

London Steiner School

KINDERGARTEN TEACHER

Start Date: Immediate

Hours: Full time, including some evenings for meetings (eg: Kindergarten meeting always on Thursday late afternoon) and some weekend days for festivals and other activities plus 9 Staff Workdays.

The first and foremost responsibility of the Kindergarten Teacher is to be concerned with the overall welfare of the children in the kindergarten. The successful applicant will work in a team of experienced workers who will promote and support the educational principles of Steiner Waldorf Early Childhood education and care.

The Kindergarten team is responsible for a child's first education experience, so their role often stretches beyond just being teachers. Their role includes seasonal craftwork, painting and baking, as well as a range of opportunities offered in creative play – both indoors and outdoors (the kindergarten has two full outdoor days each week plus a daily walk on the other three days). This also includes encouraging social skills and focused teacher-led activities with the 5–6-year-old children, preparing the children for the transition to Class One.

JOB ROLE	Kindergarten Teacher
JOB PURPOSE	To be responsible for the co-ordination of all aspects of EY, including the Early Years Foundation Stage (EYFS) and other statutory requirements.
ACCOUNTABLE TO	London Steiner School
ACCOUNTABILITIES	The Teacher has responsibility for the overall welfare of the children in their care. This includes supporting creative play and artistic activities; celebration of festivals, both seasonal and multicultural; creative discipline and working with parents, carers and families. The Teacher is part of a Kindergarten team and also part of the bigger team of the School. The Teacher will be responsible for presentation of the Early Years Department to outside agencies such as OFSTED inspectors and Local Authority representatives.

Safeguarding and Working with Outside Agencies

The Teacher has a duty to liaise with and inform the School's Designated Safeguarding Lead (DSL) of any safeguarding concerns within the kindergarten. The Teacher will at times need to liaise with other agencies, e.g: other schools, advisory services, local authority early years partnership and social care.

Policies and Procedures, Regulations and Rules

To ensure adherence to the School's policies and procedures and to statutory obligations, particularly those relating to Health & Safety, Risk Assessments, Safeguarding (Child Protection), Data Protection and Equal Opportunities, as well as to the statutory EYFS.

SEND (Special Educational Needs and Disabilities)

The Teacher is expected to work alongside the SEND co-ordinator (SENDco) to assess the pupils' needs and identify pupils who may need additional support. Alongside the SENDco, the Teacher will co-ordinate detailed assessments and observations of pupils with specific learning problems and seek advice as required in drawing up Individual Education or Learning Plans.

Administering First Aid

A Paediatric First Aid qualification must be undertaken and kept fully up to date as the Teacher will be responsible for administering appropriate first aid to the children when required. The Teacher will follow the School's policy and procedures.

Preparation, Planning and Record-keeping

The Teacher is responsible for: supporting a well-balanced programme of activities for the children, according to the Steiner-Waldorf view of child development and the School's published curriculum; planning and preparation for festivals and events such as open days and taster sessions, adequate preparation which includes daily and weekly reviews of planning and activities; keeping parents informed; record-keeping (including keeping pupils' files up to date). Planning to be written with colleagues, to ensure continual and consistent care for children and effective continuity if the Teacher is absent. Documents will show inspectors, assessors, supply teachers and others the intended learning progression, activities and rhythms and how the needs of specific children will be met.

Classroom Care

The Teacher, together with the Kindergarten team, is responsible for the care and beauty of the classroom, including working with the seasons, sensory protection of the young child and full understanding of the Health & Safety requirements of the School.

Parents' Evenings

The Teacher is expected to co-host termly parents' evenings and termly individual parent's meetings both at school and at the children's home (as appropriate), where parents and teachers can share and discuss individual children's progress and development

Child Assessments and End of Term Reports

The teacher, together with the Kindergarten team, will fulfil all requirements for child observations and progress checks and ensure that progress assessments from outside agencies are arranged as necessary. The teacher will provide an end of term report for the parents of all children in the Kindergarten.

Parents' Concerns and Complaints

Teachers are usually the first port of call for parents' problems/grievances, especially pedagogical concerns. They should be able to seek to resolve most concerns through meetings with the parents alongside and with the help of one other colleague. If this is not satisfactory, they should encourage the parents to follow the School's Complaints Policy.

The Early Years Team

Working with assistants

Depending on the size of the group, the Teacher will work together with co-workers, according to the statutory child/staff ratio requirements. The Teacher will support and supervise the co-workers when needed. This includes sharing teaching materials, such as ring-times, verses, stories and activities so they are able to familiarise themselves with them and learn them. If any of the co-workers are attending a training course, the teacher will need to take on responsibility for mentoring when necessary.

Meetings essential to the Kindergarten work

The Teacher must attend weekly EY meetings with the EY Team members. This meeting is for overall planning, kindergarten pedagogy and administrative work.

Continued Professional Developments (CPD)

The Teacher will support, attend and participate in the CPD needs of the EY Team, both in-house and externally.

PERSON SPECIFICATION

London Steiner School is an Equal Opportunities and Safe Recruitment employer. All employees will be vetted for suitability to work with children and young people and all appointments will be subject to:

- Satisfactory recruitment checks, including DBS
- Satisfactory references
- Proof of eligibility to work in the UK
- Qualification and certification checks

Essential Criteria

- National Level 3 qualification is required plus at least two years' experience working in a Childcare setting, preferably at a Steiner/Waldorf school
- Full awareness of Child Protection (Safeguarding) responsibilities, how to protect children, how to handle concerns and related complaints and knowledge of all relevant regulations
- Exceptional self-motivation and sense of responsibility
- Ability to work with and fit in with the Kindergarten team, with excellent communication skills
- Flexibility and positivity in attitude to work, with the sense of humour that is essential to the role
- Professional confidentiality with regard to information about children, parents and staff, and the ability to be discreet about one's own personal, private matters
- General computer skills are necessary for communication with parents and colleagues