



TEACH TEFL IN CHINA

# POSITION GUIDE

SPRING/SUMMER 2026

ZHONGGUANCUN METROPOLIS TOWER,  
2 DONGSAN ST, HAIDIAN DISTRICT,  
BEIJING, CHINA 100080

[WWW.TEACHTEFLINCHINA.ORG](http://WWW.TEACHTEFLINCHINA.ORG)

[INFO@TEACHTEFLINCHINA.ORG](mailto:INFO@TEACHTEFLINCHINA.ORG)

TEL. 0203 023 0220



MANILA

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# ABOUT US



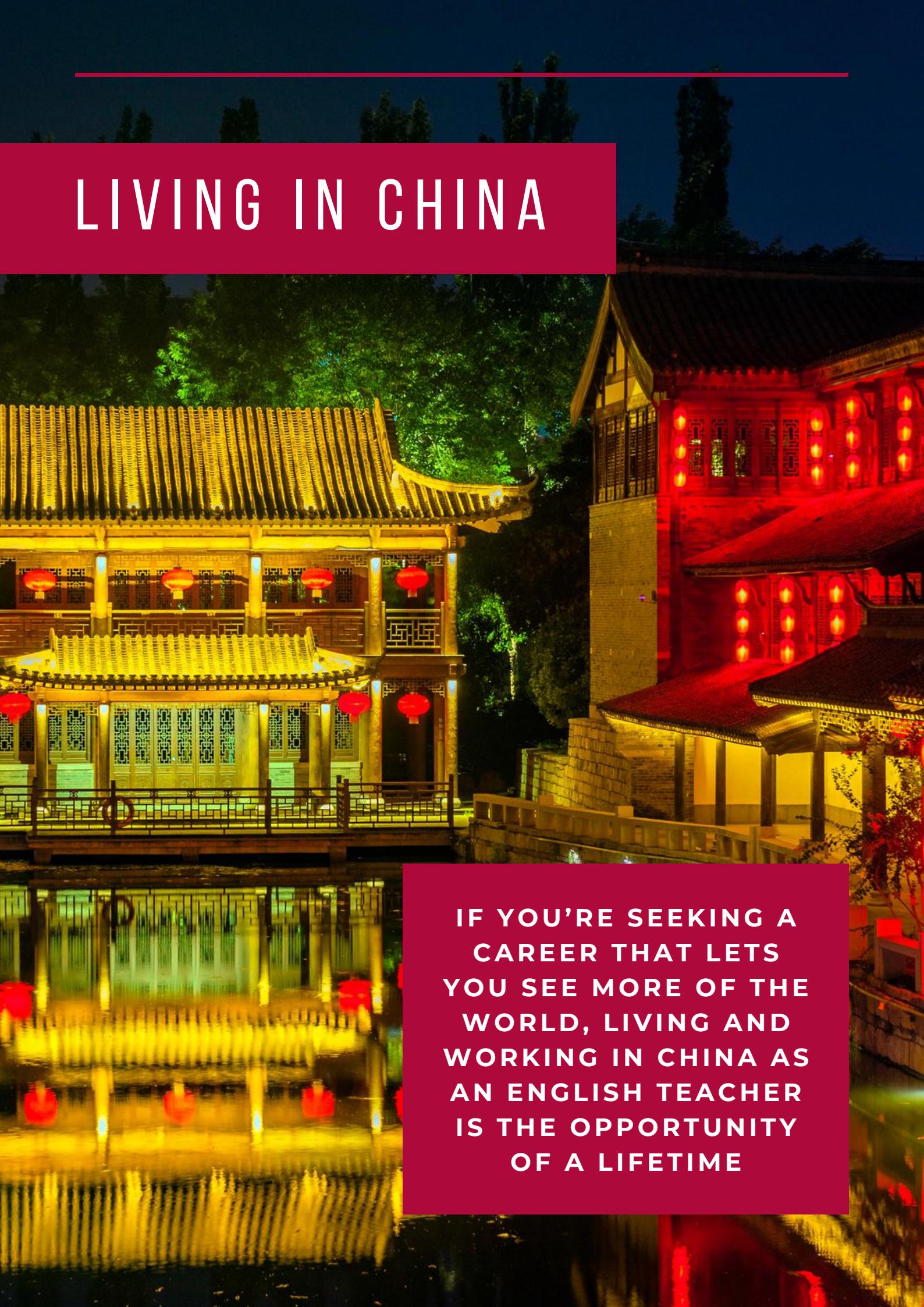
**Whether it's the modern buzz of Guangzhou, the seaside charm of Qingdao, or the vibrant energy of Shenzhen, Teach TEFL in China opens the door to rewarding teaching roles across one of the world's most diverse and fascinating countries.**

