



WORKING AT HARROW GUANGZHOU

APPLICATION PACK



AISSL
HARROW
SCHOOLS
哈罗学校

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



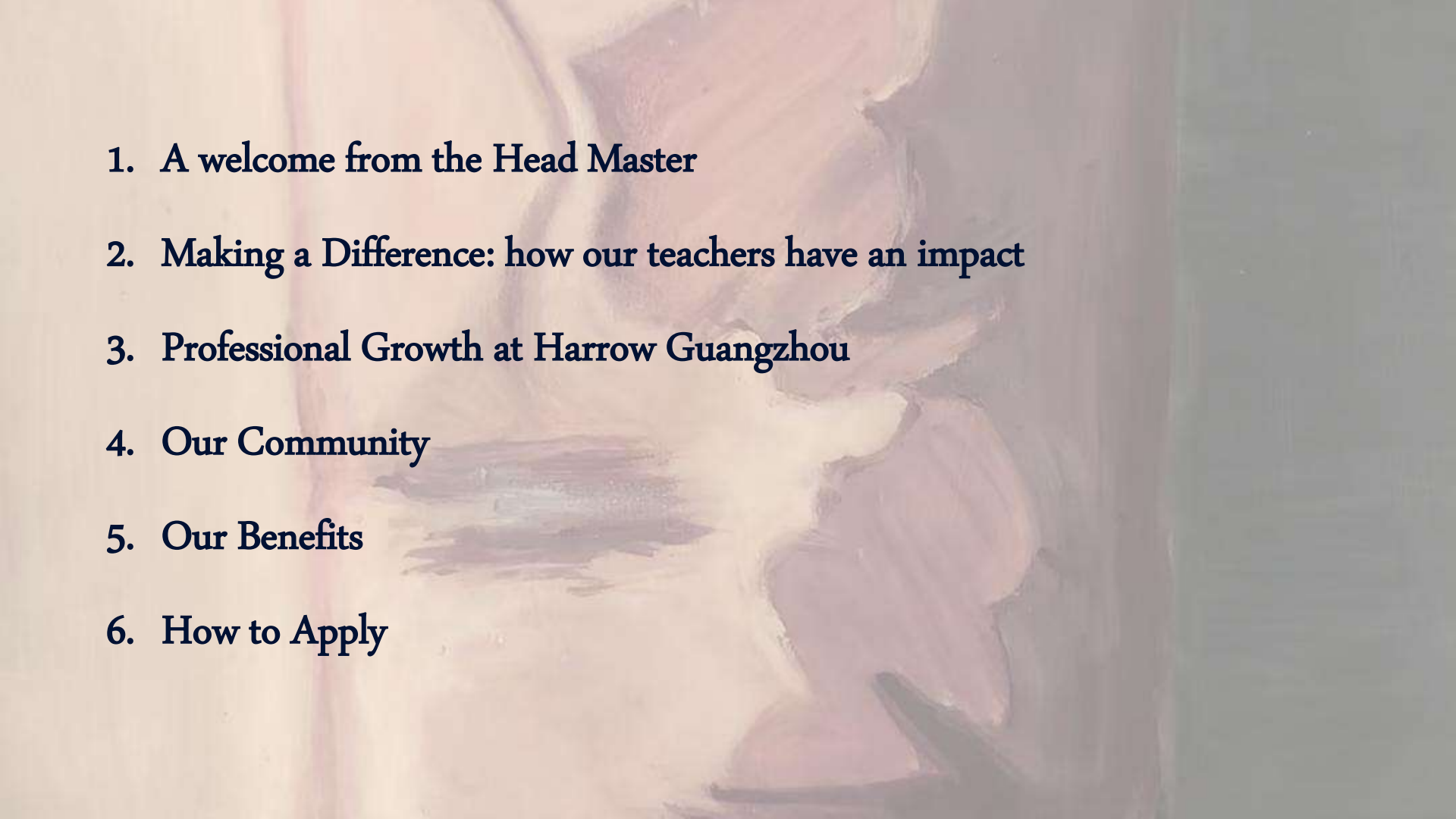
Harrow International School Guangzhou: Forging the Leaders of Tomorrow

