

NORWICH STEINER SCHOOL

Hospital Lane, Norwich, NR1 2HW, 01603 611175

Job Description for the teaching post of:

Games teacher

School Vision

The vision of Norwich Steiner School is to provide a Steiner-Waldorf curriculum for pupils from age 3- 19 years of age, with pupils being able to leave the school as balanced, well-rounded and mature young adults, able to pursue their own futures and destinies with confidence and self-belief.

Background Introduction

Norwich Steiner School is a young school. It has grown from just three pupils in 2005, to over 110 pupils covering an age range of 3-19 years old by 2017. The school follows the Steiner-Waldorf curriculum throughout the whole school and in all lessons, and is successfully offering the New Zealand based Level 3 qualification New Zealand Certificate of Steiner Education (NZCSE), formerly known as 'the Steiner School Certificate' or SSC to pupils age 16 and above. Whilst the school is now well established, it retains a strong sense of being 'pioneering' and the atmosphere is open and friendly.

The school operates a combined class system throughout all years. Classes are considered as being in upper school from class 8/9 upwards. Due to the combined class system, in alternate years the upper school may have either two or three combined classes. In class 10/11, pupils may opt to start the three-year NZCSE qualification.

As the school follows the Steiner Waldorf, and not the National, Curriculum, the school does not offer GCSEs or A Levels.

Information about the Games teaching vacancy, including key roles & responsibilities

There are 6 combined classes in Norwich Steiner School requiring developmentally appropriate games lessons to be delivered, and in accordance with the Steiner Waldorf games curriculum. Each class normally has a double games lesson (1.5 hours) per week, but larger classes may require splitting for one the spring term due to space limitations. Thus at times the teaching load may be higher. The usual contact/teaching time for games is 9 hours.

Bothmer lessons for upper school classes studying for the NZCSE are additional teaching time and can be included in the post if the candidate has suitable training and experience of teaching. Bothmer lessons add approximately 2 hours of time to the post.

There is also the opportunity for suitably qualified candidates (e.g. those with a Sports Science degree) to delivery broader learning outcomes.

Please also read the ['brief overview of games'](#) which should have been supplied along with this job description or which can be downloaded from our vacancies webpage.

Our ideal candidate

- Will have previous games teaching experience, and have worked with a wide age range of children. They may also have a Sports Science qualification.
- Have an understanding or a willingness and flexibility to learn what is developmentally appropriate for children at different ages (that is, to teach from Anthroposophy)
- Will be enthusiastic, imaginative and inclusive in bringing games and sport (and Bothmer where appropriate) to pupils within a wide range of age and ability
- May already have attended BMI (Bothmer Movement International) training, or be prepared to attend this training if appointed

More detailed teacher job description

- Teaching of Games & Movement lessons according to the principles of education laid down by Rudolf Steiner (as outlined in the book: 'The Educational Tasks and Content of the Waldorf Curriculum').
- Ensure year and term/block plans are produced and available at the school at all times, and that daily lesson plans (or copies) are filed at the school at regular intervals
- Attend a proportion of relevant weekly staff meetings, held outside of school operating hours, to discuss pedagogical and other matters relevant to the school.
- Keep appropriate records and produce individual school reports for parents in good time and in accordance with agreed deadlines.
- Be a good advocate of Norwich Steiner School at all times in your professional capacity as a member of staff.
- Maintain the ambience of the class and its physical surroundings suitable to the tasks to be undertaken.
- Ensure that appropriate study materials are available in good time and that homework, when given, is marked and timely feedback provided to parents where appropriate.
- Communicate clearly and in good time any reasonable requirements for support required (Finance, administration, teaching etc) to the teaching team, management team or the school administrator.
- Participation in workshops and/or training relevant to the running of the school.
- Participation in training/workshops relevant to professional development.
- Familiarisation with and implementation of all school policies.
- Participation in the appraisal of own work performance and assist in the appraisal of colleagues.
- Shared responsibility for supervision of all pupils during playtime (optional, for additional pay at supervision rate).
- Cover for absent colleagues as required. (Optional, for additional pay at supply rate)

Terms & Conditions

Subject teachers are paid an hourly rate for contact/teaching time of £21.94 per hour (including 12.1% statutory holiday pay).

Games teacher = 9 contact hours/week @ £21.94/hour

Bothmer teacher = 2 contact hours/week @ £21.94/hour (except as below)

Pay rate = £21.94/hour except for teaching where learning outcomes are attached (any physical education/Bothmer learning outcomes), where the higher pay rate of £31/hour is paid, in recognition of the additional work involved in marking, preparing student study guides etc.

Alternatively, and based on what is outlined above, the school is able to consider offering a half time salaried post (e.g. a 50% post, pro-rata of an average annual teaching salary of £20,000).

The school does not offer free places for staff children within the School or kindergarten. Staff experiencing financial hardship may apply for a reduced fee via our concessionary fee process which is in place for all children/families.

Statutory sick pay allowances apply.

The school has a work place pension scheme in place, operated by NEST. Staff are automatically enrolled onto the pension scheme when employment commences, but are also given the opportunity to opt out if they choose.

Safeguarding

Norwich Steiner School is committed to the health safety and wellbeing of all children and young people in the school. All appointments whether paid or voluntary are subject to evidence of the person being suitable and appropriate to work with children through a process of application, collection of references and the carrying out of checks through the Disclosure and Barring Service (DBS).