AISL
HARROW
BEIJING 哈罗北京



Information for Prospective Candidates

Thank you for your interest in Harrow Beijing. We hope you find the information in this document helpful and we look forward to reviewing your application documents.

Message from the Head Master



A Very Warm Welcome to Harrow Beijing!

Our school is a vibrant and enthusiastic workplace located in the capital city of China, making it an excellent environment in which to begin or advance your career.

Harrow Beijing has been established for over 20 years and maintains strong ties to our founding school in London, particularly in our commitment to delivering an educational programme that combines the very best of a holistic education with high academic achievement. Our pupils, aged 2 to 18, are at the heart of everything we do.

As a member of staff, you will have the opportunity to work within a warm and friendly team, while benefiting from high-quality professional development and exciting career opportunities. Being part of the Harrow family also enables participation in group-wide initiatives, allowing staff to share best practice and experiences with colleagues in Hong Kong, Haikou, Shenzhen, Guangzhou, Shanghai, Bangkok, Chongqing, Nanning, Zhuhai, Hengqin, Appi in Japan, and London.

Staff and their families receive a comprehensive and supportive induction to the school. Many of our colleagues have lived and worked in China for an extended period and are always happy to share their experiences, as well as their knowledge of the local language and culture. We also have a very active and enthusiastic staff community when it comes to social activities, including day trips to the Great Wall and the Summer Palace, as well as Christmas parties and summer barbecues. Additionally, Beijing itself offers a wealth of opportunities, from diverse culinary experiences to world-class shopping and excursions to the surrounding mountains.

We very much look forward to receiving an application from you and encourage you to get in touch if you would like to know more.

Phil Akerman

Head Master



Contents

2 Message From The Head

4 Our Values

5 Harrow Beijing

6 Our Educational Philosophy

7 Our Curriculum And Bilingual Education

8 Our Uniquely Innovative Approach

9 Chinese Curriculum – International Approach

10 Harrow Beijing International Curriculum

12 Living And Working In Beijing

14 From Our Staff

16 Professional Development

16 Who We Are Looking For



Our Values

We draw on Harrow School's stated purpose of preparing students "for a life of leadership, service and personal fulfilment" by taking as our own motto 'Educational Excellence for Life and Leadership'. It is our aspiration to develop leaders in our own international contexts of the stature of Sir Winston Churchill, Jawaharlal Nehru and King Hussein of Jordan, famous Old Harrovians.

Leadership, as we define it, 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 a team player, and effectively managing oneself. In doing so, we identify four core values:

COURAGE – INSPIRING CHANGE FOR THE BETTER.

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

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





HONOUR- BEING WORTHY OF OTHERS' TRUST.

Honour is about doing the right thing, having the highest standards and leading by example. It involves taking responsibility and, ultimately, is what makes us worthy of the trust of others.

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

HUMILITY- ACKNOWLEDGING OUR PLACE IN THE WORLD.

Humility asks us to recognise that one's self is a work in progress and that struggling with one's weaknesses is essential to growth. Humility increases our awareness that talent and achievement alone, however impressive, are not sufficient to succeed as a human being – and that none of us is at the centre of the universe.

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





FELLOWSHIP- WORKING TOGETHER TO ACHIEVE MORE.

Fellowship means building binding, constructive relationships that help us all to make a positive contribution. This is resonant with our belief that the strongest relationships of all are based on faith, hope and love.

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

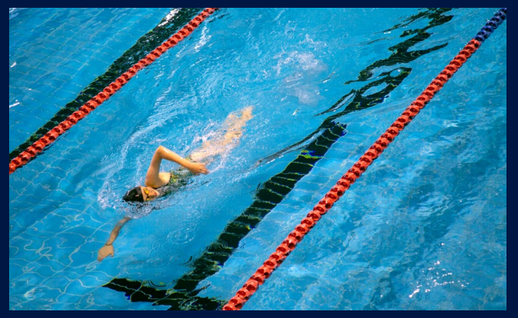
Harrow Beijing

Harrow Beijing was founded in 2005, with the clear brief to provide high-quality British-based education and preparation for leading universities around the world. Currently, there are over 1,300 students and 21 different nationalities attending the School.

