

## We are looking for a Class Teacher for January 2020

Salary £25,500

**Open until filled**

Cardiff Steiner School are looking for a committed, creative and resourceful, Steiner Waldorf trained teacher to join our pioneering and passionate team, and play a key part in the growth and development of this diverse and confident, young school.



*Cardiff Steiner School is committed to safeguarding children and young people, we expect all applicants to uphold this. All candidates must have suitability to work with children, and post holders are subject to a satisfactory enhanced Disclosure Barring Service check.*

### About us

Set in Wales' capital city, the School currently has pupils from Kindergarten to Class 11, and is expanding with our oldest class to Class 12 by 2020. You'll join us on an exciting stage of our journey. Founded in 1997, we opened our first classes in 2012, built upon the firm foundations of 15 years as a successful Kindergarten. From strong roots we've quickly grown, and opened our Upper School in September 2017 offering the [Certificate of Steiner Education \(NZCSE\)](#) through to Class 12.

The Certificate is the first trans-national, secondary school qualification to be fully based on the Steiner curriculum. It is a valid, alternative secondary school qualification that allows students to progress to further/higher education free from the restrictions of GCSE and A level curricula and examinations. It is currently being offered in four of the eight UK Steiner Schools that go up to Class 12. With Greenwich Steiner School planning to open its Upper School in 2020 with the NZCSE, it will be the most widely offered qualification in UK Steiner Schools that offer a full Kindergarten to Class 12 Steiner Waldorf education.

We are a pioneering bunch with an irrepressible spirit who enjoy rising to the challenges and celebrating the joys that a young School brings. Our internationally diverse teaching team includes subject teachers in Bothmer, Music, Handwork, Woodwork, Spanish and Games, as well as a team of specialist Upper School Teachers. We are a UK Steiner Waldorf School Fellowship Associate School, and are fully independent.

**Would you like to join us on our journey, and help us grow our thriving and vibrant school where your input, talents and enthusiasm will be welcomed and appreciated?**

## About you

You'll be a committed, creative and resourceful, Steiner Trained teacher with the ability to relate to and inspire children. Steiner Waldorf training is a pre-requisite, experience a valuable extra. You'll welcome the opportunities, and enjoy rising to the challenges, that a pioneering school brings.

You'll be part of an experienced, collaborative and diverse team of 26 teaching staff. Supported by full time Administration, an active board of Trustees, and an engaged parent body - you'll enjoy an exciting balance of fresh practices and new ideas combined with wisdom, experience and dedication. You'll benefit from a supportive professional development programme of including observation, peer school visits and study.

We offer a tiered **Staff Fees Discount Scheme** with up to 85% off school fees for children of staff members, depending on family income.

## About Class 1

This lovely Class are a group of 15 happy, enthusiastic children, rising from our Kindergartens eager to grow and learn. We are looking for a teacher to guide these beautiful students through their journey to Class 8, and challenge them to blossom to their full potential. We operate a two-year combined class system. From January 2020 approx. half the Class will move with you into their own classroom as a Transition Class who will be joined by the other children moving up from Kindergarten in September 2020, to form Class 1/2. You will have the advice and support of teachers experienced in working with the pedagogical needs of combined classes.

## About Cardiff

Cardiff, Wales' capital city, is situated on the beautiful coastline of South Wales, and within easy reach of most places in the UK (we're just two hours from London by rail or road). Residents enjoy all the benefits of a cosmopolitan capital city (prominent universities, a large teaching hospital, a world-class opera company and thriving arts community) combined with a small-town friendliness, and a cost of living significantly lower than other parts of the UK -and we're surrounded by some of the most stunning countryside, coastline and beaches in the UK. Read more about Cardiff in our [Welcome to Cardiff Guide](#).



We have staff with property expertise who can help you **find and secure** suitable accommodation to rent or buy. The average price range of renting a 1-2 Bedroom Flat is £550-£650pcm, and a 3 bedroom house is £800-£1,000pcm. Cardiff has a lively rental market with options from city, suburban, rural and semi-rural properties all within a 40 minute drive time of the School.

## **How to apply**

You are very welcome to contact us to discuss the post on (029) 2056 7986 or email [ask@cardiffsteiner.org.uk](mailto:ask@cardiffsteiner.org.uk)

Contact us for an Application Pack or download it at:

<http://www.cardiffsteiner.org.uk/about/jobs/jobs-class-1-teacher/>

Please take a look at the **Job Description and Person Specification**, and complete and return the **Application Form and Equality of Opportunity Questionnaire** to:

Nicola Robinson, Cardiff Steiner School, Hawthorn Road West, Llandaff North, Cardiff CF14 2FL  
[ask@cardiffsteiner.org.uk](mailto:ask@cardiffsteiner.org.uk) (029) 2056 7986

**The recruitment process will involve an interview and observed teaching practice.**

## **Come and Visit Us**

If you are thinking about applying, but would like to find out more about us first, you are warmly invited to come and visit us. We'd love to meet you. Just contact us to arrange a time.