As China continues to grow on the global stage, it's become a top destination for ambitious graduates looking to gain international experience and make a real difference. Teaching here isn't just a job, it's an adventure that broadens your outlook and shapes your future.

Since 2011, we've helped graduates start meaningful teaching careers with trusted school placements, competitive benefits, and full relocation support, giving you the best possible start to life and work in China.

With teams in London, Beijing, Guangzhou, Hainan, and Manila, we partner with accredited schools and educational institutions across China. We're fully licensed by SFEA to place native English-speaking teachers and we take pride in being a responsible, supportive employer every step of the way.

# LIVING IN CHINA



IF YOU'RE SEEKING A CAREER THAT LETS YOU SEE MORE OF THE WORLD, LIVING AND WORKING IN CHINA AS AN ENGLISH TEACHER IS THE OPPORTUNITY OF A LIFETIME

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YOU COULD LIVE HERE FOR A LIFETIME AND BARELY SCRATCH THE SURFACE OF WHAT HUNDREDS OF LOCAL CULTURES AND THOUSANDS OF YEARS OF TRADITION HAVE CONTRIBUTED.



**China stands out on the world stage as a country where cutting-edge innovation meets centuries of tradition. From rapid tech growth to time-honoured customs, it's a place that celebrates both progress and heritage.**

Beyond its famous landmarks and striking skylines, China offers breathtaking scenery, lively markets, and unforgettable food. Living and working here gives you a genuine taste of life in one of the world's most dynamic countries.

Day-to-day life is surprisingly easy to settle into. Locals are welcoming and quick to help, and while things may feel different at first, those differences are what make the experience so rewarding. Everyday life runs smoothly with the help of apps for translation, shopping, travel, and keeping in touch.

Teaching in China is a powerful boost to your CV – proof that you can adapt, communicate, and thrive in a completely new environment and means more than just delivering lessons: it's exploring vibrant city life, tasting extraordinary cuisine, discovering local festivals, and building connections that span continents.

From the lively streets of Guangzhou, where modern skyscrapers sit alongside bustling traditional markets, to the coastal charm of Qingdao, famous for its beaches, craft beer, and relaxed seaside pace, and the cultural heart of Wuhan, rich in history, riverside life, and dynamic student communities, China offers a wealth of experiences both in and out of the classroom.

Every day presents a new opportunity to grow, adapt, and immerse yourself in a culture that's as diverse as it is captivating.

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# WORKING WITH US



NO OTHER COMPANY  
OFFERS THE SAME  
ASSURANCES FOR  
TEACHING CAREERS IN  
THE PEOPLE'S  
REPUBLIC OF CHINA

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**WE PRIDE OURSELVES ON BEING A RESPONSIBLE EMPLOYER FOR ENGLISH TEACHING POSITIONS IN CHINA, MINIMISING THE PRACTICAL DIFFICULTIES ASSOCIATED WITH MOVING TO A FOREIGN COUNTRY.**

**Living and working abroad naturally comes with questions and uncertainties. That's why we offer a clear, industry-leading package, ensuring our teachers are employed fully in line with national and provincial regulations.**

Many EFL employers in China pay a single salary from which teachers must cover their own rent, utilities, and taxes – often including deposits on apartments. For someone new to the country, navigating the housing market and signing a lease in a foreign language can feel daunting, if not impossible.

Instead, we make it simple. Taxes are deducted at source, and we provide high-quality accommodation with utilities included, so you can focus on settling in and teaching rather than worrying about paperwork or hidden expenses.

#

A major benefit of our approach is that if any issues arise, they can usually be resolved quickly with the help of our English-speaking support team.

