



# INFORMATION FOR TEACHER APPLICANTS



## Diversity, Equity, And Inclusion Statement

Education in Motion is committed to diversity within our schools and to fostering an inclusive workplace where everyone feels a sense of belonging, has a voice, and feels confident to speak up.

We are proud members of the Association for International Educators and Leaders of Color (AIELOC), reflecting this commitment across our community

## Safeguarding Statement

Education in Motion is committed to safeguarding and promoting the welfare of students and expects all applicants to share the same. We follow safer recruitment practices which are aligned with the recommendations of the International Task Force on Child Protection. We hold ourselves to a high standard of effective recruiting practices with specific attention to child protection. The school will conduct thorough checks, including reference, social media and police checks as part of our recruitment process.

Click [here](#) for the full safeguarding policy.



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## Welcome From Our Head of School Sarah Tielman

I am delighted to introduce you to our outstanding school where students love learning and develop deep understanding. We are a happy and hardworking community of people who are optimistic and ambitious for the future.

We are uncompromising in our commitment to academic standards, personal integrity and the development of a sense of responsibility in a supportive, adult environment. It is our highest priority that our students are academically challenged and that they achieve excellent grades with the expert teaching and the careful support of our professional and well-qualified teachers. We also ensure that our students develop the high levels of proficiency in English they will need to succeed in their studies.

Apart from the range of academic subjects we offer, we also have an extra-curricular programme that offers students an impressive variety of activities through which to develop their interests and skills. We are committed to the development of our students into responsible, ethical, polite and considerate citizens who are able to make positive and meaningful contributions to their communities and the society in which they will live as adults.

Our students' well-being is very important to us and our pastoral programme is designed to equip our students with good coping strategies and with the social skills they will need to live well in the world outside school. For many of our students, we are also a boarding school with students living in comfortable, shared accommodation on our school campus. Our attention to student wellbeing therefore extends well past the end of the school day. We work with our students to support them to develop the characteristics of adaptability; confidence; imaginative problem solving; perseverance and the ability to learn quickly that are essential for success in today's quickly changing world.

In brief, we ensure that our students not only go onto their chosen colleges and universities, but also that they have acquired the life skills and the confidence they will need to be successful and well-adjusted young adults and outstanding scholars when they get to university.

I look forward to welcoming you to Dulwich International High School Programme Suzhou.

# School Guiding Statements

At Dulwich International High School Programme Suzhou students come first. Because teachers play an extraordinary role in nurturing our students to become confident, curious and knowledgeable global citizens, we look to recruit the very best practitioners in international education who are passionate about unlocking the potential of our students.

Our teachers nurture and inspire their students today to make a positive difference in the world – living fully, living responsibly, and living sustainably. We empower our Teachers to Live Worldwide.

## Worldwise teachers believe in:

- The right of every student to be safe, supported and nurtured
- Evidence-based and innovative pedagogy
- Personalised and differentiated student learning
- Setting high expectations for every student
- Empowering students to reach their own goals
- High levels of student motivation and engagement



## Worldwise teachers:

- Put students first in all they do
- Display a positive attitude, adaptability, and open-mindedness
- Show professional initiative and perseverance
- Are truly collaborative and display highly developed communication skills
- Are committed to internationalism and equity
- Are committed to sustainability and global citizenship

## A Worldwise teacher's practice:

- Maximises every student's opportunity to learn
- Promotes student agency, reflection, and a love of learning
- Delivers academic rigour and holistic learning
- Reveals the complex and inter-disciplinary nature of learning content
- Creates a supportive and dynamic learning environment
- Develops students' higher-order thinking

TEACH  
WORLDWISE.™

LEARN  
WORLDWISE.™

LIVE  
WORLDWISE.™

# Why should you choose Dulwich International High School Programme Suzhou?



**WE WANT THE PERFECT MATCH IN TERMS OF VISION, PHILOSOPHY, PRACTICE AND PROFESSIONAL DEVELOPMENT**

Our faculty embrace collaboration and innovation, share a pioneering spirit, have a strong work ethic whilst also having fun, and share an enthusiasm for their continued development as educators and leaders. If this sounds like you then we would love to hear from you.

