Master



Michael Reddish
Principal
Deputy Head



Paul Beach
Head of
Lower School



Paul Johnson
Head of
Upper School



Neil Mollison
Director of
Finance



Mathew Rees
Director of
Operations



Anneleen Erlingen
Director of
External Relations



Joanne Khanteetao
Director of
Human Resources

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A MESSAGE FROM THE HEAD MASTER

Founded in 1998, our school is the largest member of an impressive family of schools which date back to 1572. We blend the great Harrow values of Courage, Honour, Humility and Fellowship within a vibrant Thai setting and we believe that these values are more important now than they have ever been. We aspire to be a leading light in education, not only in Thailand, but across South East Asia and beyond. This aspiration is founded on four key beliefs:

- That a happy child will be a successful child. Students who are safe and happy will achieve their potential. Here at Harrow Bangkok, academic success and the development of the whole person are rooted in exceptional pastoral care, with lifelong friendships and contacts made. This supports the development of emotionally intelligent young men and women, determined to make a difference in the world;
- That intellectual curiosity will shape academic rigour and lead to success in examinations. Examination results give access to the very best universities and employers. Our students celebrate enthusiasm for learning in school and are lifelong learners;
- That success in life is not determined by school grades alone. Personal qualities and values ultimately determine whether academic potential is translated into meaningful lives and careers. Our Leadership in Action programme helps shape our students into well balanced, resilient, and innovative young men and women, with the leadership skills necessary to turn opportunities into realities;
- That we employ the very best staff and actively support their career development. Harrow Bangkok is set within a superb 35-acre garden campus, with world-class facilities for day students and boarders. Facilities alone, however, are not enough; our staff are the heart of our success, modelling the values we hold dear each day for our students to emulate. Passionate about their subjects, they place a premium upon understanding each student's individual needs, nurturing their development;

The education we offer at Harrow Bangkok is inspiring, culturally rich, aspirational, fun and life-enhancing. We aspire to give our students a thirst for understanding and a lifelong love of learning. We aim to shape our graduates into quietly confident, curious, creative thinkers, who possess the skills and qualities to make a positive impact on the communities they will serve in the future.

I greatly look forward to meeting you and welcoming you in person to our great school.

Mr James Murphy-O'Connor | Head Master

WHY HARROW?

Harrow Bangkok is a truly fabulous school, supported by a warm and welcoming community. It is a vibrant place to work, with wonderful students and a talented team of staff. As the leading British international school in Bangkok, a Harrow Bangkok education is meaningful and holistic; and for life.

This is an exciting time to join Harrow Bangkok as we celebrated our Silver Jubilee in 2023. In our 25 years we have established a proven record of academic excellence, being graded outstanding by British Schools Overseas and achieving the ISQM Gold Standard. We benefit from over 450 years of academic heritage through our relationship with Harrow School in London and we are the original Harrow International School in the world.

There are over 38 nationalities in the 1,840 student body and close links with a growing number of Harrow sister schools across the region further extend this vibrant community. We also enjoy excellent relationships with other international schools in Bangkok and across the East/Southeast Asia region as an active member of FOBISIA, SEASAC and HMC.

At Harrow Bangkok, our holistic education is aspirational, culturally rich and ultimately life enhancing. We inspire our students to become leaders for a better world, and equip them with the necessary values, skills and attitudes for the 21st century. Academic rigour and intellectual curiosity lead to success in examinations, which opens the doors to the best universities and careers. However, success in life is not determined by grades alone. Personal skills and qualities ultimately determine whether academic potential translates into happy and purposeful lives.

Our world class pastoral provision gives our students the opportunity to learn and grow in a supportive and nurturing environment. At the heart of this is the House system; all staff and students from Pre Prep to Sixth Form at Harrow Bangkok belong to a House. Being part of a House is cherished as a means of facilitating solidarity and developing our students into becoming effective young leaders. It encourages cooperation and friendly competition within a supportive environment and instils in the students resolve, determination, creativity, collaboration and an awareness of the importance of community.

EXTRA-CURRICULAR

An expansive range of extracurricular activities is integral to the Harrow educational experience. It is through these exciting challenges that students really develop their character and achieve so much more than they ever thought themselves capable

of. There are well over 200 activities for our students to choose from, across the whole school. They encompass sporting, music and drama activities as well as a wide range of other exciting opportunities from robotics, coding to cooking and boardgames. We endeavour to make sure that there is something for every child to access and enjoy.