We guide teachers every step of the way – from funding a recognised TEFL training course and handling official immigration and work permit documentation, to offering advice on flights, settling into life in China, and understanding the local culture.

On arrival, we meet and collect teachers from the airport, introduce them to their schools and colleagues, and help them get comfortably settled in both their school and their apartment.

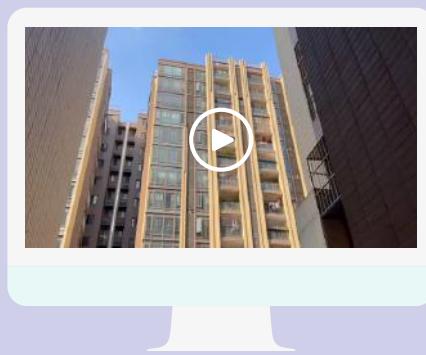
No other employer in China offers this level of support and comprehensive care, which is why we're the leading choice for graduates seeking TEFL opportunities.



**SEE WHAT LIFE CAN BE LIKE WITH US IN CHINA**



**ZOË**



**NAFISA**

# THE TEACHER



OUR TEACHERS  
UNDERSTAND THE  
VALUE OF EDUCATION  
AND HAVE AN ABILITY  
TO ENTHUSE STUDENTS  
WITH THEIR ENERGY  
AND CONFIDENCE

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## OUR TEACHERS HAVE A PASSION FOR EDUCATION AND A DESIRE TO CHALLENGE THEMSELVES BY STEPPING OUTSIDE OF THEIR TRADITIONAL COMFORT ZONE.

We enable teachers to meet their full potential by going the extra mile to look after them, providing them with the opportunity to develop their natural skills while we take care of their immigration, residency and housing, making living and working in China as straightforward as can be.

We're here to support teachers if they need help or advice and because we fund a 120 hour TEFL training course suitable to the positions we offer, previous teaching experience is not required.

What's important to us is that teachers are adaptable to new situations and passionate about the work they do.

To get the most out of our opportunity teachers must be prepared to meet new experiences and unfamiliar challenges head-on, be mindful of the cultural differences between their home country and China, and have a passion for the value of education and an enthusiasm for helping students to learn.

In return, teachers get a once-in-a-lifetime opportunity to develop themselves and their broader career prospects in an increasingly competitive global job market, and embark on a rewarding career supported by us every step of the way.



# THE POSITION



AS MUCH TIME AS POSSIBLE IS SPENT ALLOWING STUDENTS TO PRACTICE SPOKEN ENGLISH AND DEVELOP THEIR ABILITY TO COMMUNICATE IN A NATURAL STYLE

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**WHEREVER OUR TEACHERS ARE PLACED THEY ARE ALL VALUED EDUCATORS,  
ENJOYING THE SUPPORT OF FELLOW COLLEAGUES AND COMMUNITY.**



**Placements are with kindergartens or private comprehensive schools.**

Teachers provide an immersive English environment in their lessons and are not required to be fluent in Chinese or to speak it in the classroom.

Student ages range from kindergarten to high school (2-16 years of age) and lessons are between 20 - 60 minutes long respectively.

**Schedules**

Schedules will vary depending on student ages and across school types, but the standard is:

- At primary school and higher ages, around 20 teaching hours per week and a further 22 hours of office work, such as preparing lessons, participating in student activities, attending meetings, grading, etc.
- At kindergartens the number of office hours is lower with an emphasis on having teachers on hand in the classroom to assist with class management and allow the younger students to become accustomed to the language.

**Contract Length**

The standard contract length is 23 months, however if teachers wish to leave China after 11 months, they can take advantage of an early termination clause without incurring a penalty and still receive their flight reimbursement.

**Working Hours**

Most school hours generally fall between 7:30am to 5:30pm, often with a two hour lunch break (12pm to 2pm) and a typical primary school working week will include five lessons a day, Monday to Friday.

**Holidays**

Along with Chinese state holidays, teachers also receive paid vacation that matches their school term.

**Placements**

We work with a variety of schools and educational establishments, so our placement team will take into account any previous experience that teachers might have, as well as their aptitude for teaching different age groups or levels of English, when considering where a teacher will be placed.

