



WELLINGTON
COLLEGE
EDUCATION

Job Description

EAL Teacher

ABOUT US

We are Learners, Connectors and Changemakers

At Wellington College Education (China), we offer a pioneering education to serve and help shape a better world. We inspire our children to be the best version of themselves, to take pride in where they come from and to be the change they wish to see in the world.

The Wellington College, United Kingdom (TWC)

Wellington College in England was founded by Queen Victoria in 1859 as a national monument to Britain's most renowned military figure, the Duke of Wellington. Over 160 years later, the College is one of the most respected schools in the United Kingdom and one of its greatest educational institutions – pioneering, innovating, and transforming education for girls and boys.

Wellington College Education (China) (WCEC)

Wellington College Education (China) is part of Wellington College Education, a global network of schools united by a 160-year history of excellence with roots in the UK. We operate premium international schools under the Wellington brand and bilingual schools under the Hiba brand. We currently have six campuses in four cities in China, including Tianjin, Shanghai, Hangzhou and Nantong, with a school soon to open in San Francisco as well. Together, our schools serve more than 5,000 pupils.

Kindness Responsibility Respect Courage Integrity

Guided by a shared vision of pioneering education to serve and help shape a better world, we are an inclusive community of unique individuals with passion, integrity and a commitment to our pupils and each other. Grounded in our five core values, we are a workplace where ideas are realised, bonds are forged and futures can be shaped together as one team, one family.

WCEC Central Office

To support our schools in achieving excellence, a group of senior leaders in the Central Office set standards and strengthen operations. The Central Office provides expertise in human resources, finance, legal, marketing, facilities, academics and more. It provides support for schools within the organisation while leading new projects in China and beyond, from the design to curriculum development to pre-opening, the team plays a vital role across the organisation.

Working for Wellington College Education (China)

WCEC is an inclusive community of unique individuals with passion, integrity and a commitment to each other. Grounded in the Wellington Values, we are a workplace where ideas are realised, bonds are forged and futures can be shaped together.

We empower our employees to grow, with a confidence that inspires our colleagues, opens new opportunities and adds real value to everything we do.

At Wellington, we are our people, and we pride ourselves on the care and opportunities we provide to our employees. Over 50% of our most senior leaders are promoted internally. We offer an exceptional range of learning and development opportunities. These include our internal and external coaching programmes, the WCEC High Potential Leadership Programme and a wide range of academic and non-academic training courses designed to take employees through to middle leadership, senior leadership and beyond. To view our full directory of learning and development opportunities, please see the [Course Directory 2025-26.pdf](#).

Wellington College Education (China) has been awarded the HR Asia 'Best Companies to Work for in Asia' Award for 6 years running.



Premium schools with small class sizes and generous non-contact time



Personalised professional development pathways



Named one of HR Asia's 'Best Companies to Work for in Asia' 2020-2025



Generous salary and benefits

Role Description

JOB TITLE

EAL Teacher

DEPARTMENT

Primary School

LOCATION

Shanghai

SUPERVISOR

Head of EAL (Primary)

OBJECTIVES

To deliver outstanding English Additional Language (EAL) provision in Years 1 – 6 and support with admissions evaluations.

The successful candidate will play a key role in the meaningful development of EAL at Wellington College in Shanghai.

The EAL teacher will have the responsibility for the planning and teaching of the subject to the designated pupils, the content of each lesson being determined from within the key stage scheme of work which they would be expected to help further shape in time.

They would work closely with all class teachers and Heads of Year to ensure consistent delivery throughout the cohort. In addition, the EAL teacher will have responsibility for in-class support, working within a classroom.

The teacher will ensure that a good learning environment is provided for the teaching of EAL, and that the Pupils develop a positive attitude to the subject at Wellington.

KEY RESPONSIBILITIES

- To maintain, with the rest of the teaching staff, high standards of conduct both in and out of the classroom. To act always in a way that conforms to the Wellington ethos and values and is in the best interests of all pupils.
- To be an excellent teacher, clearly demonstrating thorough and effective planning, teaching and organisation and the highest standards of achievement and behaviour.
- To work collaboratively with class teachers and subject specialists and support them with employing effective strategies for language learners. To plan collaboratively with colleagues, assess and co-teach lessons across the curriculum, with a focus on language learning.
- To evaluate and develop the Primary EAL programme, adapting as necessary, to ensure an up to date, rigorous and engaging experience for pupils in the Primary School requiring language support.
- Monitor pupils' responses to learning activities and modify the support approach accordingly. Provide timely feedback to pupils in line with the school marking and feedback policy. Liaise with class teachers to support the evaluation of learners' progress and providing feedback to the teacher, parents or pupils on their progress, attainment and goals.
- Help to create a positive, inclusive, and supportive classroom environment that promotes pupil wellbeing and a sense of belonging.
- Assist with positive behaviour policy implementation for learning management, including reinforcing classroom agreed rules and expectations, and providing support to pupils who may be struggling with their behaviours.
- Communicate effectively and professionally with parents and caregivers, including providing updates on pupil progress and any day-to-day queries.
- Support the whole college CCA programme, which is designed to enrich the school experience for the pupils.
- Supervise whole classes during short-term absence of teachers.

BASIC QUALIFICATION

Education: Bachelor's degree, teaching certificate with QTS or local teaching certificate

Working experience:

- A minimum of 2 years teaching experience
- Knowledge of English National Curriculum is desirable
- Experience of working with second language learners
- Experience of working within teams
- Good understanding of using digital platforms such as Microsoft, Seesaw or Toddle

SAFEGUARDING

- Act in accordance with the college's safeguarding policy

PROFESSIONAL ATTRIBUTES

- Patience and empathy
- Creativity and flexibility
- Passionate about education and supporting young pupil to learn and grow
- Believe in lifelong learning as a teacher and a learner

As an employer of choice, Wellington College Education (China) is committed to making professional learning and personal development central to its ethos and approach. WCEC fully recognises its responsibilities for safeguarding children. Our safeguarding policy applies to all staff, governors and volunteers working in the Group.

Be You.
Be The Difference