

Nant -y- Cwm Steiner School Kindergarten Teacher Vacancy

We are looking to recruit a Kindergarten Teacher to run a 3 day Kindergarten commencing the 4th of March 2019. The post will initially be temporary until the end of the summer term. Salary is 60% of the full time rate of £18,500 per year. Hours will include the 3 days in Kindergarten, relevant meetings and preparation.

All applications must be submitted on an application form available from the school office.

Closing date: 11th January 2019

Interview date: 25th January 2019

One week induction arranged before a start date of 4th March 2019

Main Aim of the Post

Organisation and running of a Kindergarten (K.G.) group at Nant-y-Cwm School
Supported by one Assistant.

Accountability

The K.G. teacher is a recruited member of the Early Childhood Support Team, (E.C.S.T.). The E.C.S.T. is a nested hierarchy. As an E.C.S.T. 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 E.C.S.T. plan. The post holder's contract is with the School Governance Team (S.G.T.) who has legal responsibility as the employer.

Responsibilities

- To work as part of the ECST to provide excellent Early Childhood provision.
- To organise and run the K.G. group with the help of an Assistant.
- To prepare, implement and review the K.G. curriculum, policies and prospectus.
- To attend to daily, weekly, and long term planning.
- To ensure the Assistant is clear of his/her responsibilities, and is supported in their role.
- To work in partnership with the Assistant in maintaining the K.G. environment:
 - the care of the children;
 - developing a warm, supportive atmosphere within the group;
 - physical care of the K.G. accommodation.
- 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; celebration of festivals (seasonal and multicultural).

- Implement Creative Discipline and work with parents.
- To work with the Administration and Finance Support Teams on the administrative tasks necessary for the day to day running of the K.G (enrolment, interviewing families, budgeting and registrations).
- To fulfil statutory obligations, (e.g. Health and Safety) and Steiner Waldorf Early years (S.W.E.Y.G.) Standards and Guidance, and Guidelines.
- To order or purchase supplies for ECST within an agreed budget.
- Ensure that maintenance required for equipment, buildings and outdoor space is communicated to the Premises Support Team.
- Attend ECST meetings, Teaching Support Team meetings, pre-term meetings and other meetings essential to K.G. work.
- You will be asked if you wish to be a member of Collegiate.
- To work on Continued Professional Development, (C.P.D.).
- To participate in Mentoring within the school, and in visits from the Steiner Waldorf Advisory Service at recommended intervals.
- To work with the Special Needs of children and SENCo, undertake Child study, and attend relevant courses on Special Educational Needs (S.E.N).
- To plan and host Parents meetings
- To liaise with parents/carers and carry out consultations, home visits and interviews where necessary.
- To liaise with other agencies where necessary: Steiner Waldorf Schools Fellowship, (S.W.S.F.); S.W.E.Y.G.; Social Services; Estyn; Local Education Authority etc.

Other

To carry out all other tasks and responsibilities as may be reasonably 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, staff, including teaching, support and temporary staff. All staff also have a duty to ensure those pupils, visitors, contractors and others are not put at risk by any activities or the condition of our buildings, site and equipment. Risks should be assessed by the person conducting the activity and managed accordingly.

Please refer to the Staff Handbook for more information.

Person Specification

Experience and Qualifications

Essential

Hold a Steiner Waldorf K.G. teacher qualification, or to be working towards this; and have relevant S.W. early years experience - e.g. to be able to demonstrate the capacity to carry responsibility in this field.

Desirable

Hold or be prepared to attend such courses in post, the qualifications or experience required as part of the K.G. registration by the Early Years Development and Childcare Partnership (E.Y.D.C.P.)

- 1st Aid
- Food Hygiene
- S.E.N.
- Equal Opportunities
- Child Protection
- Fire Safety Awareness

Skills

Knowledge and Abilities	Essential	Desirable
Embarked upon the study of Anthroposophy	√	
Commitment to continuing development in the knowledge and understanding of Steiner Waldorf Early Childhood Education and Anthroposophy	√	
An understanding of and ability to work with: Child Development; creation of appropriate physical surroundings; the concepts of imitation, reverence, rhythm, and repetition.	√	
To have the tenets of storytelling, puppetry, finger rhymes, songs and poems for work in a Kindergarten setting, and to be working on their development.	√	
Good organisational skills to facilitate the range of responsibilities described above.	√	
Clear communication skills to aid work within a team and liaison with families and other agencies	√	
Specific skills in the above practical activities		√
Interest in developing simple craft, artistic and gardening activity	√	
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	√	
Valid Food Hygiene Certificate 1 st level. (available in post with Pembs County Council).		√
Basic 1stAid knowledge, (e.g. bumps and cuts).	√	
Valid 1 st aid certificate. (available in post with Pembs County Council)		√

Personal Attributes

Essential

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 7 years of life).

A warm quality in his or her manner of social interaction, and yet within this interaction offering the children the possibility of being themselves in the relationship, e.g. allowing children to try things for themselves yet being present to help as necessary, without comment or judgment.

Patience - e.g. allowing the children's participation in activity to unfold in its natural time.

Tolerance and perseverance - e.g. awareness of the need for repetition in development of skills.

Empathy - to strive to understand the position of the other.

Positivity - to seek a positive view of situations.

Reverence - for the surroundings and each individual within it.

To enjoy stories and singing.

Willingness to participate in Continuing Professional Development (C.P.D.) e.g. 1st Aid, Food Hygiene or other.