This ensures teachers will be matched to a school that is appropriate to them and that they can be confident of their ability to succeed there.

# ACCOMMODATION



WHILE OTHER TEFL COMPANIES LEAVE TEACHERS TO SOURCE AND RENT THEIR APARTMENTS, INCLUDING DEPOSITS, WE PROVIDE HIGH QUALITY HOUSING FOR THE DURATION OF THEIR CONTRACT.

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## OUR ENGLISH-SPEAKING SUPPORT TEAM UNDERSTANDS THE EXPECTATIONS OF FOREIGN NATIONALS AND ACTS QUICKLY TO RESOLVE ANY ISSUES.

**One of the biggest considerations for people interested in working abroad is what to do about housing and any problems, if they occur.**

That's why we have an English-speaking housing team that understands the expectations of foreign nationals and act quickly to resolve problems by liaising with landlords or local service providers on our teachers' behalf.

Wherever possible, accommodation is in our own privately rented apartments, (subject to availability) featuring private security. All accommodation is shared with other teachers unless agreed otherwise in advance with single apartments provided on a first come-first serve basis subject to availability and location.

Couples coming out together are able to live with each other if they start at the same time and teach in the same city, and friends coming out together can usually be placed in the same apartment too.

Everybody gets their own private room in an apartment furnished with sofas, wardrobes, kitchen, bathroom and white goods, including a washing machine and air conditioning.

We pay all rent and management fees for our teachers, including water, gas, electricity (subject to fair usage#) although internet access is paid by teachers themselves (NB. internet bills are inexpensive and will not exceed 100 CNY / 11 GBP\* in total per teacher, per month).

All apartments are a reasonable commute from a teacher's placement so journeys intrude as little as possible into a teacher's free-time.

Although apartments might not necessarily be the same as back home, the differences are minor and teachers quickly readjust and feel at home.



# SALARY COMPARISON



TEACHING ENGLISH  
ABROAD ALLOWS YOU  
TO TRAVEL THE WORLD  
AND BUILD  
EXPERIENCE AND  
SKILLS—AND IT ALSO  
MAKES GOOD  
FINANCIAL SENSE

## COMPARED TO GRADUATES STARTING OUT IN THE UK, TEACHERS BENEFIT FROM A HIGHER DISPOSABLE INCOME AND SIGNIFICANTLY INCREASED PURCHASING POWER.

In the UK, many graduates find that once income tax, National Insurance, rent and essential bills are paid, only a relatively small share of monthly income remains as disposable cash. As shown in the table below, typical living costs can significantly reduce disposable income.

With our two-year contract, teachers typically earn ¥10,000 gross per month in year one, increasing to an average of ¥14,500 gross per month after 11 months (subject to KPI performance). This produces a typical average gross monthly salary of ¥12,500 across the contract, and because major living costs are covered, teachers can retain far more of their income to spend and save.

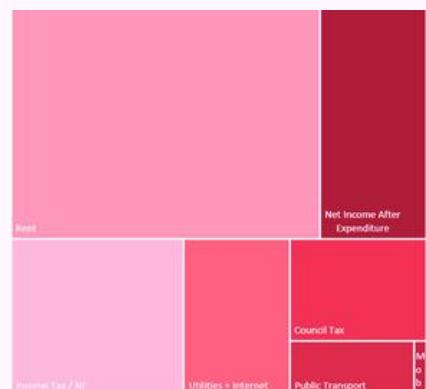
On top of this, teachers also enjoy greater purchasing power thanks to China's lower cost of living, resulting in a comparatively higher standard of living opposed to the UK. The cost of living in China is typically 40-50% lower than the UK (varying by city) for day-to-day spending with the exception of foreign brands and venues.



