

Elmfield Rudolf Steiner School

## **Gym and Games Teacher**

### **Job Description**

#### ***Introduction***

The Teacher will lead the teaching of Gym and Games curriculum at Elmfield. The teacher will take a central role in developing this area of school life, including after school activities. The Teacher will be responsible for groups of pupils that are unlikely to exceed 27 in number per class taught, between the ages of 8 and 17 years. He/she will have both educational and pastoral responsibilities. The post is full-time.

Attendance for lesson-based work at school is based on 5 days per week 8.30 am to 4.00 pm. However, due to the nature of the work which will include after school and possibly some outward bound activities, flexibility in work hours will be an integral part of the job.

There will be additional attendance required on a regular basis as outlined later in this document.

The salary is currently based on an annual full-time basic of £20,910. Salaries are paid by direct transfer in arrears.

The children of full time teaching staff are offered an 85% discount.

Holiday entitlement is based on the normal school holidays, excluding the 5 designated study days.

The Teacher is responsible through the Lower and Upper School Leads to the Education Lead.

#### ***Main Duties of the Gym and Games Teacher***

- To teach all Gym and Games Lessons to classes 3 to 11.
- To plan, prepare and teach suitable Waldorf Gym and Games lessons and maintain the progress of all pupils through the subject at a pace suitable to their age, development and ability in line with the School's curriculum policy.
- To develop and lead after school sports activities.
- To develop and carry outward bound activities (currently under review).
- To maintain discipline at all times so that the learning objectives of the lesson and the provisions of the School's Health and Safety policy are met.
- To take part in the appraisal of his/her own work performance, and assist in the peer mentoring of colleagues.
- If attending College, to share in carrying responsibility for some aspects of the School including some administrative and mandate group work .
- Potentially to act as an upper school class guardian with responsibility for pastoral care.
- To keep familiar with and uphold the School's policies and decisions.
- To act as departmental budget holder. Monitor and keep to budgets, organise or purchase necessary materials within appropriate time frames and in line with our procedures.

### **Further indicative tasks will include:**

- Liaising with parents on subject specific matters.
- Be responsible for all gym and sports equipment, its safety, maintenance, and, where necessary, replacement.
- Monitor and keep to agreed department budgets.
- Evaluate pupils' work and prepare reports as required.
- Attend College meetings.
- Share responsibility for supervision of all pupils during breaktimes.
- Cover for absent colleagues.
- Participate in study days during school holidays or at weekends when required.
- Attend weekly staff and departmental meetings.
- If appointed as class guardian, organise and present parents' evenings, take particular responsibility for the pastoral care of pupils, take class trips and whatever steps are required in the interests of the pupils' emerging welfare and academic needs.
- Seek assistance from more experienced or specialist colleagues in areas needed.
- interview prospective pupils and parents.
- support the training of colleagues and Waldorf trainee programmes.
- Attend evening or weekend events, such as open days or advent / summer fayres, as required.
- Perform other duties as may occasionally be required by the College of Teachers.
- Attend occasional professional development courses during holidays or weekends.
- Undertake some committee or administrative work.

## **Person Specification**

### **Qualification Requirements**

A recognised Gym and Sports Teaching Qualification and / or a Bothmer Gymnastics qualification.

Preference will be given to candidates with a qualification in Bothmer Gymnastics, although experienced sports teachers willing to train in this area will also be considered.

### **Desirable Qualifications**

A Degree and Post Graduate Certificate of Education.

A Waldorf teaching diploma.

Proven **extensive successful teaching experience** in another Waldorf School.

Qualification or experience in the teaching of other subjects relevant to the school's needs.

### **Attributes/Skills Required**

Commitment to Steiner / Waldorf Education.

Interest and motivation in developing the Gym and Games curriculum.

Responsible, self motivated and organised.

Able to work as part of a team and on your own, and to show leadership as appropriate.  
Imaginative.

Flexible and positive attitude to work.

Good communicator, with children, parents and colleagues.

Able to cope with pressure and to resolve conflicts as necessary.

An appropriate level of fitness to meet the physical demands of the job (e.g. moving equipment, providing physical support to students in lessons).