



HARROW
INTERNATIONAL
SCHOOL
APPI



CANDIDATE INFORMATION PACK

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Educational Excellence for Life and Leadership





Educational Excellence is in Our Nature

Set amongst the mountains of Iwate Prefecture, AISL Harrow School's first school in Japan is unique in Asia – a place where world-class education combines with stunning Japanese nature.

Surrounded by the great outdoors, high achieving students excel both academically and physically. Utilising Harrow International School's British international curriculum, teaching is highly effective, ensuring academic outcomes are outstanding and students have the opportunity to access the world's best universities. A unique co-curricular programme engages students in sport, creative arts, and service learning; sports academies offer particular specialisms in skiing, swimming, tennis, golf, and cycling.

With close personal tutoring supporting a commitment to 'educational excellence for life and leadership', students are provided with an outstanding fully residential education.

Harrow Appi sets a benchmark for international residential education in the region, offering a one-of-a-kind learning experience in East Asia; values based, holistic education with high academic standards, full boarding, the development of leadership attributes and mountain and outdoor sport.

Thank you for your interest in Harrow Appi. We hope you find the following information helpful and look forward to receiving your application.



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essage From The Head Master



Stephen Tong

Head Master
Harrow Appi

I joined Harrow Appi in 2023 having been part of the Harrow family for many years with my most recent position as Acting Head Master of Harrow Shenzhen Qianhai. I have thirty-two years of teaching experience from six different schools in the United Kingdom and bring a wealth of knowledge and expertise to our community.

At Harrow Appi, we believe in a unique approach to learning that takes advantage of our remarkable natural environment. Our students are encouraged to step beyond the confines of traditional textbooks and immerse themselves in the practical exploration, critical thinking and application of their knowledge and understanding; this is deep learning. Whether it's delving into astronomy, conducting scientific investigations, expressing creativity through the arts, or analysing statistical features around our campus, our students are empowered to experiment and engage with learning in a dynamic and immersive manner.

We firmly believe that learning is not confined to the classroom; it extends to every corner of our campus and the stunning natural landscape that surrounds us. Our approach empowers students to

become curious and see learning as a lifelong pursuit. This is the essence of education at Harrow Appi — a place where academic excellence is seamlessly blended with the beauty and wonder of our natural world.

In addition, our comprehensive support network creates a nurturing and encouraging environment that empowers our students to achieve their full potential. It goes beyond academics and encompasses personal growth, character development, and the wellbeing of each student. House staff, subject teachers, and personal tutor groups work together to provide students with the tools they need to succeed, both inside and outside the classroom, contributing to their overall development and preparing them for future leadership and success.





arrow Appi

Harrow Appi caters for students aged 11 to 18 (Years 7 to 13) and, as a full boarding school, closely mirrors the experience of studying at Harrow School in the UK. At capacity, the school will accommodate approx. 900 boarders through to Sixth Form. Students from a wide range of countries enjoy comfortable boarding houses which provide a home from home.

Situated in the pristine mountain environment of Appi Kogen in the north of Honshu (Japan's main island), the school is surrounded by nature; sandwiched between a lake surrounded by silver birches, a golf course and a pine clad hillside. One of the largest ski resorts in Japan, a 36-hole golf course, mountain bike trails, indoor swimming pool and 18 tennis courts are available to staff and students.

Utilising the outstanding facilities, cutting edge methodologies, motivated students, and Appi's mountain environment, teachers utilise of the setting in numerous ways. Our scientists, for example, have immediate access to the natural world; they can conduct experiments in the field and observe natural phenomenon first hand - habitats for instance, or astronomical study. Our creative artists, inspired by the upland setting, produce extraordinary works of visual art, music and drama.

As a truly international school, Harrow Appi enjoys a mix of students from many nationalities, offering a language-rich environment. Whilst the curriculum is delivered in English, all students also study either Japanese or Chinese.



ur Purpose and Values

Drawing on the 450-year heritage of Harrow School in the UK, our educational ethos is based on the four Harrow Values of : COURAGE, HONOUR, HUMILITY and FELLOWSHIP.

This heritage, and the development of the leadership attributes of our young people, is reflected in everything we do in the school. Our academic programmes ensure educational excellence; our 'close personal tutoring' methodologies ensure that every student attains their potential; our 'Enrichment' programmes shape the attitudes and behaviours of each girl and boy.

Our purpose is to prepare students with diverse backgrounds and abilities for a life of learning, leadership, service and personal fulfilment, able to rely on their strength of character, formed in large measure by our forward-looking Harrow-branded education, to adapt to, and excel in, a rapidly changing world.