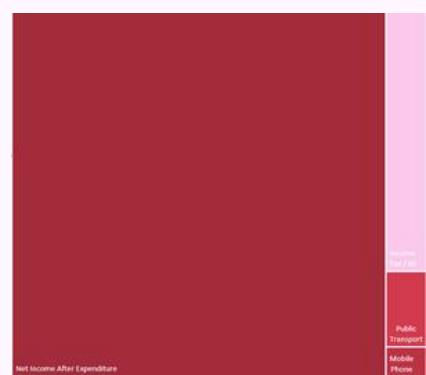
### MONTHLY INCOME - UK

	MONTHLY INCOME		ANNUALISED INCOME		1;3;15
	UK	CHINA	UK	CHINA	
Salary <sup>1</sup>	£2,375	£1,335	£28,500	£16,026	1;3;15
Tax and NI <sup>2</sup>	£372	£92	£4,460	£1,104	2;3;9;15
Rent <sup>3</sup>	£1,103	£0	£13,236	£0	4;14;15
Utilities Bills <sup>4</sup>	£227	£0	£2,728	£0	5;14;15
Council Tax <sup>5</sup>	£190	£0	£2,280	£0	6
Public Transport <sup>6</sup>	£95	£27	£1,138	£321	7;10;15
Mobile Phone <sup>7</sup>	£9	£11	£108	£128	8;12;15
NET INCOME AFTER EXPENDITURE	£379	£1,206	£4,549	£14,473	

12,577.98 RMB pcm is the average (gross) figure if taken over 2 years. Year 1 -10,000 RMB and Year 2 - 14,500 RMB. Year 1 is 11 months year 2 is 11 months. Amounts shown are based on foreign exchange data provided by [www.xe.com](http://www.xe.com), accessed 05 January 2026; All sources accessed 05 January 2026.



### MONTHLY INCOME - CHINA



#### SOURCES

- [1. <https://www.graduateoutcomes.ac.uk/salary>](https://www.graduateoutcomes.ac.uk/salary)
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- [9. China tax calculations](#)
- [10. \[https://www.numbeo.com/cost-of-living/country\\\_result.jsp?country=China\]\(https://www.numbeo.com/cost-of-living/country\_result.jsp?country=China\) \(Company internal\)](https://www.numbeo.com/cost-of-living/country_result.jsp?country=China)
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- [12. Company \(internal\)](#)
- [13. Company \(internal\)](#)
- [14. <https://wise.com/gb/currency-converter/gbp-to-cny-rate/history>](https://wise.com/gb/currency-converter/gbp-to-cny-rate/history)

# THE PACKAGE

**NO OTHER TEFL EMPLOYER  
IN CHINA OFFERS AN  
EMPLOYMENT PACKAGE AS  
COMPREHENSIVE AS OURS**

- We pay for document translations, notary work, legalization and apostilles.
- We pay deposits, utilities bills and rent, and can help liaise with landlords, service providers and at schools.
- We fund a verifiable 120 Hour TEFL course.
- We pay a flight bonus on completion of the contract.
- We can help teachers work and live with friends or a partner, supported by our English-speaking liaison team.
- First year teachers benefit from a net income after living expenses up to twice that of their UK counterparts letting them enjoy a great lifestyle in an amazing culture—and second year teachers earn even more thanks to our performance award salary scheme.



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**BECAUSE OF OUR SELECTION PROCESSES AND TRAINING, ALL OF OUR TEACHERS MEET THE NECESSARY CRITERIA FOR A CHINESE WORK PERMIT, QUALIFYING THEM FOR A WORKING Z-VISA AND RESIDENCE PERMIT.**

#### **Documentation**

The process for working in China has three stages:

- Gaining a Work Permit Notice
- Receiving a Z-visa
- Receiving a Residence Permit

As part of the first stage, immigration documents submitted to us are notarized by our solicitor in the UK and verified by both the Foreign and Commonwealth Office and Chinese embassy with apostilles.

Once that is completed an online work permit application is made to the Foreign Expert Bureau. It is typically granted 10 working days later.

Following this, teachers can obtain their Z-visa for entering China and then, during the following 30 days, the last stage—a residency application—is made post-arrival.

From start to finish, the process usually takes around 4–7 weeks.

#### **Salary**

Rent, utilities bills and council tax are paid entirely by us so teachers do not have to pay any of their income towards these, but teachers will need to pay national insurance and income tax in line with Chinese employment laws and is deducted at source, similar to PAYE in the UK.

The figures below give the typical value of the take-home salary that teachers receive and are quoted in Chinese and English currency for reference.