BOARDING

Boarding is a growing and integral part of Harrow Bangkok. About 10% of our students board with us on a weekly or full basis in our Boarding Village overlooking the Sports Field representing a wealth of different nationalities. In addition to the six Houses to which all of our students belong, our Boarders have the additional identity of belonging to one of four Boarding Houses. With equal numbers of both boys and girls in boarding, our model of a Junior House and Senior House for each enables a consistent approach to the routines, the care and the activities on offer. There is fierce competition between the Boarding Houses in competitions such as the Boarding House Song



and Chorus but this never outweighs the great sense of community within the boarding village as a whole, supported by a system of 'families' which operate vertically through the year groups, with each week of the school term involving mixed activities and games that are led by the Family Leaders. Many of our Harrow families have more than one child here in boarding, which adds to the strong family feel, though we are immensely proud of the way they all work together to create a sense of home away from home. This is in no small part down to the hard work that our dedicated boarding team put in to foster a sense of belonging, care for each other, and pride in the community.

The boarders enjoy superb facilities, additional academic and pastoral support, and access to the full range of extracurricular activities. Whilst some staff have specific boarding responsibilities, all staff are warmly encouraged to join the boarding team and engage with the boarders during the evening meal, prep and activities. All Tutor Groups consist of a mix of Day and Boarding students, and we warmly invite Tutors to meet their tutees in their home environment.

A VISION FOR AISL HARROW INTERNATIONAL SCHOOL BANGKOK.

A world class school and a flourishing community shaping outstanding young people.

TWO OVERARCHING OBJECTIVES

1. We aim to be a world class school and a flourishing community.
2. We aim to shape truly outstanding young people.

FIVE STEPS TO ACHIEVE OUR VISION.

1. We will strengthen the values that shape our community.
2. We will demonstrate authentic leadership which delivers clarity, consistency, and meaningful communication.
3. We will enhance our inspiring learning culture.
4. We will develop a teaching culture which is recognised as one of the best in the world.
5. We will protect and enhance our beautiful environment and invest in our facilities and support structures to be 'of the best'.

HARROW VALUES



HONOUR

is about doing the right thing, having the highest standards and leading by example.



HUMILITY

asks us to recognise that one's self is a work in progress and that accepting and addressing one's weaknesses is essential to growth.



FELLOWSHIP

means building binding, constructive relationships that help us all to make a positive contribution.



COURAGE

encourages us to innovate and take risks, inspiring change for the better.

HARROVIANS

More than two-thirds of our students are Thai, with the rest coming from all around the globe. The significant presence of local students creates a dynamic cultural interface between local and overseas students, enriching the cultural character of the school. We avoid the sense of transience that often pervades 'expat' schools: most of our students arrive in the Early Years and develop with us across many years, eventually graduating from the Sixth Form.

Academic excellence facilitates our young Harrovians to pursue futures at the world's finest universities and employers. However, it is their strength of character, their creativity, determination and their moral grounding that are the truest hallmarks of their future success. They are taught and nurtured to carry forward their Harrow heritage with both pride and humility, to empower and serve their communities as leaders of the finest calibre, and to understand their privilege and responsibility as lifelong members of the international family of Harrovians.

Students are highly motivated and flourish in the formal yet progressive school environment. Our staff find they spend little time dealing with discipline issues and are able to focus on their teaching. Students generally come from professional or entrepreneurial backgrounds; homes that value and encourage learning. A range of scholarships are available for the less affluent.

professional or entrepreneurial backgrounds; homes that value and encourage learning. A range of scholarships are available for the less affluent.

HARROW PARENTS

Parents are highly supportive and are encouraged to come to school and interact freely with staff. The 'Friends of Harrow' (parent-teacher support group) provides an appropriate vehicle for parents to get involved, as well as to bring concerns and suggestions to the school's management. Parents are expected to attend parent-teacher consultations, with high rates of attendance being normal. We also provide a wide range of parent workshops and other activities to further underline the important role of Parents in the Harrow learning community.



A SUCCESSFUL HARROW BANGKOK TEACHER

We recruit our teachers from the UK maintained, independent and international sectors. Most live either on-site or in the local area. This supports a strong sense of community.

We are looking for someone who loves contributing to the life of the school; someone with ambition, for the school and themselves; a critical thinker and doer. Working closely with our parents, you will be both empathetic and charismatic. We look after our staff well, with a highly competitive rewards package and opportunities for professional development. We want our teachers to have all-round abilities and interests that support excellence both in the form room and our Leadership and Service programmes. Many of our teachers have an understanding of the independent and/or international sectors and have been involved in boarding schools, although these are not prerequisites. We look for experienced, dynamic, committed teachers who believe in what we do and passionately want to be part of it.

[Working at Harrow Bangkok](#)

We seek to appoint teachers who...

- care about young people and their learning.
- like being with children and go out of their way to spend time with them.
- go the 'extra mile', seeing teaching as a vocation.
- embrace a high degree of integration between their personal and professional lives.
- like being with young people and enjoy the fellowship of colleagues.

- relish being part of the wider school community and give their time generously and willingly.
- embrace the school's values of Honour, Courage, Humility and Fellowship.