**See Job Description and Person Specification on next page**

## Job Description Class Teacher

**Responsible to:** The position is part of the Lower School Faculty, a team of 4 Class Teachers carrying responsibility for the Lower School, plus Subject Teachers and Learning Support Team. The Faculty work with the leadership and support of the Lower School Education Coordinator and Teaching Development Group. The position is accountable through the College to the Board of Trustees.

The Class Teacher is responsible for one class of children between the ages of 6 and 14 years and under normal circumstances is expected to take responsibility for the Class through from Class 1 (age 6-7) to the end of Class 8 (age -13-14). The Class Teacher has overall responsibility both for the pastoral care of the Class and for much of the classroom work, supported in this by the Lower School Faculty.

### Duties:

1. To bring a secure understanding of the Steiner curriculum, teaching method and the pedagogical principles that underpin them, and to renew this understanding through further study, on-going reflection and discussion of classroom practice.
2. To nurture the healthy development of the children's physical, social, emotional and cognitive skills, in a way which is appropriate to their age, and which enables all pupils to recognise and achieve their potential.
3. To teach:
  - The Main Lesson, and additional lessons to your Class
  - Subject Lessons to other Classes as appropriate to your skills
  - Accompany the class in Subject Lessons with other teachers where necessary
4. To take overall responsibility for the class including:
  - Maintaining good discipline and creating a harmonious learning environment where pupils feel safe, happy and can learn effectively;
  - Ensuring good work and study habits are developed;
  - Ensuring the curriculum is appropriate for all pupils with effective differentiation;
  - Implementing effective assessment and recording systems to identify pupils' progress and learning needs, and use this support teaching and planning, in accordance with School requirements;
  - Keeping appropriate records, plans and pupil files, in accordance with statutory and School requirements
  - Liaising with parents - at regular whole class parents' evenings, individual consultation sessions, including home visits where required, and to provide further opportunities for parents to understand the School's priorities and ethos;
  - Organising and supervising the Class's participation in trips, festivals and other activities;
  - Managing the classroom environment and maintaining it to a high standard of cleanliness and aesthetics;
  - Organising materials for Class use and liaising with those responsible for purchase, keeping within an agreed budget;
  - Participating in the admissions process for new pupils;
  - Liaising with Subject Teachers and other colleagues to develop a coordinated approach to curriculum and individualised learning;

- Liaising with other agencies and professionals where necessary; and working effectively with support staff, Management Group and the Administrative Team.
5. To review and reflect on your own teaching practice and take part in the appraisal of your own work performance and assist in the appraisal of colleagues.
  6. To attend Teachers' meetings and other meetings as required.
  7. To participate in providing cover for break time and cover for absent colleagues.
  8. To support the School's ethos, principles and objectives, and actively contribute to whole-school activities and development.
  9. 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; including participating in work, study and Inset days during school holidays or weekends as required.
  10. To develop an understanding of, and work within, the School's compliance and legal obligations, including Estyn.
  11. To be aware of and operate within the school's policies and procedures and to support their implementation including the Equal Opportunities and Health and Safety policies.
  12. Uphold the School's commitment to safeguarding children and young people.
  13. Any other duties reasonably requested by the school. The job description is current but liable to variation to reflect or anticipate changes in the requirements of the post.

## **Person specification**

### **Essential**

- An approved Steiner Waldorf Teaching Qualification;
- A committed individual with a deep interest in Steiner-Waldorf education who supports the School's ethos and approach to education
- A calm, positive and authoritative manner;
- A genuine love for teaching and working with children this age, and an ability to relate to and inspire them;
- An ability to maintain good discipline and behaviour with a consistent, firm but caring approach;
- An ability to communicate and cooperate well with colleagues and parents;
- An ability to work in a small, close knit team and willingness to work with colleagues in the continued development of the school and the curriculum;
- An appreciation and enjoyment of rising to the challenge of developing a young school;
- Self-motivation and imagination;
- Strong organisational skills and a strong sense of responsibility;
- Excellent written and verbal communication skills;
- A flexible, positive approach to work and ability to work under pressure;
- A sense of humour;
- A track record of being punctual and reliable
- Suitability to work with children and a satisfactory enhanced Disclosure Barring Service check;
- Candidates from abroad will be asked to provide criminal records clearance from countries of residence, as well as evidence of eligibility to work in the UK. Candidates must have the right to work in the UK prior to application.

## **Desirable**

- Steiner Waldorf Class Teaching experience; proven, successful teaching experience in another Steiner school; or equivalent appropriate experience
- A degree;
- Basic knowledge of Health & Safety;
- Qualified first aider or willingness to undertake First Aid Training.