Our Campus

Harrow Beijing offers a world-class, purpose-built campus that provides an exceptional environment for teaching and learning. Alongside modern, well-equipped classrooms, the campus features a 2,000 sq m library, a multi-purpose theatre, two 'black box' drama areas, and a music centre complete with a recording studio. Teachers also benefit from outstanding sports facilities, including a 25m swimming pool, a 2,000 sq m air-conditioned gymnasium for badminton, volleyball, and basketball, a dance studio, a top-rope climbing wall, tennis courts, and floodlit sports pitches.

Specialist learning zones for Art, Music, and Drama, a computing suite, and outdoor play areas further support a rich and dynamic curriculum. Our flexible creative spaces encourage innovation, collaboration, and holistic development.







Our Educational Philosophy

Harrow Beijing is known for its commitment to academic excellence and for the way each student is supported through personal tutoring with dedicated staff members. Our mission statement of 'Educational excellence for life and leadership' is implemented through the skills students develop when studying our wide and varied curriculum and further evidenced through our co-curricular enrichment programmes.

Students participate in a wide selection of Co-Curricular Activities of their choice. Activities designed to enrich the academic curriculum as part of our holistic approach. Whether a student wishes to explore maths in a new and exciting way through a problem-solving CCA, wants to try out playing on a football team for fun, or learn a new skill such as public speaking via LAMDA, we aim to offer our students every opportunity to try something new or extend their current skills. As well as a large variety of sports. We also attend the international tournaments with ISAC, ACAMIS and FOBISIA.

The House System is an integral part of school life and is modelled on the Houses of Harrow School. The school is divided into six Houses: Churchill, Kong Zi, John Lyon, Song Qing Ling, Curie and Ju Ching Chu. All students belong to one House, where they can build rapport with peers within the supportive environment of the Harrow community. The personalised experience is central to our students' wellbeing and personal development as they journey through their school career and progress into life beyond school.

Our Students and Staff

The overwhelming majority of Harrow Beijing students win places at their university of first choice such as Oxford, Cambridge, Durham, Exeter, Imperial, LSE, Warwick, University College London, and King's College London in the UK, and Yale, Cornell, Columbia, UCLA in the USA.

Students and staff enjoy a positive working environment which is well resourced and characterised by high levels of commitment and goodwill. Sharing the same values and mission as all of the schools within the Harrow group, there is a strong sense of community and the confidence that all are well supported. One of the best features of Harrow Beijing is the support that all staff and students give so readily which makes for a very dynamic and positive school.



Our Curriculum And Bilingual Education



At the heart of Harrow's educational philosophy are the development of the mind and an understanding of how an individual student learns best. The intellectual, social and ethical needs of our students determine our educational requirements. In its curriculum development, always an ongoing process, Harrow Beijing is forward-thinking and innovative. We believe in a curriculum that has its foundations in intellectual content rather than assessment, important though that is. We aim to equip our students to think, appreciate and create, while always having the opportunity to excel.

The Harrow curriculum consists of two distinct yet complementary strands, both of which seek to promote individual excellence and achievement. The examined curriculum guides the academic structure in both the Senior and Prep sections of the school; the focus being successful preparation of students for both IGCSE and A Level public examinations. In our selection of courses, we aim to provide subject material that will inspire students of all ages. The curriculum as a whole is well-balanced and provides the breadth to contribute effectively to students' academic and social attainment. Harrow Beijing aims to broaden the intellectual horizons of our students further through the non-examined part of the curriculum. Here we provide access to essential learning opportunities which may not otherwise be accessible to students in regular academic lesson time.