Successful Harrow Bangkok teachers....

- have a passion for their teaching.
- are reflective and willing to try new ideas if they think it will benefit the students.
- embrace the coaching initiative.
- look to continuously refine their practice.
- embrace the full experience of living and working overseas.
- are resilient, forward thinking and open minded

The majority of our professional development is underpinned by the mechanism of effective professional development as identified by the EEF (October, 2021). New staff undergo intensive coaching as a part of their induction to support them in settling into a new school and empower them to deliver world-class education using the Harrow Bangkok Model of Excellence from the very beginning. In Lower School, staff participate in professional development events followed by instructional coaching sessions that allow them to embed the strategies discussed in practice while in Upper School, staff participate in professional development activities identified as priorities, followed by either opportunity to embed these in their practice through their work in their faculty teams. This can take a format of coaching, learning communities or planning and rehearsal of a technique.





CRITERIA FOR APPOINTMENT

Teachers can apply if they meet the following requirements:

- Appropriate degree, with UK PGCE, or other teaching qualification that gives QTS.
- Minimum three years teaching experience.
- Familiarity with the National Curriculum of England (plus IGCSE/GCSE and/or A Levels as appropriate).
- A passion for teaching and a commitment to educating the whole child, including extra-curricular activities.
- A high level of professionalism and consideration for the well-being of children.
- Respect for all members of the community, irrespective of position, gender, age and ethnicity.
- Previous experience working with students for whom English is not their first language.
- A positive and solution-focused attitude to working life.
- A clean criminal record check (this is the International Child Protection Check (ICPC) from the UK or appropriate police and other checks from relevant countries of residence/work for applicants who have never worked in the UK and no issues regarding suitability to work with children.
- A proven commitment to the safeguarding of children and an understanding of safeguarding procedure. The school Safeguarding policy is available [on the School website](#).

TERMS OF EMPLOYMENT

Applicants should note the following:

- Contracts are initially for two years.
- Salaries are similar to those of other international schools of our standard in the region.
- 10% of annual salary (at maximum) for an annual discretionary bonus paid mid-contract and after renewing contract. Staff who leave after completing only one contract period (two years) are not entitled to the bonus on leaving.
- Health insurance coverage for teachers and dependents is provided (10% co-pay scheme). (Pre-existing or congenital conditions are precluded in the first contract period).
- Accommodation is provided. New teachers are required to live onsite for the first year of employment as a minimum. They may choose to remain onsite or move offsite in the second year, housing allowances are provided for offsite living. Services are charged for.
- Airfare and baggage allowance is provided from and to point of origin at the beginning and end of the contract period, including for dependents (except for locally hired appointments).
- Annual flight allowances are dependent on the staff member completing two years of employment (minimum) and being approved to renew contract for a further two years.
- Where remission is given at offer, 100% of school fees for children of expat teachers are covered.
- The cost of working visas, dependents' visas, work permits and teacher licence costs are paid for by the school.



BENEFITS OF WORKING AT HARROW BANGKOK

- We enjoy an excellent reputation in Bangkok, Thailand and beyond.
- We offer a most competitive package with excellent benefits.
- We are a flourishing community, with lots of activities, events and facilities to support our staff; staff wellbeing is a priority.
- We pride ourselves on our highly collaborative work environment.
- We support a culture of ongoing learning and development, including a range of CPD opportunities, such as NPQs and IPCSL.
- We have a clear shared vision, published in 2024 with an original, distributed leadership model to implement it.
- Harrow Bangkok and the AISL Group offer lots of careers opportunities.



WHAT IS IT LIKE TO LIVE AND WORK AT HARROW BANGKOK?

For those making their debut on the international stage, joining the Harrow Bangkok community marks the beginning of an exciting journey. It's a chance to step outside your comfort zone and explore new horizons. It was a move that my wife and I do not regret one bit.

Living onsite at Harrow Bangkok has cut our commute down to 5 minutes. We enjoy finishing our work and then still getting home at a reasonable hour. We now have time to live life during term time. A luxury we didn't have the time or energy for in the UK. We have rediscovered our hobbies and have an improved work life balance. Embracing Thai culture, trying local cuisine, and navigating the bustling streets of Bangkok have become part of our everyday experience.

Living onsite has helped us feel part of a community and quite quickly our colleagues and neighbours have become lifelong friends. The supportive network has been a source of guidance and camaraderie that has helped us to

acclimatise to the new surroundings and make the most of the experience.

Thailand offers an endless array of cultural experiences waiting to be explored. From ancient temples to bustling street markets, from serene beaches to lush jungles, the country's diversity ensures that there is always something new to discover. As the school is situated close to Don Mueang airport, we have been able to spend many a long weekend on a beach with cocktails in hand.

