



## Steiner Waldorf Subject Teacher (Handwork)

### Job Description

<b>Job Title:</b>	Steiner Waldorf Subject Teacher (Handwork)
<b>Appointed by:</b>	Recruitment Group
<b>Reports to:</b>	Teaching and Learning Lead
<b>Position:</b>	Part-time 10:30-3pm x3 days/week (with 30 minute lunch break) Plus meetings 3 hours/week (3:30-5pm Tuesday and Thursday) = 15 hours/week
<b>Location:</b>	Cambridge Steiner School, Hinton Road, Fulbourn, CB21 5DZ
<b>Salary:</b>	FTE salary £25,000-£31,000 dependent on experience. Actual salary for 0.4 FTE = £10,000-£12,400
<b>Type of Contract:</b>	Permanent
<b>Deadline for applications:</b>	Monday 11 <sup>th</sup> March
<b>Start Date</b>	May 2024, though September 2024 could be accommodated.

**This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment**

### 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.

### Main features of the position

Cambridge Steiner School is looking for a skilled, enthusiastic and committed individual to help us provide a balanced, broad and high quality handwork curriculum. You will be one of a team

of teachers carrying responsibility for the Lower, Middle and Upper School. You will be responsible for teaching handwork to children between the ages of 6 and 16 years.

## **Key Responsibilities**

### **Subject Teaching Duties**

1. To provide a balanced curriculum at a pace suitable to the pupils' 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 National Steiner Waldorf Teaching Standards and the Independent School Standards.
2. To take overall responsibility for the handwork curriculum including curriculum development and integration, along with updating and reviewing relevant documentation.
3. To ensure good work and study habits are developed in the class.
4. To adhere to the school's Assessment Policy, under the premise of improving and developing teaching and learning to meet the children's needs.
5. To monitor and evaluate pupils' work, keeping appropriate records for the children's files.
6. To seek to understand the pupils and work creatively to nurture their healthy development, understanding their strengths and weaknesses and structuring work accordingly.
7. 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.
8. To support the Class Teacher in the preparation of the class for festivals, class plays and Harvest of Work.
9. To work openly and collaboratively with parents, hosting individual consultation sessions where needed, and writing up an annual pupil report for parents.
10. 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.
11. 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

### **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 maintain the teaching space and 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
<b>Knowledge</b>	
In-depth knowledge of the subject you will teach	Knowledge of the anthroposophical basis of Steiner Education
Ability to provide a balanced curriculum for your subject at a pace suitable to the classes age and development	
Awareness of and enthusiasm for Steiner / Waldorf education and its curriculum	
<b>Qualifications and Skills</b>	
Steiner Waldorf teacher training course (must be completed within 2 years if not already held).	A degree
Ability to maintain good classroom discipline.	Steiner Waldorf teacher training
Ability to keep records of the children's progress and use this to inform your planning.	Qualification relating to your area of expertise
Ability to present your subject artistically.	Qualified Teacher Status
Ability to differentiate lessons to meet the needs of all pupils.	
Good organisational skills and ability to prioritise workload	
Good communication skills, both orally and in writing	
<b>Experience</b>	
Experience of working in your chosen field/subject	Proven, successful teaching experience
Experience of working with children	Experience of teaching in a Steiner Waldorf setting
Experience of working in a team	Experience of working with children ages 6 to 16
<b>Attributes</b>	
Ability to relate to and inspire children, with the sense of humour essential to teaching	
Ability to use initiative and be self motivating	
Ability to work flexibly, with a positive attitude	

Willingness to develop self and skills	
Willingness to work collaboratively and as part of a team	

## 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 <https://cambridge-steiner-school.co.uk/join-our-team/>

Please email the completed application form with your covering letter to [hr@waldorfcambridge.uk](mailto:hr@waldorfcambridge.uk).

CVs will NOT be accepted.