Our Uniquely Innovative Approach:
A New Direction for K-12 Education in China

The academic model has been carefully crafted so that it harnesses the strength and rigour of education in China and instils a deep understanding of Chinese heritage, culture, tradition and language. An innovative approach to pedagogy and pastoral care ensures pupils learn in a manner that promotes the Harrow values, leadership attributes and holistic approach to education synonymous with Harrow School in the UK and all our other schools across the globe.

The curriculum expertly sequences knowledge and skills progression appropriate to each child's age and stage of development – students are supported and stretched as needed.



Key features include:

We are passionately committed to developing pupils prepared to make a positive and purposeful contribution to society in both China and internationally. Where relevant, this is achieved through excellence in delivery of the Chinese National Curriculum (CNC) and associated activities and programmes, and compliance with local Education Development Bureau standards.

Expert native language teaching ensures the development of bilingualism so that pupils have the social, cultural and technical language to thrive in China and beyond.

- Diverse approaches to learning ensure that every child develops knowledge, skills and understanding,
- Learning experiences extend beyond the classroom, including: visits, productions, enterprise projects, and community service,
- A defined set of skills and competencies thematically links all curriculum elements,
- Moral education, and the Harrow Values, are evident in all learning experiences,
- Individual interests and talents are developed,
- Learners show excitement and engagement in the curriculum,
- Students feel valued as present and future world citizens.

Year 2 to Year 10
Chinese Curriculum – International Approach





Our Chinese curriculum for Grades 1 to 9 is committed to ensuring excellence in delivery of the Chinese National Compulsory Education Curriculum, combining this with our unique Harrow approach to holistic education – preparing students to excel academically and to succeed as global citizens.

Exclusively designed by senior education experts, the curriculum blends the best of East and West. Students have the opportunity to sit a number of GCSEs based on their blended journey in Year 11 which allows for A-level study in the Sixth Form.

Students transition to the Sixth Form confident in both Chinese and English, well prepared academically and socially for entry to the very best universities globally. This approach, a first in China, ensures that students benefit from a world-class education which blends academic excellence with preparation for life and leadership.



Harrow Beijing International Curriculum

The Harrow Beijing international curriculum is rooted in the English National Curriculum, but a vital focus is also given to the international dimension of the school. We never lose sight of the fact that we are a school in China and celebrate our host culture whenever possible.

Education at Harrow Beijing is a continual process of discovering, learning and maturing, as students- supported by their teachers and their parents- progress through the various key stages of their school life. Probably our greatest challenge as a school is to develop in our students the capacity for independent thought and action, and then combine this with rational and responsible decision-making.

We appreciate the value of many traditional teaching methods and we employ them with skill and enthusiasm, but we also believe that lessons are best taught when students are actively involved in a dynamic process of thinking, discovering, and understanding things for themselves. The way students learn is just as important as the way teachers teach. We therefore place an emphasis on interactive and co-operative learning, devising lessons that draw on the different knowledge, aptitudes and learning styles of individual students.

Classes are kept to appropriate size and, as a result, each student receives the individual attention from the teacher that is essential in ensuring that necessary progress is made. The facilities and resources available support our educational philosophy at all junctures.







Early Years (Pre-Nursery to Year 1)

Our kindergarten students adopt the EYAHC which encourages students to be curious, independent and happy. Children are able to develop creative thinking and essential life skills through an exciting, individualised curriculum that recognises that every child is unique. Children also benefit from lessons by specialists in Physical Education, Music, and Languages.

Lower School Phase (Years 2-6)

In the Lower School, children continue to develop essential literacy, numeracy and computing skills. Emphasis is placed on the enjoyment of books and the teaching of reading and writing along with Mathematics and Coding. As they progress through Pre-Prep, children are introduced to more specialist subjects in Languages, Music, Physical Education, Computing, Art and Design Technology and Science.