The school is still a demanding environment where you are expected to work hard for the children, but it is rewarding one as the children want to learn and want to succeed. We get thanked at the end of our lessons and the children are a joy to teach.

Working at Harrow has been an enjoyable experience thus far, and we eagerly anticipate spending many more joyful years here and extending a warm welcome to new staff members into the Harrow family.



Lauren Smith
Second in Maths | Prep





“Making the Move with a Family”

Choosing to move half-way across the world with your family is a big decision. For us, we wanted our own children to be a part of a school that placed holistic education at the heart of what it does. It was clear that Harrow Bangkok believed not just in academic success, but in enriching students by providing varied experiences both inside and outside the classroom. And so we took the plunge – and have not regretted a single moment.

Right from the beginning of the application process, we were struck by how supported we were by the team at school to ensure that our move here was as smooth and as stress-free as possible. When we arrived on the school site for the first time, we were blown away by the sheer size and quality of the campus and facilities.

This is a busy school. There are always exciting and interesting events that take place on a regular basis. As a parent, it is wonderful to be able to watch your children receiving awards in assemblies, performing in the Harrow Fair or participating in various sports events. As

a member of staff, there are a multitude of opportunities both professionally and socially. After the working day is done, you are sure to find some activity taking place that you can get involved in. Be that golf, football, yoga, Ultimate Frisbee or dinner and drinks in town ... it is safe to say that you will have plenty to do in your spare time.

But best of all is Harrow Bangkok’s sense of community. Although we may be far away from home and family, we are surrounded by a group of like-minded, caring and fun-loving people, many of whom have children of similar ages to our own. This warm and supportive environment has quickly made Bangkok feel very much like home. We feel very fortunate that we have been able to realise our dreams of teaching abroad and would highly recommend Harrow Bangkok to anyone wanting to experience this exciting part of the world.



Lesley Brown
Head Of Phase - Early Years

TEACHING AND LEARNING

We are an Early Years to Year 13 ‘through’ school, providing a bespoke Early Years curriculum followed by an accelerated English National Curriculum for Key Stages 1, 2 and 3 (our Prep Phase bridges KS2 and KS3), then IGCSEs and A Levels. Our curricular and extracurricular approaches are underpinned by fostering our Harrow Values and summarised in our Harrow Bangkok Model of Excellence. Our Model of Excellence outlines our high expectations in the areas of classroom culture, the learning cycle, support and challenge, alongside feedback and assessment. Students at Harrow Bangkok take ownership over their learning and have the metacognitive skills to reflect on and move their learning forward, supported by world-class teachers and teaching assistants.

Everything we do is inspired by our motto, ‘Educational Excellence for Life and Leadership’ and focuses on our students’ academic, pastoral and holistic educational needs. This is reflected in the richness of the extracurricular offer, Leadership and Service programmes, as well as the diversity and challenge within the curriculum itself. We place a strong emphasis on using our local context and a student-focused

approach to develop a love of learning in our students to ensure Bangkok Harrovians flourish at school and beyond.

Teaching in Years 10 to 13 is focused on external examinations and preparation for undergraduate study. The Upper School celebrates superb outcomes once again this year. **With over 51% of all grades A*-A for A level, and 65% A*-A for IGCSE**, we cement our position as one of the best schools in the region. **The proportion of A*-A grades over the last eight years exceeds 60% in both external qualifications**, reflecting our student’s **consistent ability** to embrace academic rigour and holistic opportunities side by side. Our graduates transfer to the universities of their choice; many being amongst the best in the world.

Teachers here are learners too. We have a flourishing coaching culture where Looking for Learning drop-ins are enjoyed regularly, and colleagues host enriching conversations about teaching, learning, and leadership that help one another to grow further.



MODEL OF EXCELLENCE

Our Harrow Bangkok Model of Excellence is underpinned by the Harrow Values of **courage, honour, humility and fellowship**. It sets out what teaching staff do in world-class lessons at Harrow Bangkok to deliver on our commitment to educational excellence and realise our vision of being a world-class school. It won't all be seen in one lesson but together this is how our principles of learning look in practice over time.

WORLD-CLASS TEACHERS

CLASSROOM CULTURE

- Establish and maintain high expectations of effort and aspirations through praise and recognition of **hard work, practice, perseverance and resilience**.
- Use and promote empathetic skills and the values of **honour and humility** to foster an inclusive environment where students can be themselves, feel safe and secure.
- Develop student confidence allowing them to **take risks** and have the courage to get things wrong.
- Enable students to develop a **growth mindset, curiosity and independence**.
- Develop critical thinking by encouraging students to use their **analysing skills** and question processes and information they are being presented.
- Make references to both home and school languages empowering students to **make links**.
- Adapt their teaching to be reflective of the culture of Thailand and inclusive diverse backgrounds, role modelling a concern for society.
- Give students the opportunity to **collaborate with humility** and in the spirit of fellowship, expand on and challenge their own and other students' ideas and passions.
- Should continue to believe that teachers need to continue to collaborate with others, **reflect and refine** their practice based on the latest research.