This purpose is realised at Harrow Appi through engendering Harrow's Core Values:

Courage

- Encouraging innovation and risk-taking, inspiring change for the better
- Challenging adversity and complacency
- Making the most of opportunities
- Putting fear of failure to one side and staying the course, even when it is difficult

Honour

- Doing the right thing, having the highest standards and leading by example
- Taking responsibility and being worthy of the trust of others

Humility

- Recognising that one's self is a work in progress and that struggling with one's weaknesses is essential to growth
- Recognising that talent and achievement alone, however impressive, are not sufficient to success as a human being

Fellowship

- Building binding, constructive relationships which make a positive contribution
- This is resonant with our belief that the strongest relationships of all are based on faith, hope and love



Our Curriculum

Following our bespoke Harrow International School's curriculum, study at Harrow Appi leads to IGCSE and A Level examinations. As in other Harrow International Schools, the ability to support outstanding academic results and entrance to leading universities is an expectation of all staff.

The Super Curriculum

Timetabled lessons are just one dimension of academic life.

To ensure our students are academically stretched and provided with a broad range of opportunities which inspire their intellectual curiosity, our Super Curriculum provides activities that foster academic endeavour beyond examined courses.

Students are encouraged to engage in (and staff to support) activities which inspire curiosity. Across a suite of events and activities, early in the morning, late in the evening or on weekends, staff curate a balanced programme which allow students to wrestle with difficult (perhaps even unsolvable) problems and to apply their knowledge to unfamiliar situations.

Through our Super Curriculum, the rigour of carefully crafted examination preparation is balanced with the development of research skills and the ability to debate, to communicate confidently, to solve problems, and to think both critically and creatively.





Language and Culture

Language learning is central to our approach. The language of instruction and inclusion in Harrow Appi is English, with all core subjects taught and assessed in English. Students speaking English as an additional language are expertly supported as they develop confidence and precision in their use of the spoken and written language.

In addition, the school offers lessons and examinations in both Japanese and Chinese, with a large allocation of curriculum time dedicated to language study.

Harrow Appi graduates are extremely confident users of English and, dependent on their native language, either Japanese or Chinese. Gifted linguists have the potential to graduate fluent in these three languages.

The Co-Curricular Programme

Our calendar of events and activities takes full advantage of the school's setting in rural Japan.

In addition to the core academic programmes, Harrow Appi students (and staff) enjoy three distinct co-curricular seasons; white, green and gold.

The white season focuses on winter sports. A race academy caters for elite skiers and snowboarders; and snow-shoeing challenge the more adventurous. More than just for recreation, our white season co-curricular programme, utilising the natural winter environment of Appi, ensures the holistic development of well-rounded students.

The green and gold season give wonderful opportunity within the great outdoors, focused on trekking, camping, pioneering, golf, tennis, and cycling. The golf and tennis academies provide world-class coaching utilising outstanding facilities, whilst the programme and mountain biking are ambitious.

Students are also given the opportunity to join a wide range of other service, creative, academic and special interest activities – which our staff support according to their skills and interests.

Our Teachers

Harrow Appi offers a unique type of education and outstanding professional and personal opportunities for staff.

If you can imagine yourself working in a dynamic residential school environment, teaching in the day, supporting students in the boarding houses, running activities and clubs, skiing, golfing or mountain biking in the mornings, afternoons, evenings and weekends, we'd welcome an application from you.

Our Requirements

First and foremost, we are seeking teachers who genuinely love working with young people, who can help them excel academically, who can support them pastorally and who will go the extra mile because teaching is their vocation.

We are looking for experienced, dynamic teachers who believe in an education that ensures each child reaches their potential through outstanding teaching, individualised pastoral support ('close personal tutoring'), a widely enriched school life, and learning through service to their community. Successful Harrow Appi teachers have all-round abilities and interests which support excellence both in the classroom and beyond. They are also expert users of digital technologies. We're seeking teachers who embrace a high degree of integration between their personal and professional lives; teachers who will relish being part of a full boarding community, giving generously and willingly of their time.

Our teachers also understand and embrace the rigors of a young school and the challenges of mountain-based life, passionately wanting to work and live in this kind of environment. We don't mind if you haven't worked in a boarding school, but we want you to be excited by the prospect.

The Appi environment, and the nature of the school, will suit ambitious professionals whose personal situation allows them to embrace life in rural, mountainous Japan. We seek resilient teachers who see the challenges of mountain-living, whatever the season, as part of the adventure – the rewards being access to stunning Japanese natural and to outdoor activities.