Harrow Guangzhou will open in September 2026, with a planned capacity of 1,530 students across 65 classes and approximately 300 boarding spaces. As the fifth AISL Harrow School in the Greater Bay Area, it welcomes foreign children aged 3-18 from expatriate families and residents of Hong Kong SAR, Macau SAR, and Taiwan region, opening doors to unparalleled opportunities.

Harrow Guangzhou embodies the essence of British education, combining academic excellence with innovation. Students benefit from exceptional educators and state-of-the-art facilities that empower their growth and foster innovation, as they become internationally competitive individuals ready to excel in science and technology. Embracing the values of "Courage, Honour, Humility, and Fellowship," Harrow Guangzhou reflects the holistic vision of Harrow School. Our commitment to excellence is supported by extensive resources that meet Harrow's global standards. With British-style boarding options and a global alumni network, we ensure comprehensive support throughout their educational journey, paving the way for lifelong success.

The AISL Group operates eleven AISL Harrow Schools across Mainland of China, Hong Kong SAR, Bangkok, and Japan, establishing a strong reputation. In 2024, AISL Harrow students achieved impressive A-Level and IGCSE results, securing 1,244 offers from top universities worldwide—averaging four offers per student, including over 1,000 offers at Ivy League schools and Oxbridge.

With a rich heritage spanning over 450 years of experience in British holistic education, Harrow Guangzhou is dedicated to developing well-rounded individuals. We instil academic excellence alongside strong character, poise, and exemplary habits. Our innovative curriculum is designed to meet future demands, fostering creativity, practical skills, and problem-solving abilities. By integrating a world-class digital learning experience, we prepare students to be agile thinkers and leaders ready to face tomorrow's challenges, while at the same time fostering their development as true global citizens who bridge cultures through their education and location.

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A Welcome from the Head Master

Welcome to Harrow Guangzhou, and thank you for your interest in our school. As we are hoping you can see in the words and pictures in this application pack, and in the links to other documents that we've provided on the TES, we are planning a warm, wonderful school, working closely with our community to give our children every opportunity we possibly can. Academic outcomes will be outstanding; music, art and the dramatic arts will be at the core of the school; and we will grow a fantastic sports programme.

We will also be a school with our eyes firmly fixed on the future. Our FutureLab will be one of China's most innovative learning spaces; our Entrepreneurship Centre will connect learning to the vibrant business world outside our doors; and our Language Learning Centre will ensure that our children are well-prepared for the future.



A Welcome from the Head Master

Our community will be a very committed one. Our parents and families mean a great deal to us, and they will be heavily involved in school life. They will support us in our work, and have high expectations for their children. We will also have high expectations for them, so that works very well!

We will be, finally, a British curriculum school in Guangzhou, China. Our identity is complicated: we are connected to Harrow School in London, with whom we will continue to have very close ties; we will be part of the AISL group of premium schools and have close ties to our sister schools; and we will be firmly rooted in our time and place. Our children have rich, complex identities too, and we will explore these in every way we can. It will be a great place to work, and a wonderful community to join: we hope you will agree!

Alex Reed, Head Master



Making a Difference: how our teachers make an impact

We care for, challenge and support a very special group of students. On this page you will see four short videos, two each from Haoran, who is now in Year 10, and from Winnie, currently in Year 7, and both at Harrow Shanghai. Their words are much more persuasive than mine could be, and every visitor to our school finds that there are children around every corner who will tell you just how much they love the school and its teachers.

Our teachers are, above all, the adults in our children's lives who look after and care for our children. They are class teachers or subject specialists; they are tutors within our robust and connected House system; they are Heads of House, PSHE teachers, residential leaders, counsellors and, simply trusted adults. A Harrow Guangzhou teacher makes a huge impact every day because our children know they care.