LEARNING CYCLE

- Plan short and long term learning sequences with learning goals in mind.
- Be aware of and plan for common misconceptions throughout the learning journey.
- Use subject knowledge to communicate key concepts and instructions clearly and concisely to ensure **precision**.
- Model the thinking process, encouraging students to have the courage to explore ideas, **take risks and practise agile thinking**.
- Offer opportunities for deliberate, guided and independent practice.
- Develop students' **linking skills**, encouraging them to make connections between concepts and apply wider knowledge to their learning.
- Encourage students to apply their creating skills when thinking about concepts and problem solving.
- Encourage students to use **meta thinking** skills so they develop **effective learning behaviours**.

WORLD-CLASS TEACHERS

SUPPORT & CHALLENGE

- Welcome students to lessons and get them **engaged** with learning straight away.
- Have slick classroom routines so transitions are impactful.
- Create an engaging, purposeful physical learning environment.
- Carefully consider targeted questions to maximise the **thinking** and participation ratio.
- Have an awareness of pace for all learners and adjust learning outcomes accordingly.
- Offer appropriate balance of **challenge** and support to ensure all students can access the curriculum through: language input, thinking out loud modelling, strategic groupings, strategic questioning and/or careful scaffolding.
- Provide opportunities for collaboration to develop **leadership skills including Harrow values of courage, honour, humility and fellowship.**
- Adapt teaching to reflect the high number of EAL students in the school.
- Know your students and how to **engage** and motivate them.
- Ensure each student is working at the peak of their potential through effective differentiation.
- Communicate and co teach with support staff effectively in the classroom to support the learning of all students.
- Allow Thai and other home languages, as appropriate for learning.
- Extend learners beyond curriculum and develop their **inquiry skills.**
- Plan and provide specific support for students with SEND.

FEEDBACK & ASSESSMENT

- Know the starting points of children by using prior knowledge checks, feedback, observations of students and data.
- Plan precise learning intentions so all students can **self regulate** against success criteria and know how to move towards their learning goals.
- Have a strong understanding of the outcomes expected within each specific domain (age or subject related expectations) and can **strategy plan** learning opportunities accordingly.
- Use questioning strategies which vary in depth to check for **accuracy** of understanding.
- Use a range of strategies to identify misconceptions, give feedback and plan future learning.
- Offer immediate feedback with the use of live marking and self, and peer marking strategies.
- Close the feedback loop ensuring that students move forwards.
- Use low stakes retrieval practice and spaced learning to maximise student **mastery.**
- Be ready to adapt live teaching in response to student performance and smoothly transition to alternative strategies, as needed.
- Track student progress and set clear targets to offer timely interventions.

CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

Harrow Bangkok staff subscribe to the view that we all have a “professional obligation to improve.” (Tomsett and Uttley (2020)). As a result, we pride ourselves on the broad and enriching CPD and CPL provision on offer each academic year. Development opportunities can be found in all facets of our school whether that be at a whole-school, subject, phase, or personal level. With regular INSET and protected professional development time, we have recently worked with inspiring practitioners to ensure our approaches remain at the cutting edge of educational research:

- Chris Such - Whole Class Reading
- Greg Botterill - Drawing Club
- Andy Hind - Leadership
- Martin Knights - Coaching Culture
- Lisa Lowe - SEND and Inclusion

With the strong support of AISL, staff at Harrow Bangkok also drive forward their leadership by undertaking a range of world-renowned qualifications: NPQH, NPQSL,

NPQLT, NPQBC, BSO Boarding courses, ASIST, and IPCSL courses, to name but a few. We work alongside expert organisations such as UCL and Best Practice Network - with Harrow Bangkok staff also facilitating these international programmes. Our membership of regional CPD hubs, such as FOBISIA, ensures we can share our best practice and learn from other world-leading educational institutes.

Internally, we pride ourselves on the expertise within our community. Colleagues generously lead CPD for one another through INSET, academic and pastoral meetings, BitesizeEd, leadership and management policy sessions, reading clubs, and subject network meetings. Our CPL offer for personal growth is ever-widening. We partner with Leadership Matters, Great Teaching Toolkit, The National College, The Key, and AISL Academy to offer staff access to platforms to advance their own learning across the school year.

OUR CAMPUS

Harrow Bangkok is uniquely situated on a spacious, green campus beside Harrow Lake on the northern outskirts of Bangkok. Our school has excellent provision for our day and boarding students, as well as extensive sports and creative and performing arts facilities.