Qualifications

All applicants must be fully qualified with an appropriate education degree, or a Bachelor's degree and a UK PGCE, and UK QTS (or internationally recognised high-quality equivalents).

Experience

We require significant, sustained teaching experience in a strong school and appropriate familiarity with the National Curriculum of England and IGCSE/GCSE syllabi (A Levels will be offered from 2024 onwards).

Commitment To Teaching

All AISL Harrow Schools are academically rigorous. Our teachers need to be comfortable guiding highly able students (initially up to IGCSE/GCSE level), supporting their eventual progress to the world's best universities. Japanese and Chinese teachers must be comfortable teaching both native and non-native speakers.

Commitment To Boarding

Harrow Appi is a full, seven-day boarding school – all students board, and all staff are accommodated on-site or close to the school. All academic staff are fully involved in boarding, including evening and weekend duties and residential visits. A commitment for educating the whole child is essential.

English Language Ability

Harrow Appi is a British international school; the language of instruction and inclusion is English. Appointments require fluency in English.

Digital Campus

Our teachers must be fully committed to the digital culture of the school and be able to apply new technologies through innovative, future-focused methodologies.

Commitment To Holistic Education

Learning at Harrow Appi takes place in the great outdoors. We need teachers who will thrive in a mountain school environment, in rural Japan.

In addition, our teachers demonstrate:

- A high level of professionalism and consideration of 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, resilient and solution-focused attitude to working life
- A flexible approach and a willingness to get involved wherever the need
- A clean police record (reported via the International Child Protection Check from the UK or appropriate police and other checks from relevant countries of residence/work, for applicants who have never worked in UK) and no issues regarding suitability to work with children.



ur Offer

Joining the Harrow Appi faculty, you'll work hard but you'll be well rewarded; not least of all through the professional satisfaction of supporting Harrow Appi students as they develop into leaders of the future.

You'll have access to extensive professional development opportunities and, of course, to the wonderful Appi environment and facilities; ski slopes, the golf course, tennis courts, the onsen and all that mountain living has to offer.

Working at Harrow Appi includes:

- An initial two-year contract.
- Salaries competitive with those of other international schools of our standard in the region.
- Up to one months salary annual discretionary bonus paid mid-contract and at renewal.
- Onsite or offsite accommodation.#
- Seasonal ski pass (covering the Appi ski resort) generously discounted ski gear and ski lessons.
- Discounted golf and tennis.
- Free Onsen (hot springs) pass for use within the Appi-Kogen resort.
- Termly return shinkansen (bullet train) tickets to Tokyo.
- National health insurance coverage for teachers and dependents*.
- Airfare and baggage allowance provided from/to point of origin at the beginning and end of the contract period.**
- All working visa, work permits and teacher license costs paid by the school.

Housing units are 1, 2 or 3 bed according to need. Utilities are charged.

* Insurance is on a co-pay basis.

** Excludes locally hired appointments.





ur Family

AISL Harrow Schools

Asia International School Limited (AISL) is a leading provider of world-class education in Asia. Through our wholly owned subsidiary Harrow International Management Services Limited and affiliates, AISL sub-licenses the Harrow brand and provides professional educational services to our Harrow branded schools, including AISL Harrow International Schools, AISL Harrow Innovation Leadership Academies and AISL Harrow Little Lions Early Years Centres.

Together with Harrow School, UK, we form the global Harrow family.

With over 20 years of experience in Asia, our Harrow-branded schools in Bangkok, Beijing, Hong Kong, Shenzhen, Haikou, Chongqing, Zhuhai, Nanning, and Shanghai are highly regarded.

With high levels of teacher retention, strong investment in talent management and a commitment to the development of leadership capacity, teachers joining us benefit from the capabilities already available within our family of schools whilst, at the same time, bringing fresh ideas and expertise from their previous professional lives.

Becoming part of the Harrow family offers real benefits for teachers. Professional development, via the 'AISL Academy', is flourishing and there are established pathways for career progression within the family.

Harrow School, UK

Harrow School in the UK is one of the world's most respected private educational institutions.

Founded in 1572 under a Royal Charter granted by Queen Elizabeth I, Harrow School has a well-deserved reputation for academic excellence, the 'House System' and outstanding holistic education.

Amongst the School's alumni, or 'Old Harrovians', are some of the most influential figures in world history, including Lord Byron, Winston Churchill, Jawaharlal Nehru, King Hussein, Lord Rayleigh, and numerous other influencers, innovators, artists and Nobel Laureates.



