



Steiner Waldorf Class Teacher

'Our aim is to provide a truly inspirational education where our children develop a love of learning and are prepared to go out into our ever-changing world as creative, resourceful and self-confident young people with the life skills to succeed.'

Position:	Steiner Waldorf Class Teacher
Appointed by:	Teaching and Learning Lead
Reports to:	Teaching and Learning Lead
Position:	Full time position, 37.5 hours per week
Core Hours:	Core hours: 8.00am – 3:20pm (with 30 minutes break, unpaid); Department meeting on Tuesdays 3:30-5pm and Faculty on Thursdays 3:30-5pm; plus occasional evenings and weekends
Salary Range:	£25,000-£31,000 gross per annum (depending on qualifications and experience)
Type of Contract:	Permanent
Deadline:	Open until filled
Start Date:	1st September 2024 with some observation/transition time across the summer to be agreed on appointment. There is also potential to start earlier in 2024 to facilitate training and support for a suitable candidate.

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 seeking a committed and inspiring person to join our innovative, passionate and warm-hearted team in the Lower School. In the role of Class Teacher will have overall responsibility both for the pastoral care of the class and for much of the classroom work, supported in this by the other Class Teachers and the Lower School 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 16 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 pro-active 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 with colleagues, taking responsibility for an area of the curriculum - subject leadership
7. 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.
8. 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.
9. 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.
10. To arouse within the children a sense of awe and reverence, leading by example.
11. 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.
12. To liaise with subject teachers, learning support and curative staff and facilitate class screening when appropriate.
13. To adhere to the school's Assessment Policy, under the premise of improving and developing teaching and learning to meet the children's needs.

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

Essential	Desirable
Knowledge	
In depth knowledge of Steiner Waldorf education and its curriculum	Knowledge of the anthroposophical basis of Steiner Waldorf education
Knowledge of child development and the curriculum relevant to the age group to be taught	
Qualifications and Skills	
Approved Steiner Waldorf Teaching Qualification and equivalent relevant experience	Qualified Teacher Status
A degree	Soundwrite training
GCSE or equivalent in English and Maths	
Skills and expertise necessary to deliver a balanced curriculum at a pace suitable to the class age and developmental stage	

Ability to closely observe the children, to really 'see' them for who they are	
Ability to differentiate lessons in order to meet the needs of all pupils	
Organisational skill 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 obtained on the school website

<https://cambridge-steiner-school.co.uk/wp-content/uploads/Downloads/Forms/StaffApplicationForm2019.docx>

Completed application forms should be returned to hr@waldorfcambridge.uk