Our onsite facilities include:

- 35 acre campus
- Harrow lake which is used for a variety of water sports and activities, including sailing, kayaking, dragon boat racing, adventure races and raft challenges.
- Two cafes
- Separate Dining centres for Boarding, Day School and Early Years
- Dedicated libraries for Upper School, Pre-Prep and Early Years
- Purpose built Sixth Form centre
- Dedicated Early Years Centre

- Design & Technology facilities
- Science building
- Creative and performing arts centre complete with art and music rooms, including one-to-one spaces for peripatetic tuition
- Steinway Recital Hall and Black Box Theatre
- Air-conditioned sports hall
- Multi-purpose outdoor covered athletics centre ‘The Den’
- 500 sqm gymnastics centre
- Fitness suite for all staff and students
- Extensive floodlit sports pitches with natural grass surfacing
- Six floodlit tennis courts conforming to Miami open finish
- Two swimming pools; one 25m pool and one junior pool
- Climbing wall (bouldering)



LIVING ONSITE

New staff are provided with onsite accommodation on the large green campus. The two and three- bedroom town-houses and apartments are fully furnished to a high standard. 18 West (apartments) and 19 East (townhouses) are ideally located on-site, only a few minutes' walk from the main school buildings.

The advantages of living onsite are:

- High quality, newly refurbished accommodation.
- No commute to work.
- Residents can get to know and socialise with other members of the Harrow community.
- Residents have access to all onsite sports facilities and green areas.
- Safe and secure onsite residence with 24 hour security provided.
- On-call maintenance services, no need to source external handymen.
- Fibre optic broadband connection.
- No need to ship your own furniture as all accommodation is fully furnished.
- [Click here](#) to see the video.

Townhouse and Apartment Specifications:

Townhouses: 2 beds - 95 m2 | 3 beds - 116 m2

Apartments: 2 beds - 85 m2 | 3 beds - 115 m2



KEY INFORMATION TO KNOW BEFORE YOU COMMIT TO LIVING AND WORKING WITH US

1. The interview rounds usually happen in late November and late January. The school does not pay for costs incurred travelling to interview.
2. **The New Staff Induction Programme is provided in early August.** Newly appointed staff will be required to travel to Thailand early in August.
3. Travelling to Thailand during the period before the Induction Programme can cause issues for your working visa application process. **We advise against travel to Thailand during the period after you have secured your non-immigrant B visa, usually in June, until the agreed onboarding arrival date in August.**
4. The Thai immigration department and/or **Ministry of Education may refuse applicants whose ICPC criminal record or other police check show a previous conviction or caution.** This can result in your visa application being refused and we may not be able to proceed with the employment process. If you have any conviction of any sort, please declare it before appointment.
5. **Immigration rules in Thailand.** Gaining visas and work permits involves paperwork and visits to government offices. Landlords of accommodation rented to non-Thais, usually in your case, the school, are required to report your residence after every trip overseas. This is called TM30 reporting. You will be required to complete an online spreadsheet with your travel details over the year to allow our immigration team to report you correctly.
6. We recommend you **limit your travel to domestic only after arrival in Thailand, before you secure your multiple re-entry visa** (usually within 2.5 months after arrival) If you choose to travel overseas during this period, you will be asked to pay for the additional visa costs. Once you secure your multiple re-entry visa you may travel overseas without issue or additional visa costs.
7. The appearance of teachers is important in Thailand. This may be contradictory to the cultural expectations you are familiar with. **Formal and conservative dress is expected for teachers** and excessive tattoos are culturally inappropriate in Thailand. You should bring formal clothes for work, eg: suit/ jacket/ covered shoes.
8. **Thailand has strict rules on the employment of non-Thais outside of the education field.** This may impact you if you are planning to relocate with a partner who is not being employed by the school and/or is hoping to gain employment in an area other than education. Non-Thais are precluded from many specific types of jobs in Thailand. Occasionally, posts in the school become available which partners of teachers are welcome to apply for, however employment by the school of an accompanying partner cannot be guaranteed.
9. On arrival in Thailand, **you will need enough cash to get you through until your first salary payment. The first month will involve various outgoing payments.** You should change your home currency to Thai Baht on arrival in the airport at Bangkok.
10. Staff accommodation is provided onsite. If you have a pet, please note we do not allow dogs on campus. We only allow cats on campus.
11. **All staff are entitled to a free annual health check.** This is different to the health check you are required to do as part of your work permit application process.
12. New staff will be required to complete a health check for the insurance company after arrival. **Whilst the school provides insurance, not all treatments will be covered.** There are exclusions. First contract cycle does not cover pre-existing conditions. These are covered from the second contract period onwards.
13. If you have **previously worked in Thailand and claimed double tax on leaving**, you MUST declare this as soon as possible in your application process. You may be required to pay back any tax to the Revenue Department.

