

Job Vacancy

Main Class Teacher

Moorland Waldorf School has an opportunity for a full-time qualified primary teacher from September 2022. Ideally this will be an experienced Steiner Waldorf teacher but applications from others, including newly qualified teachers, will be considered if the desire to teach in a Waldorf setting is strong.

Moorland Waldorf is a tiny rural school in the heart of the North Yorkshire Moors. We currently have c. 20 pupils (in kindergarten and in the one mixed-age main class) on role. We strive to keep our school fees as low as possible, hence the very modest salary attached to this post. Flexible arrangements regarding hours and salary, especially in holiday periods, could be discussed with the right candidate. We would offer free places in the school to the children of the successful candidate.

Moorland Waldorf is an independent school run by the Eskdale Community Trust for Education (ECTE), an incorporated charity. Pupils come from the immediate vicinity (Botton Village, near Danby) but also from the wider region, with some travelling a considerable distance to come to school.

We offer a broad and rich curriculum, including two languages, art, music, craft, drama, dance, handicrafts, and outdoor education. We teach all national curriculum subjects but do not do SATs.

If you're looking for a change in direction for you and your family, a chance to live in a beautiful area, and a new way of looking at education, this could be a role for you.

Job description

This is a full-time post, 35 hours per week on average. The salary is £21,000 per annum.

Demands upon the teacher will be different from the state system. There is the challenge of teaching a wide age range, but it is a very small class. There is no standard assessment testing. The curriculum is rich and very varied. A teacher new to Waldorf practice will certainly have new things to learn. We will also offer accredited in-service training to teachers with QTS to become qualified Waldorf teachers.

We are currently working hard on adapting our curriculum and educational aims to comply with the Independent School Standards and the successful candidate will be part of the team working on that, alongside trustees, the College of Teachers, and a dedicated education coordinator. However, we have no intention of compromising our Waldorf practice while doing so.

The postholder will not be expected to teach a full timetable, as some classes will be covered by other subject specialists. The exact arrangements will be agreed on appointment, depending upon specialisms of the successful candidate. There is in addition a part-time main class teacher. Pupils in the main class (ages 6-11) are split into age groups (normally Class 1-3 and Class 4-5) for some of the curriculum. At other times, where appropriate, the main class teacher is expected to teach all pupils together.

The successful candidate will be expected to:

General

- Support the school's ethos, principles, and objectives

Class duties

- Plan and teach the curriculum Main Lessons, in collaboration with the other main class teacher.
- Teach subject lessons according to specialism(s)
- Plan and participate in class outings and events
- Plan and deliver a suitable PSHE curriculum in collaboration with the other main class teacher.
- Assessment, termly tracking, report writing in accordance with school assessment policy
- Give pastoral support to pupils; liaise with parents, both individually and at parents' meetings.
- Interview prospective pupils and sharing findings with colleagues, obtaining reports from previous schools when requested.
- Fulfil any other administrative duties required as a class teacher to support the education of the class.
- Carry out break and playground duties as requested

Other duties

- Support the day-to-day management and running of the school by attending College meetings
- Share responsibility for meeting curriculum (and other) aspects of the Independent School Standards
- Work with trustees to meet Independent School Standards
- Support own professional development and that of colleagues through completing regular peer observation
- Complete training as required by College or ECTE management
- Contribute to and taking part in the cultural life of the school, through festivals, performances and other activities.
- Support fundraising activities and attendance at events
- Supervision of registers and registration processes
- Cover for absent colleagues as required
- Support the development and promotion of the school