- Salaries vary according to position and experience. Starting salaries are between 9,500-10,500 CNY per month (around 1,135–1,235 GBP\*).
- Salaries are paid directly into teachers' Chinese bank accounts which we help to set up after they arrive in China in the local currency of CNY.

#### **Holidays**

In addition to public holidays teacher will have either 1 or 2 main holiday periods depending on the length of the employment contract. These will typically be anywhere between 1-8 weeks long depending on the placement province.

Due to the vast size of China and differences in climate and culture the holiday arrangements between the north and south vary significantly. If you have a particular preference (e.g. longer or shorter holidays) please inform the recruitment manager of this in writing within 7 days of accepting a contract of employment. We will accommodate your preference where possible, but this cannot be guaranteed.

#### **Accommodation**

We pay all rent and management fees for our teachers, including water, gas, electricity (subject to fair usage) although internet access is paid by teachers.

All apartments are a reasonable commute from a teacher's placement so that journeys intrude as little as possible into a teacher's free-time, but please keep in mind that working in a larger city will mean a longer commute.

A typical commute in a Tier 1 city will be 50-70 mins each way but will be shorter in Tier 2 and 3 cities.

#### **Utilities Bills**

Utilities bills (including water, gas and electricity) are funded by us subject to fair use, but teachers are required to pay for their internet access, which is around 100 CNY / 13 GBP per month.

## Training

TEFL training is provided as part of our employment package, allowing us to open up our opportunity to people that might not already have a TEFL/TESOL teaching certificate or teaching experience.

Training is undertaken via a verifiable 120 hour online certification course and teachers are enrolled onto the online course once they return the documents necessary for their immigration and Work Permit application.

The course covers the theoretical and practical sides of TEFL teaching, such as theories and methodologies, learning styles, managing classroom behaviour, lesson video observations, lesson planning, and lesson activities. The course features tests and practical assessments and should be completed before teachers depart the UK.

Teachers use the skills and knowledge gained from this training to develop their own teaching style, making them adaptable, confident and capable.

Some placements also provide ongoing professional development classes to help teachers continue to hone their skills.

## The Contract

The employment contract is designed to protect both parties and responsibilities of either party are clearly listed. A copy is provided to successful applicants, but these are the key terms and conditions:

- The contract will run for 23 months from February/March 2026 to January 2028, or from August/September 2026 to July 2028.
- The contract includes an early termination clause that allows teachers to end the contract after 11 months without incurring any financial penalties. This clause is designed specifically for people that only want to come to China for one year.
- We will at all times adhere to the terms and conditions as stated in the contract of employment.
- As you will be living and working in China, the contract is issued under PRC law and follows national and provincial employment law.
- Disciplinary actions are outlined in contracts and cover any disputes or violations of the contract of employment by either party.
- Teachers' entitlements to flight reimbursements are detailed in the contract.



**WE COVER THE COST OF TRANSPORTATION TO YOUR PLACEMENT, YOUR CHINESE HEALTH CHECK, RESIDENCE PERMIT, SOCIAL INSURANCE CARD, APARTMENT RENT AND UTILITIES BILLS (SUBJECT TO FAIR USAGE).**



**There are typically only three pre-departure expenditure items for teachers:**



**Your Basic DBS disclosure check**



**Your flight out**



**Your Z-Visa, if you are ineligible for visa upon arrival**

- The Basic DBS disclosure check is applied for online. The cost of the service is 21.50 GBP.
- The flight out (payable to the flight broker or airline directly) is reimbursed at the end of the contract period. Flights are typically between 3,000 - 5,000 CNY (around 350 - 550 GBP). This is reimbursed to a maximum of 4,000 CNY at successful completion of the contract.
- Optional medical insurance provided by a third party and appropriate to working abroad is typically around 180 - 240 GBP. However, if teachers prefer we can also entirely fund an insurance package provided by a Chinese Insurer.

