



Kindergarten Assistant (Waldorf Early Years) (Term-time only)

Monday – Friday 33 hours per week

Service:Kindergarten

Line Manager: Kindergarten Manager / Kindergarten Teacher

Job Purpose

The Kindergarten Assistant is a valued member of the Early Years team and works in close partnership with the Kindergarten Teacher to provide a warm, nurturing, beautiful and developmentally appropriate environment for young children. The post holder supports the delivery of an authentic Waldorf-inspired Early Years curriculum within the ethos of Camphill School Aberdeen, promoting children's physical, emotional, social, creative and spiritual wellbeing while recognising the uniqueness of every child. The Kindergarten Assistant helps create a secure, joyful and rhythmical environment where children can develop through imaginative play, meaningful work, artistic activity, storytelling, movement, music and a close relationship with nature. The role requires sensitivity, patience, initiative and a genuine commitment to the principles of Steiner Waldorf Education and the Scottish Curriculum for Excellence.

Key Responsibilities

Supporting Children's Learning and Development

- Build warm, respectful and trusting relationships with every child.
- Observe children's interests, developmental stages and individual needs, sharing observations with the Kindergarten Teacher.
- Support children's wellbeing, confidence, independence and resilience through gentle guidance and positive role modelling.
- Encourage imaginative free play as the primary vehicle for learning.
- Support inclusive practice, ensuring every child feels welcomed, valued and respected.
- Help children develop practical life skills through meaningful domestic and creative activities.

Supporting the Waldorf Kindergarten Programme

Assist in preparing, organising and participating in:

- Daily rhythms and transitions.
- Morning welcome and seasonal songs.
- Ring time.

- Storytelling and puppet plays.
- Baking and cooking.
- Gardening and seasonal outdoor work.
- Handcrafts and natural arts.
- Watercolour painting, beeswax modelling and drawing.
- Nature walks and Forest Kindergarten experiences.
- Seasonal festivals and celebrations.
- Domestic activities including bread making, snack preparation, cleaning, washing, tidying and caring for the environment.

Support the teacher in creating an atmosphere of calm, reverence, beauty and purposeful activity throughout the day.

Creating a Beautiful Environment

- Help maintain an orderly, attractive and homelike kindergarten environment.
- Prepare materials using natural resources wherever possible.
- Care for toys, furniture, craft equipment and outdoor spaces.
- Assist with seasonal displays and decorations that reflect the rhythm of the year.
- Promote care and respect for the environment by modelling good stewardship.

Outdoor Learning

- Supervise children safely during outdoor play, nature walks and woodland experiences.
- Encourage healthy risk-taking and adventurous play appropriate to each child's development.
- Support gardening, nature exploration and environmental awareness.
- Ensure outdoor environments remain safe, stimulating and well maintained.
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Care and Wellbeing

- Attend sensitively to children's physical and emotional needs.
- Support children with personal care where appropriate while promoting dignity and independence.
- Administer basic first aid when required in accordance with school procedures.
- Remain vigilant regarding safeguarding and child protection responsibilities at all times.
- Promote healthy eating, rest and positive wellbeing.

Working as Part of the Team

- Work collaboratively with the manager, teachers, assistants, therapists and the wider Camphill community.
- Participate positively in team meetings, planning sessions and reflective practice.
- Communicate professionally and respectfully with colleagues and families.
- Contribute ideas that enhance the quality of the kindergarten programme.
- Support students, volunteers and new staff where appropriate.

- **Observation and Documentation**

- Contribute observations that support children's Learning Journeys.
- Assist with documentation where requested.
- Respect confidentiality and comply with GDPR requirements.
- Support reflective practice and continuous improvement.

Health, Safety and Safeguarding

- Follow all Camphill School Aberdeen policies and procedures.
- Comply fully with SSSC Codes of Practice.
- Maintain high standards of hygiene and infection prevention.
- Undertake risk assessments where appropriate.
- Ensure children's safety both indoors and outdoors.
- Report safeguarding or wellbeing concerns immediately through appropriate procedures.

Professional Responsibilities

The successful post holder will:

- Demonstrate warmth, patience, flexibility and emotional maturity.
- Act as a positive role model for children.
- Dress appropriately in practical, modest clothing suitable for active work with young children.
- Demonstrate excellent attendance, punctuality and reliability.
- Show initiative while working under the guidance of the Kindergarten Teacher.
- Maintain professional boundaries and confidentiality.
- Engage in ongoing professional learning and Waldorf Early Years training.
- Develop knowledge of child development, Steiner Waldorf pedagogy, Curriculum for Excellence and current Early Years practice.

Person Specification Essential

- Genuine interest in working with young children.
- Ability to build caring and respectful relationships.
- Excellent communication and teamwork skills.
- Calm, patient, warm, caring and flexible approach.
- Understanding of safeguarding responsibilities.
- Commitment to equality, diversity and inclusion.
- Willingness to embrace Steiner Waldorf educational principles.
- Ability to work outdoors in all seasons.

Desirable

- Qualification in Early Learning and Childcare or equivalent.
- Experience within a Steiner Waldorf or nature-based early years setting.
- Knowledge of Curriculum for Excellence (Early Level).
- Paediatric First Aid qualification.
- Experience of supporting children with additional support needs.
- Skills in crafts, music, gardening, storytelling or outdoor learning.

General

The duties outlined above represent the principal responsibilities of the post and are not exhaustive. The post holder will be expected to undertake any other reasonable duties consistent with the nature and grading of the role.

The Kindergarten Assistant is expected to uphold the values of Camphill School Aberdeen by contributing to a community founded on respect, inclusion, meaningful relationships and the unfolding of each child's unique potential.

This position will be subject to a PVG Membership check

For further information, please contact

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