

Norwich Steiner School

Hospital Lane, Norwich, NR1 2HW, 01603 611175

Full time teaching post – Modern Foreign Languages ‘plus’

School Aim

Norwich Steiner School provides 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), 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 is free from the National Curriculum and GCSEs/A Levels.

The Vacancy

This is a full-time post.

Approximately 50% of the post is for a modern foreign language teacher.
The other 50% of the post incorporates class teaching and learning support.

Languages - The school currently offers French & German to most classes and are seeking to develop additional teaching capacity in these languages (between 7-10 hours of contact time per week). Alternatively, the school is open to substituting one of the above languages with a different one, should a suitable candidate be forthcoming.

The class teaching will include some supply cover for lower school class teachers, both for sickness and in a planned way to allow the circulation of teachers to carry out peer mentoring and support.

Depending upon the wider skills of the appropriate candidate, some subject teaching, in addition to the Modern Foreign Language teaching in areas such as crafts or maths.

The learning support element may involve short term interventions, at the direction of the SENDCo, working with individual pupils in helping them develop reading and/or numeracy skills.

Our ideal candidate

- Will have experience of teaching a modern foreign language to range of ages, including adolescents.
- May be a trained (or willing to do the training) as a Steiner Waldorf class teacher
- Will 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).

More detailed teacher job description

- Teaching a modern foreign language to pupils of all ages. 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').
- Teaching of any other subject or lesson also to be in accordance with these principles.
- Work closely with other teaching colleagues in the delivery of other supply/subject lessons and content.
- Work closely with the SENDCo to support individual children where possible with specific areas of skill development.
- Ensure year and term/block plans are produced and available at the school at all times.
- 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.
- 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 workshop suitable to the tasks to be undertaken.
- 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.
- Cover for absent colleagues as required and available.

Terms & Conditions

The post is being offered at a full time rate of £25,000; pro-rata rates apply for part time posts. Pay is monthly in arrears.

Statutory sick pay allowances apply.

Benefits

- 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.
- Free on-site parking
- Cycle to Work scheme
- Access to the Employee Assistance Programme (Education Support Partnership) which provides caring and compassionate advice and support on professional or personal matters