Through being part of a group, Dulwich schools benefit from reciprocal exchange opportunities, a common ethos, and similar high standards. The group is committed to developing responsible WorldWise citizens. Each and every member of support staff and faculty share our vision of developing, knowing, and caring for each individual, thus enabling our students to thrive at university and beyond, so that they make a positive difference in the world.

Our vibrant school continues to evolve and develop, and is within an expanding family of innovative schools. As a result there are regular opportunities for staff to take part in exchanges of practice, lead and partake in cross-school projects, and explore opportunities for greater responsibilities whilst gaining valuable experience.

# EiM Learning Principles – how we learn & teach

Learning Principles are research-based, practically tested statements that articulate the conditions that foster effective student learning, regardless of subject discipline and age/level of readiness of students.

The DHSZ Learning Principles are used within the wider EiM group and were developed through a collaborative process, researching other schools' Learning Principles, considering current academic research, and forming statements to best fit the context and culture of our own school.

## Learning is effective when it has a clear purpose:

- Students take ownership and responsibility for their own learning.
- Students use what they already know to construct new understandings.

## Learning is effective when it is adapted and applied:

- Students make connections between knowledge, concepts and skills.
- Students transfer knowledge and skills to a variety of contexts.



## Learning is effective when it is personalised:

- Students are appropriately challenged from their own starting points.
- Students can engage in meaningful and deliberate practice in lesson time.
- Students respond to quality feedback with concrete strategies for improvement.

## Learning is effective when it is relational:

- Students engage in effective collaboration and build positive safe relationships.
- Students are able to recognise mistakes as collective learning opportunities and apply them to a range of theoretical and practical contexts.

## Why do we have them?

These principles underpin the school's learning and teaching philosophy. They support self and peer reflection of the conditions for successful learning. They allow us to communicate our research-based approach to pedagogy.

# Teaching at DHSZ

Teaching in an international school is a different experience from teaching at home. Many teachers find it a great experience, enabling them to further their career whilst, at the same time, explore different parts of the world. We are a high-achieving school and high expectations are placed on both students and teachers.



## ACADEMIC

Dulwich International High School Suzhou offers students a rigorous international curriculum built on the Dulwich College London educational philosophy. DHSZ provides a range of IGCSE and A Level courses administered by Cambridge Assessment and Edexcel, complemented by internal courses that extend learning beyond examination requirements and respond to the evolving needs and interests of our students. DHSZ also promotes holistic and experiential learning through more than 80 diverse co-curricular opportunities



## CO - CURRICULAR ACTIVITIES (CCA)

DHSZ's co-curricular programme is rich and varied. y and students are recommended to participate in at least two activities. The CCAs can be student or teacher led, and teachers are responsible for running one of these clubs once per week. Activities vary and the teacher can propose a club that they would like to run. Most of our teachers find that clubs can be a fun way of interacting with the students, beyond the confines of a classroom setting or under the strict regime of a curriculum.



**With many of our students living around campus, there are opportunities to get involved in academic, sporting and creative activities. Whilst there are opportunities to apply to be involved in boarding, regular teaching staff may occasionally be asked to contribute to academic support and activities for our boarders.**

### EiM Student Wellbeing Framework EiM学生身心健康框架



## PROMOTING WELLBEING

We firmly believe that academic preparedness and student wellbeing are two sides of the same coin. By instilling in our students the habits, skills and values that enable them to take full ownership of both their wellbeing and learning, they will find meaning and purpose earlier in life and be able to benefit from these skills throughout their education at Dulwich and beyond, in life in general.



