

# Bristol Steiner School



## Class Teacher

Are you a passionate practitioner? Do you believe in learning that is purposeful, relational and child-centered? Are you committed to promoting a love of learning across the whole community and are able to demonstrate a willingness to grow your own practice and that of others? If the answer is yes, then you could be just the person that Bristol Steiner School is looking for.

You will join a team of highly experience and skilled professionals dedicated to making a real difference, as we establish ourselves as the urban village school of choice in the city, with a focus on Human Scale education.

This is an exciting time in the Bristol Steiner School's journey, having secured a good Ofsted rating and our position as a successful primary, which promotes Steiner Waldorf as our educational philosophy.

### Main features of the position:

As a class teacher at Bristol Steiner School, you will be a skilled, enthusiastic and committed individual in our Primary school. You will have overall responsibility both for the pastoral care of the class and for much of the learning that takes place. Collaboration in each aspects of a child's journey is key and will require close working with the rest of the teaching team. Essential is a proven ability to relate to and inspire children through their creative delivery of the Steiner education and curriculum. An openness to embracing best practice from other education philosophies will also be required. Relatedness is an integral part of our community. As class teacher you must demonstrate the ability to confidently communicate and cooperate well with all community stakeholders.

### Job Description

<b>Position:</b>	Class Teacher
<b>Reports to:</b>	Head Teacher and Senior Education Manager
<b>Position:</b>	Full time position, 37.5 hours per week, term time
<b>Core Hours:</b>	8.00am – 4.00pm (with 30 minutes for lunch) plus occasional evenings and weekends

<b>Salary:</b>	£23,000 to £27,500 dependent on experience
<b>Type of Contract:</b>	Permanent
<b>Start Date:</b>	TBC

## Key Responsibilities

### Class Teacher Duties

1. To nurture the healthy development of the children's physical, social and cognitive capacities through teaching Main Lesson and other subject lessons.
2. To use the school's assessment framework to monitor individual and class progress.
3. To drive high expectations and ensure the development of positive attitudes to learning.
4. To maintain good discipline, in line with the school's aims and expectations and thereby enable consistently high standards in learning expectations.
5. To mark and evaluate pupils' work giving effective feedback to move learning on.
6. To liaise with the school SENDCo to plan for effective universal provision and, where applicable, to meet the needs of pupils with Special Educational Needs and/or disabilities.
7. To liaise with subject teachers, learning support and curative staff, where appropriate and facilitate class screening.
8. To maintain an enabling and engaging learning environment that sets high aesthetic expectations and promotes active and independent learning.
9. To be responsible for preparing the class for festivals and class plays and do so in collaboration with subject teachers.
10. To organise and lead extra-curricular opportunities, such as class outings, trips and events.
11. To use the school's reporting systems to maintain robust records, including communication with parents and multi-agency partnership working
12. To report annually on pupil progress to parents, in collaboration with subject teachers.
13. To organise and present Parent Consultations, including Home Visits when required.
14. To actively 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 he/she is less qualified/experienced.
2. To work during the first year with the Senior Education Manager, who will act as a mentor
3. 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 and self-development.
4. To attend weekly staff meetings.
5. To attend out of school hours meetings when necessary.
6. To attend inset and training days, as required.
7. To participate in school events during school holidays or weekends, as required.
8. To take on administrative tasks, appropriate to the role of the class teacher and as a member of the wider community.
9. To familiarise him/herself with and adhere to the School's policies and procedures and to support their implementation including the Safeguarding, Equal Opportunities and Health and Safety policies.
10. To cover for absent colleagues as requested and able

11. To share responsibility for supervision of all pupils during non-class hours within the school day.
12. 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 Steiner Waldorf education and its curriculum	Knowledge of the anthroposophical basis of Steiner Waldorf education
Knowledge of the curriculum relevant to the age group to be taught	
<b>Qualifications and Skills</b>	
Approved Steiner Waldorf Teaching Qualification and/or equivalent relevant experience	Qualified Teacher Status
A good standard of education; 5 or more GCSEs or equivalent at Grade C or above , including Maths and English	
Passionate about teaching and learning with evidence of good or outstanding teaching	
Ability to plan engaging lesson sequences to meet learning objectives that take into account the needs of individuals, build on prior attainment	
Ability to develop and maintain good relationships within the whole school community and the wider community.	An understanding of the importance of secure attachments to children's wellbeing and behaviour
Ability to relate to and inspire children	
A willingness to use a variety of teaching strategies to engage all learners and promote positive behaviour	
Skills to present your subject artistically and creatively	
<b>Experience</b>	
Recent experience of working or volunteering in a good or outstanding school	Proven, successful teaching experience in another Steiner school
Experience of working with children aged 6 to 11 years	
Use of assessment information to target support so improve progress for all groups of children including SEND and more able	
Good knowledge of current educational policy, methods and initiatives	Previous vocational/professional experience in a field other than class teaching
<b>Attributes</b>	
Sense of humour	
Ability to use initiative, be self-motivating and take responsibility	

Demonstrate ability and willingness to connect empathically with children and adults alike	
Willingness to develop self and skills	
Willingness to work collaboratively and as part of a team	

## **Safeguarding Responsibilities**

All adults working in, or on behalf of the Bristol Steiner School, including volunteers and temporary staff, have a responsibility to safeguard and promote the welfare of children. This includes:

- Responsibility to provide a safe environment in which children can learn.
- To identify children who may be in need of extra help or, who are suffering, or are likely to suffer significant harm. All staff then have a responsibility to take appropriate action, working with services as needed.

All staff and volunteers must raise any concerns they have about poor or unsafe practice and potential failures in the school safeguarding regime. These concerns will be reviewed and dealt with by the School Management/Safeguarding Team. See the school Whistleblowing Procedures for how such concerns can be raised with the school management team and the other whistleblowing channels open to staff.

**Bristol Steiner School is committed to safeguarding and promoting the welfare of young people and vulnerable adults and expects all staff and volunteers to share this commitment.**

**An enhanced DBS check (with relevant barred list check) will be required.**