Upper School (Years 7-11)

Modelled on the best practices of British Preparatory Schools and international Middle Schools, our Prep Phase is a blend of specialist-taught core subjects such as English, Mandarin, Mathematics, Science and Coding, with additional subjects, including: Art, Drama, Design Technology, Geography, History, Music and Physical Education. Students in Y7-8 focus on a broad and balanced “Prep” education. This leads to a wider range of options for GCSE and beyond into A-level.

Designed to build on the knowledge and skills developed in the Prep Phase, our Senior School curriculum is increasingly academically demanding, focusing students on national and international public examinations. Building towards their IGCSE examinations (usually taken in Year 11), students are intellectually stretched. Subjects taught include: Art, Biology, Chemistry, Computing, Design Technology, Drama, English, Geography, History, Languages, Mathematics, Physics, Physical Education, Music, Economics, Media, Mandarin and Business Studies.

The Sixth Form (Years 12 and 13)

Following IGCSE examinations, students move into the ‘Sixth Form’ Phase of the School and prepare themselves for success at university. They complete a two-year suite of A-level courses, that are regarded as the gold standard of the British education system and recognised worldwide for university entrance. The Sixth Form years are both challenging and exciting. Students have the opportunity to specialise in subjects they particularly excel at and study these areas to an advanced academic level. Many students complete an ‘Extended Project Qualification’ (EPQ) which allows for the development of research skills and the exploration of a topic of special interest in even greater depth. Students also have an opportunity to contribute to the management and leadership of the school by taking on key student positions of responsibility such as Prefect, Senior Prefect, Head Girl, Head Boy, Student Academic Leadership Team and the Student Council.



Living and Working in Beijing

Beijing (北京) means 'Northern Capital' and as suggested is the capital city of China and currently home to roughly 21 million inhabitants. It is the cultural and political centre of China, home to a world record seven UNESCO World Heritage sites as well as the seat of China's government.

Beijing is an exciting city with a cultural mix of historical sites, modern museums and art exhibitions, and a vibrant business district and expat area. Mixed throughout the city are a multitude of green parks, sports venues (including Olympic parks now used by the public), and the cultural footprint of the 'hutongs', Beijing's historic courtyard residences, many of which have been transformed into modern residential apartments.

A hop, step and jump from the bustling capital lie countless world-renowned attractions such as the Great Wall, Forbidden City, Summer Palace and Temple of Heaven, to mention only a few, while those looking for the modern shopping life are spoiled for choice with an array of vast shopping malls housing some of the world's largest brands. In the centre of the city is the Sanlitun shopping district which doubles as a popular expat community area and home to some of the city's most visited bars, coffee shops, clubs and restaurants, including multiple Michelin starred establishments.

Beijing has a monsoon-influenced, continental climate, characterized by hot summers (temperatures hover in the high 30s for long periods) and cold, dry winters, falling below -20°C in the coldest periods. Spring and autumn are seasons of transition and relatively short with rapid cooling and warming periods leading into the longer winters and summers. Rain is relatively rare across the year, with snow even rarer. Meanwhile, the air quality – once a real downside of life in China – has seen a huge change in recent years, with clear blue skies and low AQI days a regular occurrence across the city.

Getting around the city couldn't be easier, helped in no small part by Beijing's vast



subway network which joins almost everywhere you would need to visit (including the subway station just a few minutes' walk from school, making commuting to work very easy). The city is also served by multiple taxi apps, a famous bicycle network, and endless bus routes. All of these are supported by mobile applications which are easy to access for expats. There are two major airports at opposite corners of the city (Beijing Capital and Daxing international airports) as well as four major rail stations which serve ever-increasing areas of China.