## PROFESSIONAL LEARNING & DEVELOPMENT



Academic staff engage in a wide array of training that suits both their personal interests as well as the needs of the school. An annual cycle of personal professional development and reflection assists teachers in ensuring that there is focus, direction and impact to their PLD. Plenty of opportunities occur for engaging discussion and collaboration on all aspects of education; the teachers' office includes break-out areas and endless amounts of tea to support this. Departments engage in collaborative planning and development, taking a shared responsibility for student outcomes. Through an 'open door' policy, learning through informal observation of the practice of others is encouraged.

Inter-departmental focus groups and professional learning communities serve as the nexus for research and training within the school. Current foci are staff and student wellbeing, English language learning, technology, assessment, global citizenship, and responsive teaching. These focus groups are designed to improve faculty skills and knowledge, student outcomes, wellbeing and other elements of professional practice, whilst also serving as a good platform for cross-departmental collaboration. Staff are supported in keeping up to date with the latest trends in pedagogy and subject knowledge through links within the Dulwich network and external training. This includes cross-school subject groups, the EiM 'ConnectEd' platform, with external partners including Evidence-Based Education and the Royal Shakespeare Company.

All teachers benefit from a minimum of 24 hours of structured professional learning each year, with many staff choosing to dedicate significantly more time to their ongoing development. Certified and extended learning opportunities currently include Cambridge Assessment workshops, the EBE Great Teaching Toolkit (GTT), and BPN International leadership pathways such as NPQSL and NPQH. Staff also engage with wellbeing-focused programmes such as the Wellbeing Distillery and I-ACT Wellbeing Educator, alongside a range of in-house and EiM network professional learning events. At any given time, a number of staff are also pursuing postgraduate degrees and certificates to further enhance their expertise and impact in the classroom.



## INTERNATIONAL MINDEDNESS

In DHSZ, International mindedness is a state of mind, not a passport. We have a vibrant service program which is linked to the UN goals and continues to develop based on interests of students and staff. Our curriculum is infused with the skills necessary to become a Global Citizen. This includes global citizenship and UN goals being explicitly in both our timetabled curriculum and our Co-Curricular programme. Our teachers inspire their students to experience the world around them in a local, national and international sense.



## CLASSROOMS AND FACILITIES

All classrooms are equipped with Maxhub interactive screens and supporting technology. All teachers are provided with a school laptop. The school has purpose built science laboratories and art classrooms. There is a black box theatre, dance studio, fitness suite, recital and practice rooms. The sport facilities include a rooftop basketball court, tennis courts, an all-weather sports field and a large multi-purpose gymnasium. There is also shared use of an all grass rugby field, professional FIFA2 all weather football pitch, an athletics field and Aquatics Centre.

# Staff Wellbeing

Wellbeing of students, staff, and families has always been an essential element of the DHSZ community and our approach to truly holistic education. The challenges of COVID further demonstrated the central place of wellbeing in our school, and over the next few years we are purposefully working to further develop our approach through a team of staff wellbeing leads.

What follows is certainly not intended to be a description of our 'approach' to wellbeing. Rather, it aims to be a window into some of the current ways in which a few of the many aspects of wellbeing of staff and their families are promoted by the school and the city.

## EiM Staff Wellbeing Framework EiM 员工身心健康框架



## STAFF CULTURE

Our school values of respect, responsibility, integrity, international-mindedness, confidence, creativity, collaboration, empathy and excellence extend to our whole community. A guiding principle of our school is putting students first, and we facilitate this by putting staff first as well, with a huge amount of support from both peers and leadership.

We believe students develop best in an environment of 'appropriately high challenge and appropriately high support', and that this extends to staff as well. Our holidays are generous, we don't have 'make-up' days that are found in most schools in China, and we are energised by working hard during the week.

The community is very collegial, and when a problem or challenges arises, be that in a colleague's professional or personal life, a whole network will quietly offer myriad forms of support—particularly important for colleagues who are away from their home countries, regions, and families.

Wellbeing is kept front and centre and there is an active wellbeing committee to support this.



# Moving to Suzhou



Suzhou is a city of two halves. Downtown, old Suzhou is full of canals, stone bridges, pagodas and is famous for its ancient gardens dating back to the Song Dynasty. But it is also a modern city with good roads, rail links, an ever expanding underground metro system and modern apartments.