# APPLICATION PROCESS

OUR RECRUITMENT  
TEAM CAN HELP YOU  
GET STARTED BY  
SCHEDULING A SHORT  
TELEPHONE INTERVIEW

**WE ARE RECRUITING NOW FOR START DATES OF FEBRUARY / MARCH 2026  
AND AUGUST / SEPTEMBER 2026.**



**To schedule an interview, you can:**

- Call our recruitment team on **0203 023 0220** (Monday to Friday, 9am to 5pm)
- Email [info@teachteflinchina.org](mailto:info@teachteflinchina.org)
- Book an interview slot directly by [clicking here](#) or visiting <https://calendly.com/info-4688/teach-tefl-in-china-interview-teams-internal>

**NB: Eligibility to teach in Mainland China requires:**

- A university diploma that is either a BA, BSc, LLB, BEng.
- Either a 120 Hour TEFL certification (provided by ourselves to successful applicants), or two years' documented teaching experience, post-graduation.
- A Basic DBS criminal disclosure check that shows **no trace** of a criminal history (a hard copy is required for the work permit application and we explain to successful applicants how to apply for it).

## Application Process



Applicants are interviewed via video conferencing or telephone interview.



Successful applicants are sent an offer of employment (subject to background checks) and information about the package and what documents are required.



Once a successful applicant accepts a position and provides the initial documents, we fund a verifiable 120 Hour online TEFL course on their behalf.



Successful applicants follow up with a short video introduction after accepting the position and apply for their Basic DBS.



Once we have all the necessary documents from you, we begin the notary process and work permit application, then liaise about placement, the flight booking, Z-Visa and arrival plans.

# FAQ

## What's the cost of living in China?

The cost of living in China is typically between 1/2 to 1/4 of that of the UK, but it varies from city to city. Everyday things such as groceries and certain items (computers, clothing, accessories) are cheaper, whereas imported items and foreign bars are more expensive. Living in Dongguan, for example, is around 49 per cent cheaper than living in Bristol.\*\*

## What visa will I enter China with?

Teachers are brought out strictly in accordance with PRC laws and regulations on a working Z-visa after their work permit application has been authorized.

## What is the process for gaining a work permit?

Once you've returned all the required immigration documents we will translate them into Chinese, set up your online training and submit the documents to the Foreign Experts Bureau to apply for your work permit. Once the work permit authorisation is approved, a digital copy is sent to you for your records and assurance.

## How long does the recruitment process take?

From receiving the brochure to being in China can take as little as 5 weeks, it depends on how quickly we receive the necessary documents (including the Basic DBS background check) and the required notarizations and legalizations that we undertake on your behalf for the work permit and Z-visa application.

## Do I need to speak Chinese?

Teachers are not required to be fluent in Chinese and will not be using Chinese in the classroom. Outside of the classroom, most people you meet will have a basic understanding of English, however you should make some effort to learn the language to get the most out of the experience.

## Do I need immunizations before I travel?

Teachers must be fully vaccinated against Covid-19 and are also advised to be up to date on childhood and adulthood immunizations, as well as having Hepatitis A, Hepatitis B and Typhoid immunizations. We recommend you consult a medical professional at least one month before your planned departure date.

## I have no teaching experience. Will this be a problem or stop me from being hired?

Many of our teachers are fresh graduates who have no formal teaching experience outside of working with us. We will provide a TEFL course for successful applicants that don't already have a teaching qualification, so formal teaching experience is not a requirement, although some experience working with children would be helpful.

## Can I come with friends or a partner?

If you would like to work here with friends or a partner we can arrange this for you and set you up together.

## Would I have the weekends free?

Normally, yes. Because of how public holidays work in China there are occasions when returning from work after a public holiday requires working on a weekend.



## Terms and Conditions

\*Exchange rates fluctuate and should be used as a guide only. Amounts shown are based on foreign exchange data provided by [www.xe.com](http://www.xe.com), 05 January 2026.

# Utilities bills are subject to a fair use policy.

\*\*Comparison by [www.expatistan.com](http://www.expatistan.com).

While we strive to make the information in this brochure as timely and accurate as possible, we may be required to discontinue or make changes in the information described herein at any time without prior notice and without any liability to us. Any dated information is published as of its date only or, if no date is stated, the date this brochure was published. The contract of employment will fully detail employee and employers responsibilities. Final terms and conditions will be detailed in your contract of employment, which is a legally binding contract and the information provided in this brochure should be taken as a general guide.

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