



Person Specification: Lancaster Independent School for Alternative Learning Class Teacher

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ● An approved Steiner Waldorf Teaching Qualification or a commitment to complete a Steiner teacher training course whilst in post (though a PGCE & QTS would be essential in this case) ● Completed undergraduate degree or higher ● A good standard of education, including clear evidence of competency in numeracy and literacy. ● Suitability to work with children and willingness to undertake an enhanced DBS disclosure to prove this. 	<ul style="list-style-type: none"> ● Commitment to further professional development ● Qualified Teacher Status ● Current First Aid Certificate
Experience	<ul style="list-style-type: none"> ● Experience of teaching in a mixed age classroom ● Experience of building positive relationships with pupils, parents and the wider community ● Experience of working with children with SEND and creating an inclusive environment, 	<ul style="list-style-type: none"> ● Experience of teaching the Steiner Waldorf curriculum ● Experience in teaching outdoor education ● Experience leading a subject ● Experience working as a SENDCo

	<p>including contributing to IPPs and provision maps</p> <ul style="list-style-type: none"> • Experience of using positive behaviour management strategies 	
Knowledge and understanding	<ul style="list-style-type: none"> • Commitment to Steiner pedagogy • Commitment to developing the school's sustainable practices • A good understanding of the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN, Safeguarding and Child Protection; 	<ul style="list-style-type: none"> • Knowledge of Steiner pedagogy in relation to children's development
Skills, Attributes and Abilities	<p>The Class Teacher would be able to:</p> <ul style="list-style-type: none"> • Work in a small team • Work on own initiative and as part of a teaching team developing good personal relationships within the team • Communicate well, both verbally and in writing • Liaise effectively with pupils and parents. Be willing to promote the school's aims positively. • Be imaginative and able to present all subjects artistically. 	<ul style="list-style-type: none"> • Handwork and Craft ability • Ability to play a musical instrument • Ability to speak another language • Teach non-competative games

	<ul style="list-style-type: none"> ● Create a happy, challenging and effective learning environment. ● Be able to cope with pressure and have a flexible approach to work with a positive attitude towards the challenges that face a small school and have a sense of humour. ● Be able to maintain good administrative and child assessment records ● Maintain excellent levels of discipline and behaviour with a consistent, firm but caring approach 	
Personal characteristics	<p>Approachable & Committed Empathetic & Enthusiastic Organised & Resourceful</p>	