Suzhou, particularly the Suzhou Industrial Park (SIP), offers a blend of modern amenities and traditional charm that makes it a highly desirable place to live. SIP is a well-planned and thriving district known for its clean, green environment, excellent infrastructure, and vibrant international community. Residents enjoy a high quality of life with access to variety of restaurants, shopping centres, and recreational facilities, including Jini Lake and Suzhou Culture and Arts Centre, making it an ideal location for professionals and families alike.

With its rich history but modern amenities Suzhou is consistently voted one of China's easiest cities to live in. The people are friendly and there is a thriving foreign community, which will help you to feel right at home. As well as trying the local cuisine there are many hotels, restaurants and bars serving many western dishes.

Nearby airports are in Wuxi and Shanghai Hongqiao (45 minutes) while Shanghai Pudong airport is approximately 2 hours by car.

# Teacher Benefits Package

Staff teaching at Dulwich International High School Suzhou Programme should have a degree with teaching certification. We generally require at least two years of relevant teaching experience. Whilst our teachers have on average ten years of experience and we welcome diversity of experience and nationality in our faculty.

Dulwich International High School Suzhou Programme provides an attractive and competitive remuneration package and, in addition, offers the following benefits:

## BENEFITS

### All teachers

- Professional development and career opportunities in the group
- Flexible on-site meal allowance whilst on duty (coffee shop, Western & Chinese options)
- Staff bus
- Academic holidays, including both Chinese and International holidays

## ADDITIONAL BENEFITS

### Local teachers

- Employer contribution to social fund, including personal housing fund and pension fund contributions
- Business-level health insurance & annual medical screening

## ADDITIONAL BENEFITS

### Expatriate teachers

- Housing allowance
- Airfare allowance
- Shipping
- Worldwide health insurance
- Gratuity
- Consideration is given for 100% tuition fee waiver for children from Reception year onwards
- Entry visa and work permit

# Teacher Professional Commitments

Dulwich International High School Suzhou is a dynamic and forward-looking learning community. As part of the Education in Motion (EiM) family, DHSZ maintains high expectations for teaching, professional learning, and whole-school engagement. Staff joining DHSZ are expected to demonstrate excellence in classroom practice, active participation in the school's strategic development, and meaningful involvement in the wider life of the school.

## SCHOOL YEAR

The DHSZ academic year runs from August 1 to July 31, with approximately 181 contact days for students. The school year typically begins with New Staff Induction and collaboration and personal planning time in early August, followed by student return in mid-August. There is a winter break of 2-3 weeks, a 2 week break at Chinese New Year and a summer holiday of 6-7 weeks beginning in June.

## SCHOOL DAY

The school day runs from 8:00 AM to 4:30 PM, Monday to Thursday, and 8:00 AM to 2:40 PM on Fridays. Teachers are expected to be on campus by 7:45 AM and ready to welcome students at the start of the school day. Duty supervision (before school, break, lunch, or after school) operates on a rotating schedule as part of each teacher's responsibilities.

DHSZ operates a six-period day, with each lesson lasting 55 minutes. Teachers typically teach between three and six lessons per subject each week, depending on departmental structure and subject area. A full teaching load is generally between 21 and 24 lessons per week.

Non-teaching periods are used productively to support high-quality teaching and to contribute to departmental and whole-school improvement initiatives

## SCHOOL LIFE

All teachers are expected to contribute to the wider life of the school through participation in co-curricular and community activities. Each teacher should lead or support the equivalent of one co-curricular activities (CCAs) per week.

Teachers also contribute to school community events such as assemblies, festivals, performances, and charitable activities, fostering a sense of belonging and shared purpose. In addition, teachers are expected to engage actively in the pastoral programme, supporting student wellbeing, mentoring, and character development through regular contact with their tutor group and mentees.

