

# Nant-y Cwm Steiner School Kindergarten Teacher

Hours: 8.20am - 3.40pm Monday- Wednesday

Salaried pay @ £18,000 pro rata

Start date: 6th September 2021

The post will be reviewed on a yearly basis, and is subject to an initial probationary period.

## **Main aim of the post:**

Organisation and running of a Kindergarten (KG) group at Nant-y-Cwm school, supported by an assistant.

## **Responsibilities:**

- To deliver excellent Early Childhood provision and Steiner /Waldorf curriculum as part of the ECT (Early Childhood Team).
- To organise and run the KG group with the help of an assistant.
- To prepare, implement and review the KG curriculum, policies and procedures etc, as part of the team.
- To engage with daily, weekly, and long term planning.
- To ensure the assistant is clear of his/her responsibilities, and is supported in their role.
- To be responsible for monitoring pupil progress, summative assessments and child observations.
- To work in partnership with the assistant in developing a warm, supportive atmosphere within KG
- To be concerned with the overall welfare of the children and to respond to their individual needs.
- To support: creative play, craft, artistic and domestic activities, and celebration of festivals (seasonal and multicultural).
- To work with the Administration and Finance Teams on the administrative tasks necessary for the day to day running of the KG (enrollment, interviewing families, budgeting and registrations, etc)
- To order or purchase supplies with ECT within an agreed budget.
- To fulfil statutory obligations (eg Health and Safety) and Steiner Waldorf Early Years standards and guidance.
- To ensure that maintenance required for equipment, buildings and outdoor space is communicated to the Premises Team.

- To attend ECT meetings, Teaching Team meetings, Collegiate (after 1 year), pre-term meetings and any mentoring meetings essential to KG work.
- To work on Continued Professional Development (C.P.D.)
- To work with the Special Needs of children and the ALNCO, undertake Child study, and attend relevant courses.
- To plan and host individual and group parents' meetings and liaise with a parent rep.
- To liaise with parents/carers and carry out consultations, home visits and interviews
- To liaise with other agencies where necessary: Steiner Waldorf Schools Fellowship (S.W.S.F.), Social Services, Estyn, Local Education Authority etc.
- Supervisory role - from time to time there may be volunteers or students wishing to gain experience of this work and the post holder would be responsible for their work experience and sharing resources (with support from colleagues where required).

**Other:**

- To carry out all other tasks and responsibilities expected of a K.G. teacher.
- To undertake an Enhanced Disclosures and Barring Service check (DBS)
- All staff at Nant-y-Cwm School have a duty to safeguard pupils from physical, sexual, emotional abuse and neglect. This includes reporting any concerns to the CPO. All staff must be familiar with the Safeguarding and Whistle Blowing policy. Staff must take care of the children under their supervision by taking all reasonable steps to ensure their health, safety and welfare, including ensuring first aid is administered when required. Staff must be aware of any Health Care Plan in place for any child under their supervision. All staff have responsibility for their actions within the school grounds and in ensuring the health, safety and welfare of all children and staff. Risks should be assessed by the person conducting the activity and managed accordingly.

Please refer to the Staff Handbook for more information.

## Person Specification

<b>Experience and qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Hold a Steiner Waldorf K.G teacher qualification or be working towards this.	X	
Have relevant Steiner Waldorf Early Years experience	X	
Level 3 qualification in childcare or working towards this.		X
To hold a First Aid certificate		X
To hold a Food Hygiene certificate		X
To hold a safeguarding certificate		X
To hold a Positive Handling certificate		X
Willingness to participate in Continuing Professional Development (C.P.D)	X	

<b>Skills, Knowledge and Abilities</b>	<b>Essential</b>	<b>Desirable</b>
Commitment to continuing development in the knowledge and understanding of Steiner Waldorf Early Childhood Education and Anthroposophy	X	
An understanding of and an ability to work with child development, creation of appropriate physical surroundings, and the concepts of imitation, reverence, rhythm and repetition.	X	
To have skills in storytelling, puppetry, finger rhymes, songs and poems for work in a kindergarten setting and to be working on their development.	X	
Good organisational skills to facilitate the range of responsibilities described above.	X	

Clear communication skills to aid work within a team and liaise with families and other agencies.	X	
Confidence with basic food preparation and a growing understanding of the principles of nutrition in a Steiner Waldorf setting. Working knowledge of basic hygiene in kitchen and bathroom areas.	X	
Interest in developing simple craft, artistic and gardening/outdoor activities.	X	
To be flexible	X	

<b>Personal Attributes</b>	<b>Essential</b>	<b>Desirable</b>
To be a role model worthy of imitation by the children in the group, as imitation is a fundamental process in developing behaviour and activity during the first seven years of life.	X	
Patience - e.g. allowing the children's participation in activity to unfold in its natural time.	X	
Tolerance and perseverance e.g awareness of the need for repetition in development of skills.	X	
Empathy - to strive to understand the position of the other.	X	
Positivity - to seek a positive view of situations	X	
Reverence for the surroundings and each individual within it.	X	
To enjoy stories and singing.	X	

### **Accountability**

The KG teacher is a recruited member of the Early Childhood Team (ECT). The ECT is a nested hierarchy. As an ECT member the post holder is collectively accountable with the other team members to the School Management Team (S.M.T) for their work contributing to the KG team plan. The post holder's contract is with the School Governance Team (S.G.T) who has legal responsibility as the employer.