



## Job description: Subject Teacher

- A subject Teacher is responsible for adequate preparation and planning of all their subject lessons for each year group.
- The Subject Teacher is responsible for adequate record-keeping of their preparations
- The Subject Teacher is responsible for adequate record-keeping of the progress of the children in their subject lessons for each year group.
- Subject Teachers are expected to assist Class Teachers with Class parents' evenings/ afternoons usually once per term.
- Subject Teachers are expected to work co-operatively as part of a team at all times with their Class teaching colleagues, kindergarten Teachers, administrative staff and any other volunteer helpers as appropriate, in line with the Waldorf consensual ethos.
- Subject Teachers may expect to be requested to share in the work of preparation and participation in School assemblies and festivals.
- Subject Teachers are expected to participate in ongoing Teacher training both for themselves and others: this may involve attendance at conferences, attendance at inset training days, observing in colleagues' classrooms or hosting students or other observers.
- Subject Teachers may expect to be visited by a Fellowship teaching advisor approximately once per year although there may be circumstances under which this would be more or less frequent.
- Subject Teachers may be expected to help with the organisation class trips and excursions to assist the Class Teachers.
- Subject Teachers are expected to attend the weekly Teacher's meeting after School hours.
- Subject Teachers may be invited to attend the weekly College Meeting or part thereof depending on experience and the discretion of the members of the College.
- Subject Teachers are expected to be at School during the holidays for approximately 6 workdays per year. These may be used for inset training, specific pedagogical strategy tasks or business and administrative tasks.
- Subject Teachers may be requested to help with pedagogical interviews for admissions of new children.
- Subject Teachers are expected to cover one break duty per week.
- Subject Teachers should have an understanding of the ways in which educational settings can enhance and support the development of equal opportunities for people from all groups in our society, particularly race and gender.
- Subject Teachers are obliged to carry out all School procedures in line with the School's Equal Opportunities policy.



- Subject Teachers are expected to work with SENCo and be familiar with IEP procedures
- Subject Teachers are expected to have a good understanding of policies and procedures and ensure adherence of statutory obligations (e.g. Health & Safety)
- At all times, subject Teachers are obliged to respect professional confidentiality with regard to information about children, parents and Teachers at the School.

## **Subject Teacher - Woodwork**

Qualifications:

### ***Essential***

- A good University Bachelor's Degree or its equivalent.
- Teaching experience.
- Experience of working with children, either in a professional or voluntary capacity.
- Excellent interpersonal skills – self-confidence, listening and communication skills, empathy and authority.
- Ability to teach in differentiated ways to meet the needs of all pupils.
- Ability to present the subject creatively.
- Excellent organisational skills and the ability to cope with pressure.
- Ability to work both as part of a team and independently.
- Flexibility and positivity in attitude to work, with the sense of humour that is essential to the role.

### ***Desirable***

- A recognised Waldorf Teacher Training certificate.
- Experience of working in your chosen subject.
- Teaching experience and/or qualification.
- 2 or more years' experience teaching in a Waldorf Teaching environment.
- 2 or more years' experience teaching large classes in any School environment.
- Experience and understanding of Steiner Waldorf Schools, how they work and what they strive to achieve.
- Particular qualifications in this subject would be a significant advantage.

## Person specification

- Ability to sympathise with and relate to children of all stages of development, particularly the Class years.
- Ability to observe and study children's behaviour and to creatively adapt teaching approaches to this.
- Ability to recognise and set down appropriate boundaries of behaviour and discipline in the Classroom so that high standards and good habits are maintained.
- Commitment to overall self-development and particularly teaching development. Ability to be open to comment and constructive criticism on one's own work.
- Ability to be organised and systematic about one's own work load; prioritising and, where appropriate, delegating tasks.
- Ability to work on own initiative and as part of a team, recognising each member's individualities while also showing willingness to compromise and adapt according to the demands of the situation.
- Ability to be flexible and co-operative under pressure of time and the multifarious demands of School life.
- Have a commitment to a deepening understanding of Anthroposophy and the principle of Steiner Waldorf Education.

*St Paul's Steiner School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

