

# Norwich Steiner School

Hospital Lane, Norwich, NR1 2HW, 01603 611175

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## Music & Drama teaching post

### **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.

### **Safeguarding**

Norwich Steiner School is committed to safeguarding and promoting the health, safety and wellbeing of all children and young people in the school, and expect all staff to share that commitment. All appointments whether paid or voluntary are subject to evidence of the person being suitable and appropriate to work with children through our safer recruitment process of application, collection of references and the carrying out of checks through the Disclosure and Barring Service (DBS) and other safeguarding checks as appropriate.

### **Introduction**

Norwich Steiner School is a young school. It has grown from just three pupils in 2005, to around 100 pupils currently, and covering an age range of 3-19 years old . 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 'the New Zealand Certificate of Steiner Education (NZCSE), formerly called the Steiner School Certificate (SSC) to pupils age 16 and above. Whilst the school is now well established, it retains a strong sense of being a 'pioneering' and the atmosphere is open and friendly.

The school does not offer GCSEs or A Levels

### **The Vacancy**

We are looking for an experienced person to bring music across the whole school and drama in upper school classes. This is a part-time post, 60% (equivalent to three days) in terms of the hours spread over the year.

Music teaching involves 7-8 hours a week engaging whole classes in making music together. Often music lessons involve preparing for festivals and assemblies. This vacancy does not include the provision of one-on-one music lessons.

In the last two years of upper school, some pupils chose music and/or drama as specialisms, so the post holder in some instances may be working with very small numbers of pupils to a high standard in the production of music and drama at Level 3.

Drama teaching takes place for each of the upper school classes. Normally each term, one upper school class will prepare and perform a play at the end of the term. Drama lessons will usually start in the second half of each term, with most of the last 3 weeks of each term being focussed on rehearsing for the play.

As with all posts in the school, teachers are expected to liaise with one another, attend staff meetings, parent evenings, staff training and inset days.

### **Our ideal candidate**

- Will have experience of teaching music and/or drama to adolescents
- Must be able to teach (or willing to learn to teach) from an understanding of what is developmentally appropriate for children at different ages (that is, to teach from Anthroposophy).
- Will be well qualified to teach music and drama

### **More detailed teacher job description**

- Teaching of the main lesson for blocks of drama. All teaching to be 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 relevant weekly staff meetings, held outside of school operating hours, to discuss pedagogical and other matters relevant to the school.
- Share responsibility for taking part in parent's meetings as appropriate, including one-to-one meetings where needed.
- Keep appropriate records, maintain the pupil files up to date and record and file all conversations with parents, Educational Psychologists etc.
- Produce individual school reports for parents in good time and in accordance with agreed deadlines.
- Participation at pre-planned public and open events promoting the school and Steiner education. Attendance at School Open days is obligatory; attendance at other events may be organized in rotation with other staff.
- 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.
- 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. As necessary and appropriate, participation in re-writing or amending the existing policies as the school grows and evolves.
- Participation in the appraisal of own work performance and assist in the appraisal of colleagues.
- Shared responsibility for supervision of all pupils during playtime.
- Cover for absent colleagues as required.

### **Terms & Conditions**

The salary for this post falls in the range £19,000 - £23,000 for a full time post, depending upon experience and qualifications of the chosen candidate, with part-time posts being paid pro-rata.

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 after three months, if they meet the earnings criteria of £833 per month, but are also given the opportunity to opt out if they choose.

### **Additional information about our combined class system**

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.

In the academic year 2020-21 for example, the upper school comprises Sequoia class (class 8/9), Willow class (class 10/11) studying Level 1 of the NZCSE; and Oak Class (class 12/13), who are in their final year of the school and studying for Level 3 of the NZCSE.

Next academic year, when Oak class pupils have left the school and before the next combined class from lower school moves into upper school, the upper school will comprise 2 combined upper school classes.