



Steiner Waldorf Cover 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 Cover Teacher
Appointed by:	Recruitment Group
Reports to:	Teaching and Learning Lead
Position:	2 or 3 days per week
Core Hours:	Core hours: 8.00am – 3pm (with 30 minutes break, unpaid); Staff meetings on Tuesdays and Thursdays 3:30-5pm; plus occasional evenings and weekends
Salary Range:	FTE £25,000-£31,000 gross per annum (depending on qualifications and experience) Actual salary on 2 days - £10,000-£12,4000
Type of Contract:	Permanent
Deadline:	Open until filled
Start Date:	ASAP, September 2024 also potential start date

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 Cover Teacher will provide support for Class teachers with planning and assessment time. 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. The ability to offer a specific subject or specialism will be an advantage.

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

Cover Teacher Duties

1. To work with colleagues, to plan and deliver balanced lessons, according to the Class teacher's planning and the class' needs.
2. 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.
3. 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.
4. 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
5. 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.
6. 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.
7. To arouse within the children a sense of awe and reverence, leading by example.
8. 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.
9. To adhere to the school's Assessment Policy, under the premise of improving and developing teaching and learning to meet the children's needs.
10. To support class teachers with preparation for the class for festivals and class plays.
11. To support class teachers to organise and participate in class outings, trips and events.
12. To keep appropriate records, keep pupil files up to date and record and file all conversations with parents, therapists, educational psychologists, etc.
13. To write yearly pupil reports for parents.

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.

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. We may consider someone currently unqualified, but would need to start training immediately (self funded) and complete within 2 years of joining.	Qualified Teacher Status
A degree	Soundswrite 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 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	Previous vocational/professional experience in a field other than class teaching
Experience of working with children aged 6 to 14 years	Demonstrable experience of delivering learning and/or teaching experience in a Steiner School
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/join-our-team/>

Completed application forms should be returned to hr@waldorfcambridge.uk with a cover letter.

CVs will NOT be accepted.