# Links for more information

## OUR SCHOOL

### School website

<https://suzhou-high-school.dulwich.org>

### Lower years curriculum (IGCSE)

<https://suzhou-high-school.dulwich.org/dulwich-difference/academic-framework/igcse-programme>

### Upper years curriculum (A Level)

<https://suzhou-high-school.dulwich.org/dulwich-difference/academic-framework/a-level-programme>

### Co-curricular programme

<https://suzhou-high-school.dulwich.org/dulwich-difference/co-curricular-activities>

### University Acceptances

<https://suzhou-high-school.dulwich.org/holistic-curriculum/counselling>

### Our faculty

<https://suzhou-high-school.dulwich.org/community/teachers>

### Boarding

<https://suzhou-high-school.dulwich.org/our-school/boarding-programme-25>

## OUR FAMILY OF SCHOOLS

### EiM Website

<https://www.dulwich.org/>

### Our History

<https://suzhou-high-school.dulwich.org/our-school/school-heritage>

### Dulwich College Suzhou

<https://suzhou.dulwich.org/>

### Group careers website

<https://www.dulwich.org/careers/find-your-career>

## LIFE IN SUZHOU

### Travel

[http://en.isuzhou.cn/isuzhou\\_en/Isuzhou\\_Tourism/](http://en.isuzhou.cn/isuzhou_en/Isuzhou_Tourism/)

### Food

<https://www.dianping.com/>

### Sports

<https://www.szosc.cn/en-v2/view/index.html>

### Culture

<https://www.suzhou.gov.cn/szenglish/szlswh/202311/b35bc236dac84d1cbac98d0a54ad3417.shtml>

### Events

[http://sz.isuzhou.cn/Event\\_list.aspx?id=iSuzhou](http://sz.isuzhou.cn/Event_list.aspx?id=iSuzhou)

# Join us

EiM/Dulwich International High School Suzhou programme students are the global citizens of tomorrow, and every EiM employee plays a part, whether directly or indirectly, in nurturing them to Live Worldwide.

Whether it's having the most innovative, committed and compassionate teachers on the planet to help each student achieve their potential, or the broader EiM team supporting behind the scenes, every single employee makes a difference.

That's why Dulwich International High School Suzhou team is simply extraordinary.

Our College/School is committed to safeguarding and promoting the welfare of all the students in our care and expects all applicants to share this commitment. We follow safe recruitment practices, which are aligned to the recommendations of the International Task Force on Child Protection. We hold ourselves to a high standard of effective recruiting practices with specific attention to child protection. All appointments are subject to an interview, identity checks, criminal record checks, successful references, social media checks, as well as due visa and work permit process as required by Chinese law.

Click [here](#) for the full safeguarding policy.

To apply for this position you will need to include:

- an application letter
- your CV
- a statement of educational philosophy
- details of three referees from your current and previous employer

Applications should be submitted through our on-line application system at:

[Find Your Career | Dulwich College International](#)

For further information please see our website at:

[DULWICH INTERNATIONAL HIGH SCHOOL PROGRAMME SUZHOU | Dulwich International High School Programme Suzhou](#)

EiM is committed to diversity within its team, organisational practices, policies and culture. It recognises that people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions, and it encourages and leverages these differences to make its work more relevant and approachable. EiM will not discriminate or tolerate discriminatory behaviour on any grounds, such as, but not limited to, race, gender, disability, nationality, national or ethnic origin, religion or belief, marital/partnership or family status, sexual orientation, age or socioeconomic background. EiM strives to be an inclusive workplace where everyone feels a sense of belonging, has a voice, can raise concerns, and feels comfortable and confident. It expects everyone who works with it to share this commitment and to act accordingly, as it aspires to best serve the EiM mission and its community.



Follow us on our social media channels to learn more about the DHSZ community.



Dulwich International High School Programme Suzhou



学校官方微信号  
DHSZ Official Wechat



学校官方小红书账号  
DHSZ Official XHS



学校官方抖音号  
DHSZ Official DOUYIN