PRACTICAL DETAILS (The exchange rate for 1 GBP was 43.6 THB as of September 2024)

Cost of Living Comparison between Bangkok and London (updated in September 2024)	London	Bangkok	UK% Difference
Restaurants			
Meal, Inexpensive Restaurant	£20 (875 Baht)	£2.28 (100 Baht)	-88.6 %
Meal for 2 People, Mid-range Restaurant, Three-course	£85 (3,720 Baht)	£19.42 (850 Baht)	-77.2 %
McMeal at McDonalds (or Equivalent Combo Meal)	£8 (350 Baht)	£4.57 (200 Baht)	-42.9 %
Domestic Beer (0.5 liter draught)	£6.50 (284 Baht)	£2.06 (90 Baht)	-68.4 %
Imported Beer (0.33 liter bottle)	£5 (218 Baht)	£3.43 (150 Baht)	-31.5 %
Cappuccino (regular)	£3.73 (163 Baht)	£1.99 (87 Baht)	-46.7 %
Coke/Pepsi (0.33 liter bottle)	£1.90 (83 Baht)	£0.48 (20 Baht)	-74.9 %
Water (0.33 liter bottle)	£1.45 (63 Baht)	£0.25 (10 Baht)	-82.8 %
Markets			
Milk (regular), (1 liter)	£1.33 (58 Baht)	£1.56 (68 Baht)	+16.9 %
Loaf of Fresh White Bread (500g)	£1.47 (64 Baht)	£1.27 (55 Baht)	-13.6 %
Rice (white), (1kg)	£2.19 (96 Baht)	£1.17 (51 Baht)	-46.8 %
Eggs (regular) (12)	£3.23 (141 Baht)	£1.75 (76 Baht)	-45.8 %
Local Cheese (1kg)	£7.93 (346 Baht)	£18.07 (791 Baht)	+128.0 %
Chicken Fillets (1kg)	£7.26 (317 Baht)	£2.33 (101 Baht)	-67.9 %
Beef Round (1kg) (or Equivalent Back Leg Red Meat)	£11.51 (503 Baht)	£7.96 (348 Baht)	-30.9 %
Apples (1kg)	£2.70 (118 Baht)	£2.60 (113 Baht)	-3.8 %
Banana (1kg)	£1.26 (55 Baht)	£1.28 (55 Baht)	+1.2 %
Oranges (1kg)	£2.50 (109 Baht)	£1.79 (78 Baht)	-28.5 %
Tomato (1kg)	£3.31 (145 Baht)	£1.41 (61 Baht)	-57.4 %
Potato (1kg)	£1.20 (52 Baht)	£1.25 (54 Baht)	+4.3 %
Onion (1kg)	£1.16 (50 Baht)	£1.08 (47 Baht)	-6.4 %
Lettuce (1 head)	£0.99 (43 Baht)	£1.01 (44 Baht)	+2.1 %
Water (1.5 liter bottle)	£1.20 (52 Baht)	£0.39 (17 Baht)	-67.2 %
Bottle of Wine (Mid-Range)	£10 (437 Baht)	£13.71 (600 Baht)	+37.1 %
Domestic Beer (0.5 liter bottle)	£2.06 (89 Baht)	£1.45 (63 Baht)	-29.3 %
Imported Beer (0.33 liter bottle)	£2.59 (113 Baht)	£2.80 (122 Baht)	+8.3 %
Cigarettes 20 Pack (Marlboro)	£15 (656 Baht)	£3.37 (147 Baht)	-77.5 %

Cost of Living Comparison between Bangkok and London (updated in September 2024)	London	Bangkok	UK% Difference
Transportation			
One-way Ticket (Local Transport)	£2.77 (121 Baht)	£0.91 (40 Baht)	-67.1 %
Monthly Pass (Regular Price)	£200 (8,754 Baht)	£29.70 (1,300 Baht)	-85.2 %
Taxi Start (Normal Tariff)	£4.75 (207 Baht)	£0.80 (35 Baht)	-83.2 %
Taxi 1km (Normal Tariff)	£1.95 (85 Baht)	£0.97 (42 Baht)	-50.1 %
Taxi 1hour Waiting (Normal Tariff)	£30.00 (1,313 Baht)	£4.57 (200 Baht)	-84.8 %
Gasoline (1 liter)	£1.52 (66 Baht)	£0.92 (40 Baht)	-39.2 %
Volkswagen Golf 1.4 90 KW Trendline (Or Equivalent New Car)	£28,070 (1,228,708 Baht)	£38,836.72 (1,700,000 Baht)	+38.4 %
Toyota Corolla Sedan 1.6l 97kW Comfort (Or Equivalent New Car)	£27,441.79 (1,201,209 Baht)	£21,350.63 (934,581 Baht)	-22.2 %
Utilities (Monthly)			
Basic (Electricity, Heating, Cooling, Water, Garbage) for 85m2 Apartment	£250.79 (10,977 Baht)	£68.49 (2,997 Baht)	-72.7 %
1 min. of Prepaid Mobile Tariff Local (No Discounts or Plans)	£15.04 (658 Baht)	£10.40 (455 Baht)	-30.8 %
Internet (60 Mbps or More, Unlimited Data, Cable/ADSL)	£31.06 (1,359 Baht)	£12.09 (529 Baht)	-61.1 %



