



Class Teacher

September 2018 start

Salary £22,900 to £38,000 (MPS-UPS) depending on experience

We welcome applications both from qualified Steiner Teachers and non-Steiner teachers with a passion for holistic education. For non Steiner qualified teachers, a willingness to undertake in-service training as part of the role is essential.

About our school

Steiner Academy Bristol is a state-funded Steiner school in an urban area. We currently have 339 pupils across nine age groups. We have Kindergarten (Reception and Year 1 combined age group classes), Lower School Classes 1-5 (Years 2-6) Middle School Classes 6-8 (Years 7-9) and Upper School Class 9 (Year 10). We will be an all-through school (ages 4-16) and by 2022 the school will have grown to 624.

In Steiner schools Class Teachers start teaching a class as they progress from Kindergarten into Class 1 and stay with the same class from Class 1 (Year 2) for 5 consecutive years, as they move up through the school to the conclusion of their primary education at the end of Class 5 (Year 6). Class Teachers in the Middle School stay with one class from Class 6 (Year 7) to Class 8 (Year 9). Some class teachers remain with their classes through Lower and Middle School.

The school is based on the St Matthias Campus in Fishponds, Bristol. Class Teachers are supported in their work by learning support staff and the leadership team.

Our ethos and values

Steiner Academy Bristol has the same ethos, values and guiding principles as other Steiner schools, independent and state-funded. First and foremost, we are a Steiner school, following the Steiner-Waldorf curriculum.

Our vision is for a school in which all children can fully experience the wonders of Steiner education: maintaining childhood; thinking independently, clearly and considerately; observing the world perceptively; and acting with creativity, courage and self-determination.

We are part of a growing group of state-funded Steiner Academies (Hereford, Frome and Exeter) that are building a foundation for Steiner education in the state sector with a commitment to diversity and accessibility. Our school will be accessible to all, serving our diverse local community.

We are collaborating increasingly closely with the other Steiner Academies on curriculum development, teacher training, mentoring and career development as well as joint procurement and other services. Our vision is for a strong and successful state-funded Steiner education sector in the UK.

You can find out more about our school on our website: <http://www.steineracademybristol.org.uk/>

Job description

1. The overarching role

- To bring a secure understanding of the Steiner curriculum, teaching method and pedagogical principles, and to renew this understanding through further study, on- going reflection and discussion of classroom practice and training where necessary.
- To create a positive and harmonious learning environment where pupils feel safe, happy and can learn effectively.
- To enable all pupils in your class to fulfil their potential.

2. The teaching role

- To nurture the healthy development of the children's physical, social, emotional and cognitive skills, in a way which is appropriate to their age.
- To prepare and teach thematic Main Lessons and other lessons according to Steiner curriculum indications and principles.
- To ensure the use of effective and age appropriate differentiation. To implement effective assessment and recording systems to track pupils' progress and identify for them and their families what progress is being made.
- To record pupil progress and use this data to support and inform lesson planning and differentiation.
- To use assessment data to identify learning needs and improve teaching.
- To prepare the class for festivals and class plays.
- To organise and participate in class outings and events which form part of the broad and integrated curriculum.
- To carry out associated practical and administrative duties.
- To attend relevant meetings.

3. Pastoral care role

- To consistently support and develop respectful relationships between pupils and teachers, working with colleagues and with the school's behaviour policy.
- To support and manage transitions into the school for children and parents including those who are new to Steiner education.
- To liaise with parents, both individually and at regular whole class parents' evenings, and provide opportunities for parents to be informed of the educational approach and its content and to understand the school's priorities and ethos.
- To actively contribute to whole-school activities and development.

4. General Responsibilities

- To liaise with subject teachers so as to develop a coordinated approach to curriculum and individualised learning.
- To liaise with other agencies and professionals where necessary.
- To work effectively with support staff and the admin team.