How to Find Us





AISL
HARROW
SCHOOLS

Harrow School
in the UK



Bangkok, Thailand (HIS) est.1998

Beijing, China (HIS & HLD) est.2005

Hong Kong, China (HIS) est.2012

Shanghai, China (HIS) est.2016

Chongqing, China (HLD) est.2020

Haikou, China (HIS & HLD) est.2020

Shenzhen, China (HIS) est.2020

Nanning, China (HLD) est.2021

Hengqin, China (HLD) est.2021

Appi, Japan (HIS) est.2022

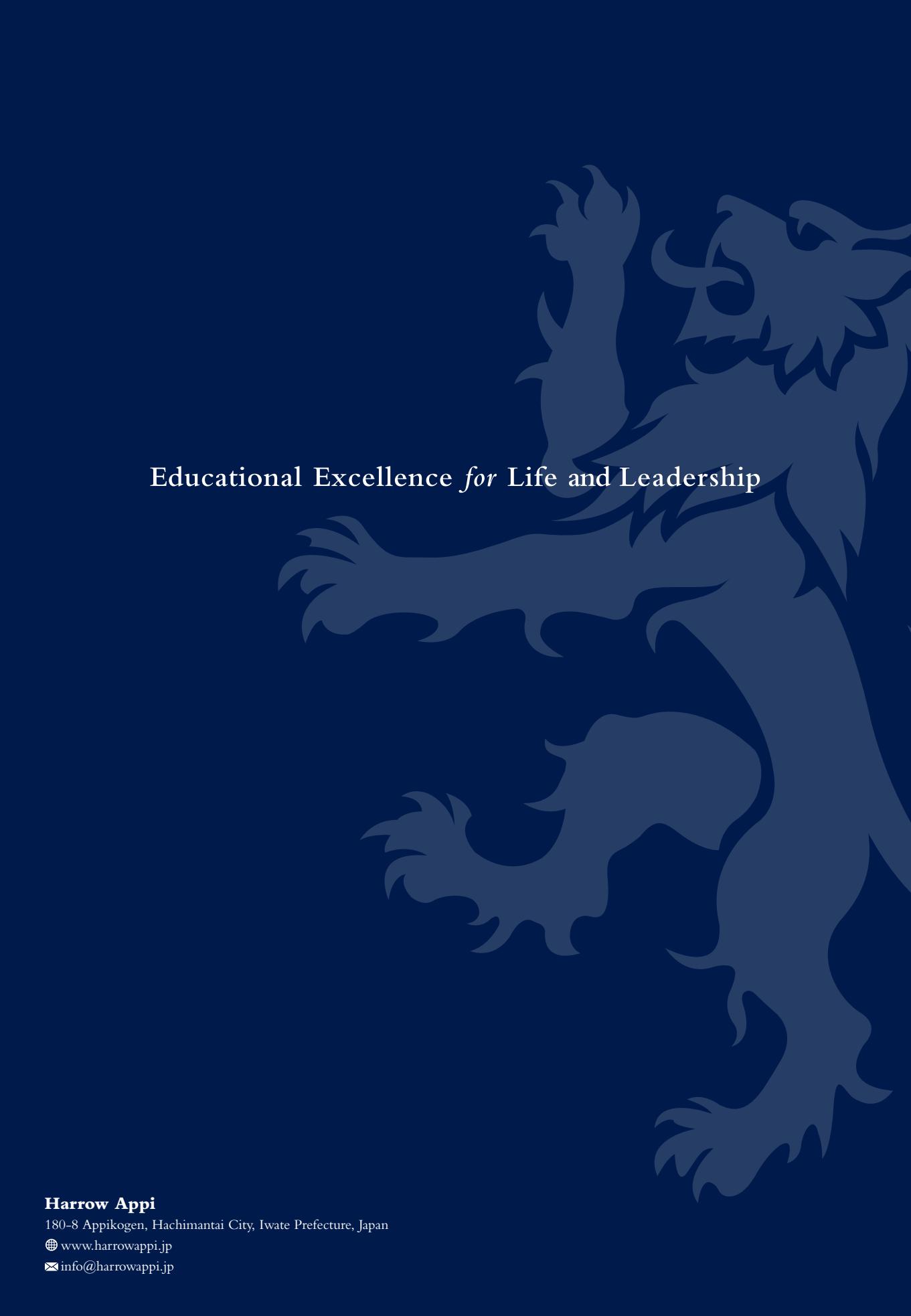
Shenzhen, China (HHKCS) est.2023

Hong Kong, China (HLL) est.2025

Guangzhou, China (HIS) est. 2026

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