Making a Difference: how our teachers make an impact

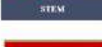
Our teachers will make a difference every day. Perhaps the best way to demonstrate this is to give you an idea of what life will look like at our school for our children. Cast your eyes over the activities: there are teachers involved in every one of them. They organize, support and engage – our teachers have the chance to follow their own enthusiasms, and to encourage the next generation of enthusiasts.

200 + ECAs

THE BODY 体魄

 SWIMMING	 EQUESTRIAN	 FOOTBALL
 BASEBALL	 ROWING	 BASKETBALL
 GOLF	 VOLLEYBALL	 TAEKWONDO
 INDOOR SKIING	 SCUBA DIVING	 RUGBY

THE MIND 学术

 BPhO	 MCM	 Model United Nations	 ImagineCup
 SCIENCE OLYMPIAD	 MAA	 MATHS COMPETITIONS	 BUSINESS COMPETITIONS
 SCIENCE INVESTIGATION	 CREST AWARDS	 MAD SCIENCE	 IVY MAKER
 CHESS	 PUZZLES	 KAO FEN	 CHINESE ART
 LONG HAO	 DRAMA	 LITERATURE SOCIETY	 ORCHESTRA
 CHESS	 CREATIVE WRITING & CALLIGRAPHY	 CHINESE DEBATING	 DIGITAL LEARNING

THE SOUL 艺术

 CHESS	 PUZZLES	 KAO FEN	 CHINESE ART	 ARTS & CRAFTS	 BEIJING OPERA
 LONG HAO	 DRAMA	 LITERATURE SOCIETY	 ORCHESTRA	 CREATIVE WRITING & CALLIGRAPHY	 CHINESE DEBATING

School Events

 Harrow Long Ducker	 International Day
 Xmas Fair	 Chinese Cultural Day

Making a Difference: who we are looking for

We don't have a fixed picture of a Harrow Guangzhou teacher.

We are looking for people who will be energetic, curious, visible and committed to developing our whole community.

We are also looking for people who want to learn about our families and are keen to form strong relationships with them.

Qualifications and experience are likely to include:

- A good first degree, a PGCE or equivalent, and, for leadership positions, a higher level degree (not necessarily in education)
- Significant experience in a good school
- Evidence of both curriculum and pastoral interest and excellence
- Substantial teaching in an English curriculum school

Skills are likely to include:

- Strong verbal and written communication skills
- A range of well-developed collaborative skills
- Adaptable pastoral skills
- A good understanding of how schools work
- An ability to manage competing demands
- Good organizational skills

Personal qualities will include:

- Warmth and an ability to convey care and love
- Curiosity, openness and a sense of wonder
- A very well-developed sense of perspective (and humour)
- Resilience and adaptability
- High levels of empathy
- Cultural responsiveness and interest

Professional Growth at Harrow Guangzhou

A good teacher is always learning, and Harrow Guangzhou offers our staff the full range of opportunities to develop their skills and careers. As part of the AISL Harrow group of schools, we also benefit from the AISL Academy who, in partnership with the Institute of Education in London, support staff with accredited courses and a wide selection of high-quality online courses.

- Opportunities include:
- NPQs, IPCSL and NPQH in partnership with the Institute of Education
- AISL Academy access
- Professional Learning Groups in school
- Weekly in-house training in a wide range of areas
- Attendance at leading educational conferences through our membership of FOBISIA and ACAMIS



Our Community: our school

The Harrow Guangzhou community will be a close one. Our children will be generally academically able; most children will have learned English as a second or even third language, though mostly very capable indeed; and they will have a wide range of cultural backgrounds, though most will have a Chinese cultural heritage.

Families will have high expectations but will be very supportive and committed to the school. We will be an exceptionally open community, believing that relationships are the core of everything in life, and so we will develop strong connections to our families through communications and events that draw parents, grandparents and wider families into our school.

