

## **We are looking for a Class 7/8 Teacher (maternity) to start Sep 2022**

Salary £26,206 (plus annual increase due Sep 2022)

### **Apply Now, open until filled**

Cardiff Steiner School are looking for an experienced Steiner Waldorf Teacher to join our pioneering K to Class 12 School and take our Class 7/8 through their final year towards Upper School.

### **About you**

You'll be a committed, creative and resourceful, Steiner Trained teacher, with the ability to relate to and inspire students in their Middle School years. Steiner Waldorf training is a pre-requisite, experience a valuable extra.



*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 offers a full Kindergarten to Class 12 Steiner Waldorf education. 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 expanded to Upper School in September 2017 offering the [Certificate of Steiner Education \(NZCSE\)](#) with our first Class 12 graduating with the Certificate in 2021.

The Certificate is the first international, 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. The NZCSE is the most widely offered qualification in UK Steiner Schools that offer a full K-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 pioneering School brings. Our internationally diverse teaching team includes subject teachers in Bothmer, Music, Handwork, Hard Craft, Eurythmy, Spanish, Games, as well as a team of specialist Upper School Teachers.

We are a small school by design, with a collaborative staff team, supportive families and a strong community spirit. Our teachers are at the heart of our success and we have developed a strong culture of collaboration where staff are valued and your input, enthusiasm and talents will be welcomed and appreciated.

We are a UK Steiner Waldorf School Fellowship Associate School and are fully independent.

## About the role

You'll be teaching our Class 7/8 (a group of 12-16 students) guiding them through the rest of their Middle School journey towards Upper School. We operate a two-year combined class system. You will have the advice and support of teachers experienced in working with the pedagogical needs of combined classes.

The post benefits from a tiered **Staff Fees Discount Scheme** with up to 85% off school fees for children of staff members, depending on family income (pro rata for part-time posts).

## 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. 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 (term-time) or email [ask@cardiffsteiner.org.uk](mailto:ask@cardiffsteiner.org.uk) (anytime)

Contact us for an Application Pack or download it at:  
[www.cardiffsteiner.org.uk/jobs-class-teacher-2022](http://www.cardiffsteiner.org.uk/jobs-class-teacher-2022)

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 Class Teachers carrying responsibility for the Lower School, plus Subject Teachers, Learning Support Team and Assistants. 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 to the end of Class 7/8 (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
  - Implementing effective assessment and recording to identify pupils' progress and learning needs, and use this support all teaching and planning, in accordance with School requirements
  - Ensuring the curriculum is appropriate and inclusive for all pupils, with effective differentiation and support that it is adequately monitored and evidenced
  - Understanding teachers' responsibilities to pupils with ALN and taking ownership of their provision and progress within your class/teaching group, through inclusive and reflective practice
  - Promoting independent learning and pupil leadership in lessons
  - Keeping appropriate records, plans and pupil files, and completing pupil reports, 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 The Independent School Standards Wales, and Welsh Government and ALN legislation and guidance
  11. To be aware of and operate within the School's policies and procedures and to support their implementation including Child Protection 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 Class Teacher**

### **Essential**

- An approved Steiner Waldorf Teaching Qualification
- Steiner Waldorf Class Teaching experience; proven, successful teaching experience in another Steiner school; or equivalent appropriate experience
- A committed individual with a deep interest in Steiner-Waldorf education who supports the School's ethos and approach to education
- A genuine love for teaching and working with students this age, and an ability to relate to and inspire them
- The skills and passion to work creatively with students to support their educational and personal development
- Good planning and assessment skills in order to support individual student's progress
- A calm, positive and authoritative manner
- An ability to maintain good discipline and behaviour with a consistent, firm but caring approach
- An interest in working with Restorative Approaches in creating and maintaining a positive learning environment
- 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 for rising to the challenges of developing a young school
- Excellent organisational skills, self-motivation and a strong sense of responsibility
- Excellent written and verbal communication skills

- Competent IT skills with the ability to use common word processing/spreadsheet applications, and the aptitude to use the School's various online data systems
- A flexible, positive approach to work and ability to work under pressure
- A track record of being punctual and reliable
- Suitability to work with children and a satisfactory enhanced Disclosure Barring Service check. The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment
- 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**

- A degree
- Experience of working with Restorative Approaches or similar (NVC, Thrive etc.)
- Basic knowledge of Health & Safety
- Qualified first aider or willingness to undertake First Aid Training