Steiner Waldorf Class Teacher

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<th>Position:</th>
<th>Steiner Waldorf Class Teacher</th>
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<tr>
<td>Appointed by:</td>
<td>School Leadership Team</td>
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<td>Reports to:</td>
<td>Education Manager</td>
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<td>Position:</td>
<td>Full time position, 37.5 hours per week</td>
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<tr>
<td>Core Hours:</td>
<td>Core hours: 8.00am – 3:20pm (with 30 min unpaid break); Department meeting currently on Tuesdays 3:30-5pm and Faculty on Thursdays 3:30-5pm; plus occasional evenings and weekends</td>
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<tr>
<td>Salary Range:</td>
<td>£22,063–£23,166 pa</td>
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<tr>
<td>Type of Contract:</td>
<td>Permanent</td>
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<td>Deadline for Applications:</td>
<td>Open until filled</td>
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<tr>
<td>Start Date:</td>
<td>August 2020, ideally with some transition days in the Summer Term</td>
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This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment

Cambridge Steiner School is looking for a skilled, enthusiastic and committed Class teacher from September 2020. You will be part of a small team of teachers carrying responsibility for the Lower School (Classes 1-8 including some combined classes). You will have overall responsibility both for the pastoral care of the class and for much of the classroom work, supported in this by the Education Manager and the other Class Teachers and Subject Teachers. You will have a proven ability to relate to and inspire children through your creative delivery of the education and curriculum. In addition, you will also have the ability to relate to, communicate and cooperate well with colleagues, parents and the wider community.

About our school

Cambridge Steiner School is a small non-selective, co-educational independent school and is part of the Steiner Waldorf Schools Fellowship. We provide a dynamic and progressive education for children aged 2 to 14 years. Situated on a single site, located on the outskirts of Cambridge in the delightful village of Fulbourn, we welcome children from all over Cambridgeshire and beyond.
At the Cambridge Steiner School, we strive to give children the gift of an education that will nourish the whole life of the child. To this end, the academic, social, moral, and spiritual growth of every child is held as a central objective of our education. Children’s capacities and personal abilities are helped to unfold by providing them with a rich and carefully planned curriculum that enhances their own natural developmental growth.

Our school community encompasses families from diverse cultural, racial and socio-economic backgrounds. We offer a warm welcome to all, regardless of culture, creed, race, gender, sexuality or disability and promote an ethos of mutual respect and tolerance for all.

**Job Description**

**Class Teacher Duties**

1. To provide a balanced curriculum at a pace suitable to the children’s age and development, based on a deep understanding of Waldorf pedagogy/child development, as outlined in the School’s Curriculum Policy and in line with the Independent School Standards, with a commitment to exploring and developing innovative educational practice and initiatives found locally and across the globe.

2. To give particular regard to the sound teaching of literacy and numeracy in line with the above.

3. To really ‘see’ the children, seek to understand them, and work creatively to nurture the healthy development of their physical, social, emotional and cognitive capacities, understanding their strengths and weaknesses and structuring work accordingly.

4. To engage in pedagogical study/discussion and child observation with colleagues and take a proactive and compassionate approach to addressing areas of concern/need.

5. To undertake appropriate preparation, study and training as necessary both for the effective delivery of the curriculum and to advance the school’s ethos, principles and objectives; to engage in personal reflection, spiritual devotion and self-development; and to commit to deepening your understanding of Anthroposophy and Steiner Waldorf education work.

6. To work openly and collaboratively with parents, organising and presenting Parent Evenings and individual consultation sessions, including Home Visits when required, including them as partners in their child’s education.

7. To develop the children’s capacity for critical thinking and problem solving, perseverance, academic curiosity and independent study and research, ensuring good work habits are established.

8. To lead and inspire the children, maintaining good discipline and holding boundaries assertively, developing children’s confidence and ensuring that effective learning can take place in the class.