All of the AISL Harrow schools share a commitment to community, and you will find the same approach to engaged families in every one of our schools. It really does make a difference.



Our Community: Guangzhou

Guangzhou is one of China's, and one of the world's, great cities. It is one of the country's four "Tier 1" cities, and has long been the political, cultural and economic capital of Guangdong Province, the large, heavily-populated and vibrant region that lies to the west of Hong Kong. With a population of over 20 million people, there is always something to do and someone to see.

Guangzhou was the first city in China to make substantial international connections and it has retained that tradition into the 21st century. Known for its manufacturing, it has a growing strength in high-tech industries; but you will find it an open, green place, banyan trees and vegetation growing in every imaginable space. It has a laid-back feel, and its warm climate means much of life is enjoyed in the open.

It also has the best food in China (which means the best food in the world). Don't let people from other places fool you with their biases: Cantonese food is fresh, tasty, varied and always high quality. Our school food will also be special with our own, specially-developed menu.





广州美食

Guangzhou Food

Our Community: Guangzhou

Living costs are very inexpensive. The metro is extensive and never costs more than 5 RMB (about 50p) for a journey. Taxis or Didis are much, much cheaper than in Europe, and rarely cost more than 100-200 RMB even for long journeys to and from the airport. Accommodation is paid for by the school, and food is plentiful, inexpensive and easily available.

Other shopping in Guangzhou is everything you would expect. It includes the street markets selling tourist souvenirs and antiques, all the way to Louis Vuitton, Chanel and Hermes (for those inclined). Uniqlo, Muji and IKEA are also everywhere. If you fancy a trip to Lane Crawford, Hong Kong is just an hour away by high-speed train. Most shopping is done online, though, and you will be battling a Taobao addiction before too long. China is largely cash-free too, and you will find that side of life very easy to navigate. Pretty much everything you need can be done through WeChat and Alipay. And maybe Taobao. And Dianping. All apps you will get to know and love.

Finally, Guangzhou is one of the best-connected cities in Asia. It has a large international airport that connects it to all major cities in China and most in East and South East China. It also has direct connections to most European cities, Australia and New Zealand through China Southern, China's best domestic airline.







Our Benefits

Competitive Remuneration

- **Academic Staff:** Salary scales based on role and experience and Annual Performance Bonus
- **Non-Academic Staff:** Role-benchmarked base salary and Annual Performance Bonus

Generous Time Off

- **Academic Staff:** standard school holidays
- **Non-Academic Staff:** 15–20 days of annual leave (increases with length of service)

All Staff: entitled to all Chinese public holidays



Our Benefits

Medical & Wellbeing

- Academic Staff: comprehensive medical insurance for employees and dependents
- Non-Academic Staff: supplementary medical insurance upon successful completion of probation

Career Growth

- Comprehensive Continuing Professional Development (CPD) plan and study sponsorship opportunities
- Leadership development pathways across our 12-school Asia network



Our Benefits

Expatriate Package

- Housing allowance
- Relocation and repatriation flights for employee and eligible family members
- Annual flights for employee and eligible family members
- Relocation and repatriation allowance
- Settling-in support
- Full visa sponsorship
- 100% tuition remission for up to two dependent children enrolled in the School;
- 50% remission from the third child onward.





How to Apply

- If you are interested in finding out more about us, or working for Harrow Guangzhou, the process is straightforward.
- If a position has been advertised on the T.E.S. (which is where we post all of our positions), please follow the links to our recruitment portal. You are welcome to visit the portal at any time, of course, and to apply for any positions we have available: https://career.aisl-edu.com/#Harrow_School_Guangzhou
- For more information about the school, please visit our website: <https://www.harrowguangzhou.cn>
- Harrow Guangzhou takes its safeguarding and child protection responsibilities seriously. All adults in the School community are required to undertake a full safeguarding process, including social media checks. Please see the school website for our [Safeguarding policy](#).