- To work as a member of the Class Teacher team, contributing to the overall functioning and well-being of the school and community.
- To adhere to all school policies and procedures and relevant statutory regulations, with particular reference to the Safeguarding Policy.
- To undertake duties outside the classroom, including before and after school.
- To cover for colleagues when necessary and reasonable.
- To attend meetings, festivals and week-end events where appropriate.
- To carry out other duties as requested by the Principal.

5. Responsibilities for classroom and materials

- To prepare and maintain the order, mood and appearance of the classroom.
- To manage and organise the classroom efficiently to ensure this meets the needs of the pupils and staff.
- To ensure that the teaching space provides a positive and safe environment.

6. Quality assurance responsibilities

- To report to the Teaching Team and the Principal.
- To participate in the Staff Appraisal process.
- To undertake CPD.
- To review and reflect on your own teaching practice.
- To participate in the Academy's INSET programme.

Person Specification: Essential Criteria

	Steiner candidates	Mainstream candidates
Experience	<ul style="list-style-type: none"> • Experience as a Class Teacher within a Steiner school <p>and</p> <ul style="list-style-type: none"> • Experience of effective assessment of pupil progress 	<ul style="list-style-type: none"> • Experience as a class teacher or other teacher with pastoral responsibilities <p>and</p> <ul style="list-style-type: none"> • Experience and understanding of innovative and holistic educational approaches
Qualifications & Training	<ul style="list-style-type: none"> • Degree or equivalent professional qualification 	<ul style="list-style-type: none"> • Degree or equivalent professional qualification
	<ul style="list-style-type: none"> • Recognised Steiner teacher training qualification 	<ul style="list-style-type: none"> • Qualified Teacher Status
Skills, Knowledge & Abilities	<ul style="list-style-type: none"> • Understanding of the role of the Class teacher within the ethos of a Steiner school • Ability to work imaginatively with the Steiner curriculum 	<ul style="list-style-type: none"> • Knowledge of the ethos and practical system of Steiner education
All candidates		
Skills, Knowledge & Abilities	<ul style="list-style-type: none"> • Proven track-record of good teaching skills • Excellent classroom management skills • Ability to adapt to new working practices and pedagogical approaches. • Team worker • Ability to relate well to parents & carers • Basic artistic and musical ability 	
Personal Attributes	<ul style="list-style-type: none"> • A calm, positive and authoritative manner • Relish the challenge of developing a new school • Good health • A caring & supportive approach to children & their families • Enthusiastic to engage with and participate in the development of Steiner education • Flexible, willing to learn & develop teaching practice and willing to explore ideas from other educational sectors • Organised and efficient with good administrative skills 	



Personal Circumstances	<ul style="list-style-type: none"> • Able to take up the appointment by required date • Evidence of suitability to work with children

Desirable Criteria

Experience	Subject teaching experience, especially in core subjects
Qualifications & Training	QTS or equivalent teaching qualification
Skills, Knowledge & Abilities	Knowledge OFSTED assessment processes
Personal Circumstances	Able & willing to participate in additional whole school activities

Pay and conditions

The pay scale for teachers is £22,900 to £38,000 (MPS-UPS) depending on experience.

Our general terms and conditions are largely in line with the Burgundy Book. We welcome and fully support union representation and we follow the Burgundy Book 'Agreement on facilities for representatives of recognised teachers' organisations'.

Essential Information

Steiner Academy Bristol is committed to safeguarding and promoting the welfare of children and young people. This is a commitment which we expect all staff and volunteers to share. The successful candidate will be subject to a Disclosure and Barring Service check and other safeguarding measures in line with safer recruitment guidelines

Proof of all qualifications will be required prior to an appointment being offered.

We are an equal opportunities employer. Our aim is to be fair to everybody and to ensure that no job applicant or employee receives more or less favourable opportunities or treatment on the grounds of, for example age, race, colour, ethnic or national origin, nationality (subject to



nationality rule), sex/gender, transgender, sexual orientation, marriage and civil partnership, disability, religion or religious affiliation / belief, or pregnancy and maternity.

Please be aware that we are not able to guarantee a school place for the children of staff. The school's admission policy is such that children of staff have some priority in the waiting list, but admission will depend on a place being available.

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