Cost of Living Comparison between Bangkok and London (updated in September 2024)	London	Bangkok	UK% Difference
Sports And Leisure			
Fitness Club, monthly fee for 1 adult	£44.40 (1,943 Baht)	£44.26 (1,937 Baht)	-0.3 %
Tennis court rent (1 hour at weekend)	£14.09 (616 Baht)	£8.61 (376 Baht)	-38.9 %
Cinema, international release, 1 seat	£12 (525 Baht)	£5.71 (250 Baht)	-52.4 %
Childcare			
Preschool (or Kindergarten), full day, private, monthly for 1 child	£1,802.88 (78,917 Baht)	£505.77 (22,139 Baht)	-71.9 %
International primary school, yearly for 1 child	£19,654.55 (860,338 Baht)	£10,433.50 (456,705 Baht)	-46.9 %
Clothing and Shoes			
1 pair of jeans (Levis 501 or similar)	£74.78 (3,273 Baht)	£44.81 (1,961 Baht)	-40.1 %
1 summer dress in a chain store (Zara, H&M etc)	£37.94 (1,660 Baht)	£30.63 (1,340 Baht)	-19.3 %
1 pair of Nike running shoes (mid-range)	£85.72 (3,752 Baht)	£80.29 (3,514 Baht)	-6.3 %
1 pair of Men's leather business shoes	£97.37 (4,262 Baht)	£74.14 (3,245 Baht)	-23.9 %
Rent Per Month			
Apartment (1 bedroom) in city centre	£2,145 (93,893 Baht)	£450.48 (19,718 Baht)	-79.0 %
Apartment (1 bedroom) outside of centre	£1,597.26 (69,917 Baht)	£239.75 (10,494 Baht)	-85.0 %
Apartment (3 bedrooms) in city centre	£4,396.81 (192,461 Baht)	£1,349.44 (59,068 Baht)	-69.3 %
Apartment (3 bedrooms) outside of centre	£2,796.34 (122,404 Baht)	£669.07 (29,287 Baht)	-76.1 %



THE BENEFITS OF WORKING WITH HARROW SCHOOLS IN ASIA

The Harrow International Schools family is dynamic. We have been operating international schools in Asia for 25 years, longer than any other UK independent school, and have taken our time to ready ourselves for further expansion. Our growth has been cautious and successful.

With high levels of staff retention and gradual increases in leadership capacity in recent years, the group is well placed to expand further, using its growing expertise. New teachers joining us will benefit from the experience and expertise already available while, at the same time, bringing fresh ideas and experience from previous professional lives.

Becoming part of the Harrow family offers real benefits for teachers. Professional development links are already flourishing and career progression within the family is a very real option.

THE HARROW FAMILY

Legal ties

Each Harrow international school has its own Harrow Agreement, a legally binding relationship that outlines the roles and responsibilities of both the Harrow Foundation (UK) and the individual school. Each Harrow Agreement has important appendices that define the accountabilities for the operation of the individual school. Harrow International Management Services (HIMS) is the operating company for the Harrow International Schools, providing strategic oversight, coordination and quality assurance for the existing schools and establishing new Harrow international schools.

Functional ties

- There is significant interaction between the schools in the Harrow family:
- Old Harrovians have sat, or are sitting, on both Harrow Bangkok and Harrow Beijing Boards.
- A former Head Master of John Lyon School, one of Harrow Foundation's London schools, was Head of Harrow Bangkok, until August 2011.
- A former Deputy Head Master of Harrow School, London, was the founding Head of Harrow Hong Kong, until August 2017.
- A Master (Beak) taught Mathematics at Harrow on the Hill for 16 years before going on to teach at all but one of the Harrow International Schools.
- Graduating students from both Harrow School (London) and John Lyon School have worked in Harrow Bangkok as gap students.
- A Year 9 student exchange takes place between Harrow schools.
- Selected students from all Harrow schools attend the "Harrow Family Fifth Form Conference" each June.
- There are several annual inter-Harrow school student competitions (Coding, Mathematics, Swimming).
- The AISL Chairman, the Director of Schools and all Harrow Heads work closely with the Harrow Foundation (London) throughout the year.

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Educational Excellence *for* Life and Leadership

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