Person specification

Qualifications	
Essential	Qualified Teacher Status
Desirable	A university degree
Desirable	A child protection qualification at Level 3 (or the willingness to do online training)
N.B Steiner training may be provided for the appropriate candidate	
Experience	
Essential (or a strong commitment to learn)	Good teaching experience, preferably in a Steiner-Waldorf setting
Essential (or a strong commitment to learn)	Involvement in school self-evaluation and development planning
Desirable	Experience of successful preparation for inspections
Desirable	Experience of the use of monitoring and evaluation to raise pupil achievement
N.B An exceptionally committed recently qualified teacher (with QTS) would be considered	
Skills and knowledge	
Essential	Good communication both verbal and in writing.
Essential	Excellent teaching skills
Essential	Able to work on own initiative
Essential	Good broad subject knowledge relating to this age range of pupils
Essential	Imagination and ability to present subjects creatively
Essential	Good IT skills
Essential	Ability to maintain good administrative and assessment records.
Personal qualities	
Essential	A commitment to getting the best outcomes for all pupils
Essential	Ability to build effective working relationships and work in a small team
Essential	Awareness of and commitment to safeguarding, equality and diversity
Essential	Awareness of the importance to maintain confidentiality at all times
Essential	A strong commitment to (or desire to know more about) Steiner Waldorf education

Essential	Ability to maintain discipline, to build and maintain good relationships with pupils and parents, relating to them perceptively and sympathetically
Essential	Be organised and resourceful
Essential	Enthusiasm, flexibility, creativity

Application

If you'd like to speak informally to anyone about the role, please contact Linda Parker (linda.parker@ecte.org.uk) by email in the first instance.

To apply for this post, you will need to complete our [application form](#). This can be sent by post or email to:

Claire Kilvert-Jones

Email: Claire.Kilvert-Jones@moorland.org

Moorland Waldorf School
Botton Village College
Botton
Nr Danby
North Yorkshire YO21 2NJ

Please include a covering letter or email message. CVs alone are not acceptable.

Closing date for applications: 14 June 2022

Please note that a high level of vetting is undertaken on candidates including an enhanced DBS (Disclosure and Barring Service) check

Moorland Waldorf is an Equal Opportunities Employer. We welcome all applications and we will judge them solely on the capability of the applicant to carry out the duties of the post.

Please be aware that it is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children

Moorland Waldorf

An initiative of the Eskdale Community Trust for Education

Job Application Form

Please fill out all sections of this form.

- The 'Personal Details' section is at the end of the form. When we shortlist applicants, we will detach this section so that we only judge your application on your qualifications, skills and experience, not on any personal details.
- Please note that a high level of vetting is undertaken on candidates including a DBS (Disclosure and Barring Service) check. The level of Disclosure required for this post is given in the Application Pack.
- Moorland Waldorf is an Equal Opportunities Employer. We welcome all applications and we will judge them solely on the capability of the applicant to carry out the duties of the post.
- Please be aware that it is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

If you are filling this form out on a computer, you can type your name where a signature is required. You may be asked to sign a paper copy at interview.

Title of post applied for	
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Please write clearly in black ink or type on a computer, adding lines or separate sheets where necessary.

1. YOUR PRESENT POST

Title of post		Salary p.a.		
Name of employer		Business of employer:		
Address of employer				
Telephone no. of employer:				
If your employer is a school, please indicate	Type of school	Age range you work with	Number on role	Full or part-time (%)
Date this employment began		Date ended (if Applicable)		
Please outline your responsibilities, to whom you are responsible and any staff responsible to you (if applicable)				
Period of notice required:				

2. RELEVANT SKILLS AND KNOWLEDGE

Please outline below your relevant skills, abilities, knowledge, experience which help you meet the person specification for this post. Please give your reasons for applying for this post. Include a description of your connection to and understanding of Steiner Waldorf education. (Max word count 1500)

3. EDUCATION AND OTHER TRAINING /IN-SERVICE STUDIES

Please begin with most recent and include school qualifications. Use a separate continuation sheet if necessary. If you are offered a post, you will be asked for original evidence of your qualifications prior to appointment. We reserve the right to approach any education provider to verify your qualifications.

Place of education	From/to	Qualifications obtained

Qualified Teacher Status

If applicable, please enter below the date when QTS was obtained

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4. PREVIOUS EMPLOYMENT

Please begin with most recent (you need not include the details of your current employer given above) and explain any gaps in employment. Use a separate continuation sheet if necessary.

