



Nant-y-Cwm Steiner School Kindergarten Teacher

Hours: Monday - Wednesday/Thursday (3 or 4 days) 8.30-4pm (with the possibility of extending to include Fridays in the future)

Starting salary: £25,000 (pro rata)

Start date: September 2024

Closing Date: 31st March 2024

Interviews: Week commencing 15th of April 2024

The Kindergarten Teacher is a recruited member of the Early Childhood Team (ECT). As an ECT member the post holder is collectively accountable with the other team members to the School Management Team (SMT) for their work contributing to the ECT plan. The post holder's contract is with the School Governance Team (SGT) who has legal responsibility as the employer.

Main aim of the post:

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

Responsibilities:

- To deliver excellent Early Childhood provision 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 for ECT within an agreed budget.
- To fulfill 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 individual needs of children and the ALNCO,
- To 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.

Other:

- To carry out all other tasks and responsibilities that are 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 DSL (Designated Safeguarding Lead). 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

Experience and qualifications	Essential/Desirable
Hold a Steiner Waldorf K.G teacher qualification or working towards this.	Essential
Have relevant Steiner Waldorf Early Years experience e.g. to be able to demonstrate and carry responsibility in this field	Essential
Level 3 qualification in childcare or working towards this	Desirable
To hold or willing to train in First Aid	Essential
To hold or willing to train to Food Hygiene L2 To hold or willing to train in Safeguarding L2 To hold or willing to train in Positive Handling certificate Willingness to participate in Continuing Professional Development (CPD)	Essential

Skills, Knowledge and Abilities	Essential/Desirable
Commitment to continuing development in the knowledge and understanding of Steiner Waldorf Early Childhood Education and Anthroposophy	Essential
An understanding of and an ability to work with child development, creation of appropriate physical surroundings, the concept of imitation, reverence, rhythm and repetition.	Essential
To have skills in storytelling, puppetry, finger rhymes, songs and poems for work in a kindergarten setting and to be working on their development.	Essential
Good organisational skills to facilitate the range of responsibilities described above.	Essential
Clear communication skills to aid work within a team and liaise with families and other agencies.	Essential
Confidence with basic food preparation and a growing	Essential

understanding of the principles of nutrition in a Steiner Waldorf setting. Working knowledge of basic hygiene in kitchen and bathroom areas.	
Interest in developing simple craft, artistic and gardening/outdoor activities.	Essential
To be flexible	Essential

Personal Attributes	Essential/Desirable
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.	Essential
Patience - e.g. allowing the children's participation in activity to unfold in its natural time.	Essential
Tolerance and perseverance e.g awareness of the need for repetition in development of skills.	Essential
Empathy - to strive to understand the position of the other.	Essential
Positivity - to seek a positive view of situations	Essential
Reverence for the surroundings and each individual within it.	Essential
To enjoy stories and singing.	Essential