9. To arouse within the children a sense of awe and reverence, leading by example.

10. To maintain the classroom to a high standard of cleanliness and aesthetics, suitable to the tasks to be undertaken, modelling care for one’s environment and involving the children appropriately.

11. To liaise with subject teachers, learning support and curative staff and facilitate class screening when appropriate.

12. To adhere to the school’s Assessment Policy, under the premise of improving and developing teaching and learning to meet the children’s needs.

13. To prepare the class for festivals and class plays and support subject teachers with this also.
14. To organise and participate in class outings, trips and events.
15. To keep appropriate records, keep pupil files up to date and record and file all conversations with parents, therapists, educational psychologists, etc.
16. To write yearly pupil reports for parents and collate them with subject teachers’ reports.
17. To participate in the admissions process for new pupils.

**General Duties**

1. To receive assistance, when appropriate, from a more experienced colleague or a specialist teacher in those areas in which you are less qualified/experienced.
2. To work during the first year with a mentor appointed by the School Coordination Team.
3. To take part in the appraisal of your own work performance and be prepared to assist in the appraisal of colleagues, including peer observation.
4. To organise materials for class use and liaise with those responsible for purchase.
5. To monitor and keep within agreed budgets.
6. To attend regular staff meetings (Department meeting on Tuesdays 3:30-5pm and Faculty on Thursdays 3:30-5pm).
7. To attend out of school hours meetings when necessary.
8. To attend inset and training days, as required.
9. To participate in school events during school holidays or weekends, as required.
10. To take on administrative tasks when inspired or required.
11. To familiarise yourself with and adhere to the School’s policies and procedures and to support their implementation including the Equal Opportunities and Health and Safety policies.
12. To cover for absent colleagues as requested and able (i.e. supply cover).
13. To share responsibility for supervision of all pupils during non-class hours within the school day.
14. To undertake break-time duties.

**Person Specification**

This section details the knowledge, skills and experience required for the role.

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<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Knowledge</strong></td>
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<tr>
<td>In depth knowledge of Steiner Waldorf education and its curriculum</td>
<td>Knowledge of the anthroposophical basis of Steiner Waldorf education</td>
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<tr>
<td>Knowledge of child development and the curriculum relevant to the age group to be taught</td>
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<tr>
<td><strong>Qualifications and Skills</strong></td>
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<tr>
<td>Approved Steiner Waldorf Teaching Qualification and equivalent relevant experience</td>
<td>Qualified Teacher Status</td>
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<td>A degree</td>
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<tr>
<td>Skills and expertise necessary to deliver a balanced curriculum at a pace suitable to the class age and developmental stage</td>
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<td>Ability to closely observe the children, to really ‘see’ them for who they are</td>
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<td>Ability to differentiate lessons in order to meet the</td>
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needs of all pupils

Organisational skills necessary to plan and teach effectively

Good communication skills, both orally and in writing

Ability to relate to and inspire children

Skills to present your subject artistically and creatively

**Experience**

Demonstrable experience of delivering learning and/or teaching experience in a Steiner School

Previous vocational/professional experience in a field other than class teaching

Experience of working with children aged 6 to 14 years

Experience of working with and leading groups

**Attributes**

Sense of humour

Ability to use initiative, be self motivating and take responsibility

Compassionate and empathetic

Resilient

Ability to work flexibly, with a positive attitude and ability to cope under pressure

Open minded

Willingness to develop self and skills

Willingness to work collaboratively and cooperatively with others

**Note:** This job description may be amended at any time in consultation with the post holder.

**Essential information**

Cambridge Steiner School is committed to Safeguarding and welfare of all children.

All employees will be vetted for suitability to work with children and young people, and all appointments will be subject to the following:

- Satisfactory DBS check
- Satisfactory references
- Proof of eligibility to work in the UK

Application forms can be downloaded from the school website or obtained from the school office at reception@cambridge-steiner-school.co.uk or by telephoning 01223 882727. Completed applications should be returned to Sarah Fox, Education Manager at sarah.fox@cambridge-steiner-school.co.uk