Title of post	Name of employer	From/to	Reason for leaving this post

5. REFERENCES

One of your referees must be your current or most recent employer. Please note that, in addition to your two nominated referees, your other employers may be contacted without seeking further permission from you in relation to your employment history as part of the vetting process. Do not give personal friends or family as referees.

Please give details of two nominated referees	
Name:	Name:
Job title:	Job title:
Address:	Address:
Tel no. (inc area code)	Tel no. (inc area code)
Email:	
Relationship to you:	Relationship to you:
Please note that we will take up references prior to interview. If you would prefer us NOT to do this, please state your reason here:	

7. OTHER INFORMATION

Disability Discrimination Act 1995

Do you consider yourself to be disabled under the Disability Discrimination Act	Yes No
If yes, are there any adjustments that you think we could make to overcome a disability in relation to the essential requirements of this post?	Yes No
If yes, please provide further details:	
If selected for interview, do you require any assistance/adaptations to help you to attend?	Yes No
If yes, what do you require?	

8. CRIMINAL RECORDS, CONVICTIONS, CAUTIONS

Please read this information carefully then answer the questions below.

- ECTE will require an enhanced Disclosure and Barring Service check for all candidates.
- Jobs working with children are exempt under the Rehabilitation of Offenders Act (1974) by virtue of an amended Exceptions Order. This means that you cannot withhold information about any spent or unspent convictions in applying for this post. You are also asked not to withhold information about cautions, reprimands, final warnings, bans and other non-conviction information such as police enquiries and pending prosecutions.
- Checks may also be made with Local Authority Child Protection Registers where you have lived in the past. In applying for this post, you are giving permission for such Registers to be checked and for the local authorities concerned to share relevant information with us for the purpose of your application for employment. You are also giving permission for past employers to be contacted regarding this application for employment.
- Shortlisted applicants will be asked to bring **proof of identity** with them to their interview e.g. current passport or new-style driving licence, plus at least one item of address related evidence such as a utilities bill.
- If your application is successful, a provisional offer of employment will be made while we initiate a DBS check, follow up references and confirm your qualifications. We may also carry out other vetting procedures as described above.
- You will receive your own copy of the results of the check directly from the DBS, and the school will receive its own copy of the results simultaneously.

You must answer Yes or No to the following questions:

1. Do you have any unspent conditional cautions/convictions under the Rehabilitation of Offenders Act 1974?
Yes No
2. Do you have any adult cautions (simple/conditional) or spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (exceptions) Order 1975 (amendment)(England and Wales) Order 2020?
Yes No

Please note:

The amendment to the Rehabilitation of Offenders Act 1974 (exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities certain convictions and cautions are considered protected. This means that they do not need to be disclosed to

employers and, if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found in 'Changes to the Criminal Records System November 2020.docx Page2' on the Ministry of Justice Website and on the websites of charities NACRO and UNLOCK.

Statement: I confirm that I have read and understood the provisions above.

Signed.....

Date.....

9. PERSONAL DETAILS

Family name:		First names:	
Any previous family name (if different from above)		Preferred title: (Mr, Ms, Mrs etc)	
Address (inc. post code)		Tel no. (landline)	
		Tel.no (mobile)	
		Email address	
		National Insurance Number	
		Teacher reference number	
Nationality:		If you are not a British or EU citizen or do not have permanent right to remain in the UK, you will require a work permit	
Do you need a work permit to work in the UK?		Please indicate Yes or No	
How did you find out about this vacancy?			

DECLARATION

I declare that the information given in this application is true and complete. I understand that if I have given any misleading information on this form or made any omissions, this will be sufficient grounds for terminating my employment			
Signature:		Date:	
Full name:			
The information provided by you, as an applicant, on this form will be stored either on paper records or a computer system in accordance with the Data Protection Act 2018 and will be processed solely in connection with recruitment.			

If filling this form out electronically you can type your name where a signature is required. You may be asked to sign a paper copy at interview.