For those wishing to explore the vast options available, there are a huge range of tour companies who offer very high-quality and cost-effective options for day trips and longer excursions within both the confines of Beijing province and China generally. Many staff enjoy 'staycations' both in the centre of the city and in the countryside surrounding the urban area, but the joys of the rest of China are viable throughout the year, including the beach resorts of Sanya and Xiamen, the outstanding natural wonders of Guilin, Dali and Chengdu, Harbin's ice city, and culturally significant areas a little further from the capital such as Tibet and Xinjiang. With countries such as Thailand, Vietnam, Japan, Indonesia and Malaysia only a short flight away, the world is your oyster!

Functioning in Beijing relies heavily on mobile applications, with WeChat and Alipay dominating the digital payment markets, also having multi-functional capabilities to allow for taxi booking, home delivery, utilities payment, bicycle unlocking and almost everything else you can think of. Taobao functions as China's mix of eBay and Amazon, while there are a multitude of grocery and fast food applications, including several English-language options. While a translation app will be very useful, especially at first, both WeChat and Alipay have advanced translation tools built in which are invaluable.

Accommodation options are vast in Beijing. New employees are required to live onsite in the first year and may opt to move out in the second year. Wherever you choose to live, we have a dedicated team in school who will help you with apartment viewings, contract negotiations and then the formal agreements and paperwork. In addition to these administrative requirements, the HR team will also support you every step of the way with work permits, visas and other official steps needed as part of living here. If you accept a role with Harrow Beijing, both HR and the Harrow community in general will support you every step of the way with preparation for travel to China through our 'buddy' system.



From Our Staff



Jolene Quaite

Lower School Class Teacher & Year Group Lead

Beijing! Really! That's what my own children first said to me when I mentioned we were moving across the world. Well, it has been an absolute privilege and experience to say the least to have spent the past five years teaching at Harrow Beijing. Throughout my time here, I have had the opportunity to engage with eager parents and teach their children, which has been an incredibly rewarding opportunity. My own children have had the privilege of being taught by some of the best teachers I have met and for that I am thankful for this experience. As a family we now call this our home!

Teaching in Beijing has provided me with a unique perspective on education and cultural exchange. The enthusiasm and dedication of both the children and their parents, staff and our local community have truly impressed me. It is heart-warming to witness the genuine desire of the parents to support their children's education and growth.

Teaching in Beijing has not only allowed me to impart knowledge but has also enriched my own understanding of different cultures and teaching methodologies. The experience has broadened my horizons and deepened my appreciation for the power of education in shaping young minds. Harrow Beijing is a big community but one where you will feel supported, make new friends and experience a home away from home.



Rajeev Singh

Upper School Economics & Business Studies Teacher & Head of Year

Welcome to Harrow Beijing, where I have had the privilege of being a part of this exceptional community since 2022. Having relocated here with my wife and twins, who are proud members of the lower school, I can attest to the warm and supportive atmosphere that defines our school.

Harrow Beijing is not just a workplace; it is a home where the East meets the West, creating a unique and enriching cultural experience for everyone. The strong expatriate support network and the perfect balance between work and personal life make this institution an ideal place for professionals seeking a fulfilling career and a nurturing environment for their families.

Under the guidance of our inspiring new leadership, I have found renewed motivation and energy, compelling me to commit my long-term future to this incredible institution. I am excited to welcome new colleagues to join us on this journey, where every day brings the opportunity to learn, grow, and make a meaningful impact on the lives of our students. Here at Harrow Beijing, we are more than a school; we are a diverse and tightly-knit family dedicated to fostering a vibrant educational community.



Trent Martin

Lower School Director of Studies

When my family and I first moved to Beijing, we had already been abroad for several years and expected to just complete the initial contract and move back home. Shortly after arriving at Harrow though, we felt at home. The staff quickly became friends and the Harrow community feels like one large family.

I love working at Harrow. You can feel the history and culture of Harrow in the hallways. The students we teach here make such great progress and go on to amazing accomplishments after graduating; being part of that process is so rewarding.

