

Norwich Steiner School

Hospital Lane, Norwich, NR1 2HW, 01603 611175

Science teacher

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 human-scale school. It has grown from just three pupils in 2005, to around 100 pupils currently (with a maximum capacity of 146 pupils), 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 has successfully been offering the New Zealand based Level 3 qualification 'the New Zealand Certificate of Steiner Education (NZCSE), (formerly called the Steiner School Certificate or SSC) to pupils age 16 and above since 2013. Whilst the school is now well established, it retains a strong sense of being a 'pioneering' school and the atmosphere is open and friendly.

The school does not offer GCSEs or A Levels.

The Vacancy

This is a full-time permanent post working alongside our existing upper school staff and the teaching is with pupils of secondary age, mainly those age 13 and above.

Candidates will need to be able to offer at least 2 sciences in an interesting and engaging way. In addition, and as with all full time staff in the school, there is a shared responsibility for the day to day function of the school in terms of providing pastoral support, safeguarding and actively being responsible for health & safety. 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.

Upper school staff with appropriate skills may also be asked to become a 'class guardian' for a particular upper school class, during their employment.

If the suitable candidate is able to offer all three sciences, even if not all to level 3, the post will be considered as a full-time teaching post with less additional duties/responsibilities.

Our ideal candidate will:

- Have a degree in a science subject
- Have previous teaching experience and genuinely enjoy/value working with adolescents
- Be able or willing to learn to teach from an understanding of what is developmentally appropriate for children at different ages (that is, to teach from a developing understanding of Anthroposophy).
- Demonstrate a commitment to a phenomenological approach to science lessons.

Candidates should note that the school does not have lab technicians, so practical lessons have to be organised by the science teachers, although colleagues will be willing to help where appropriate.

More detailed job description

- Teach Sciences to pupils in the middle and upper school (age 12-19). All teaching to be according to the principles of what is developmentally appropriate, as indicated by Rudolf Steiner (some aspects of which are outlined in the book: 'The Educational Tasks and Content of the Waldorf Curriculum').
- Support class teachers with sciences for the younger children.
- Produce assessment guides and marking schedules for NZCSE learning outcomes, and mark work in a timely manner.
- Attend school planning sessions and ensure year and block plans are produced and available at the school at all times.
- To develop a knowledge of and interest in the learning of each pupil in the class and adapt teaching to support their development.
- Take part in parent's meetings as required.
- Share break duties and help provide cover for absent colleagues.
- Communicate with parents and liaise with other teachers in both lower and upper school to help resolve any issues that arise.
- Attendance at weekly staff meetings, held outside of school operating hours, to discuss pedagogical and other matters relevant to the school.
- Be involved in admissions of new children, for which teachers hold a shared responsibility.
- Keep appropriate records, maintain 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.
- Ensure safeguarding and behaviour concerns are recorded promptly and appropriately on CPOMs and that, if you are a class guardian, you review behaviour for pupils in your class.
- Maintain the ambience of the class and its physical surroundings suitable to the tasks to be undertaken. As a class guardian, this includes preparing the classroom for the start of term, developing seating plans and helping pupils to keep it tidy and well organised.
- Participation at pre-planned public and open events promoting the school and Steiner education and be a good advocate of Norwich Steiner School at all times in your professional capacity as a member of staff.
- 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 as requested by the school.
- Familiarisation with and implementation of all school policies.
- Participation in the appraisal of own work performance and assist in the appraisal of colleagues. Work with mentors as provided or organised by the school, on pedagogical matters (all matters relating to the children for which there is a policy, including classroom management, curriculum delivery and curriculum development).

- Shared responsibility for supervision of all pupils during playtime.
- Cover for absent colleagues as required.

Terms & Conditions

The salary for this post is currently in the range £26,000-£28,000, depending upon experience and qualifications of the chosen candidate. Salaries in the school are under continuous review.

The post is full-time and attendance at school is based on 5 days per week from 8.30am to 4.00pm. On average, the post involves 10-12 hours of teaching a week, but in some weeks (for example, during a main lesson block), the post may require up to 15 hours of teaching, whilst in other weeks, the teaching load may be as little as 6 hours.

During the first week of the summer holiday, all teaching staff should expect to be at school to participate in group planning.

There will be additional attendance required on a regular basis for communication, parent meetings, child interviews, school festivals, co-mentoring, administration and planning. Full time teachers are expected to arrive at school by 8.30am in order to receive school children from 8.45am, with school starting promptly at 9am. School currently finishes at 3.30pm. Teachers are expected to work at the school premises between 8.30am until 4pm during term time or until there are no pupils left uncollected at school.

There will be additional attendance required on a regular basis for colleague meetings, parent meetings, child interviews, school festivals, planning etc.

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.

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