Beijing is a safe and exciting city to live in. For a city of its size, it is very green with lots of nice parks to explore. There are so many great eateries; there are too many to visit them all and food here is unlike "Chinese food" eaten abroad. Beijing is full of interesting sights and sounds and packed with so many surprises (usually good ones)! It is a great place to live.



Estelle de Kock

Pre-Nursery & Nursery Year Group Lead

Beijing, China. The bustling capital with so much to see; you couldn't see it all even if you've lived here your whole life! Big skyscrapers next to calming parks. Busy shopping malls on the banks of a peaceful river. A concrete jungle with wide, open spaces, greenery, and farmland. Michelin-star restaurants next to the best street food carts you've ever experienced. Beijing is the epitome of everything I've ever wanted in life. Not that I knew this when I moved here almost two years ago.

I was at a point in my life in 2021 where I wanted and needed more. I was always fascinated by Asian culture, fashion and cuisine so I decided to apply for a job at Harrow, Beijing and everything easily fell into place after that. I arrived in Beijing under the amazing guidance of Harrow HR.

I adjusted to life in Beijing with ease. The school environment at City Campus was one I've never experienced before. Inclusive, warm, welcoming and FUN! I fit right in and felt at home. I found the children to be curious and have such an enthusiasm towards learning. Something that makes my job fun and exciting! Teaching in Beijing has broadened my horizons not only professionally but personally too. I've gained so much curriculum experience that has impacted my teaching practice immensely! I'm also learning a lot from my colleagues and SLT (Senior Leadership Team) who are the best of the best in my opinion. All in all, Beijing has become my home and I've never regretted my decision to move here. Traveling from here is also very convenient so I will remain here happily and indefinitely.

Professional Development

Harrow Beijing is the ideal place to build a career. We recognise the importance of investing in CPD and as a result, we support our teachers and leaders in undertaking a variety of 'in-house' and external training.

Being part of the AISL Harrow Family of schools also means we capitalise on professional development opportunities across Asia. This includes the opportunity to travel to partner schools and affiliated network conferences but also via high-quality online training through our AISL Academy, a global learning professional development platform for educational specialists who will have access to the latest and best practices of pedagogy, professional learning, and social development.

A significant number of our teachers have come for a couple of years and progressed to take on both middle leadership and senior leadership roles. We believe this is testament to the success of our model.

Who we are looking for

Harrow Beijing is looking for teachers who above all else care about children and young people and their learning. Teachers who go the 'extra mile' and see teaching as a vocation, who embrace a high degree of integration between their personal and professional lives. Teachers who enjoy the fellowship of colleagues; who want to be part of a community.

We wish to appoint teachers who have a passion for learning and the subjects they teach and the manner in which learning occurs.

We seek teachers who have all-round abilities and interests so that we are able to provide excellence both in the classroom and in the extensive co-curricular programmes we offer.

We look for experienced, dynamic teachers who believe in an education that ensures each child reaches their academic potential through outstanding teaching and individualised pastoral support, a widely enriched school life and learning through service, and in particular, teachers who passionately want to be part of it.

Working at Harrow Beijing includes:

- Highly competitive salary based on experience, plus an annual performance-based bonus.
- Global health insurance coverage for teachers is provided as well as cover for eligible dependents.
- Accommodation is provided for free if eligible for onsite housing or the equivalent housing allowance offsite.
- Relocation allowances at the beginning and end of the employment with the school.
- Annual taxable flight allowance for teachers and eligible dependents.
- 100% remission on tuition fees for up to two (2) dependent children attending the School. Starting from third child, 50% remission on tuition fees.
- For teaching couples (both teaching in Harrow) 100% remission on tuition fees for up to three (3) dependent children attending the school. Starting from 4th child, 50% remission on tuition fees.
- The cost of all working visas, dependents' resident visas, medical checks, non-criminal checks, and work permit costs are paid by the school but subject to individual income tax.



Educational Excellence
for Life and Leadership
育以至善 • 卓以领航