ADO Services
Job Definition

JOB TITLE:
Trainee Outdoor Educator – (8:45am-3.30pm) term time (40 weeks)

Contract Type: Temporary to Permanent (Temp-to-Perm)

		Location:	**Welling**
		Version	**1.7**
Reports To:	**Deputy Headteacher**	**REF**	**ADORVTOE**

This role will suit a person with experience or a college leaver wanting to work with children and young people in an outdoor environment and is willing to learn and train further appropriate to the post.

The right person for this role would be someone who loves spending time outside in nature and actively participates in outdoor activities.

ABOUT US

ADO River Valley which is a small Special Independent School specialising in SEMH and this role will also support the school students with interventions appropriate to their EHCP if and when required.

The young person referrals may have experienced trauma and/or abuse and be LAC. Presentations include anger, anxiety, depression, self-harm, suicidal ideation, LD, neurodiverse, behavioural issues.

Core Job Duties (not limited to)

- Support curriculum
- Support students 1:1 or group work with students during term days
- Support other curriculum areas if needed, for cover purposes
- Support Young People (YP) in sessions
- Support young people with extra-curricular activities, including leading at least one club a week – all outdoor based activities

This Job Definition describes the principal responsibilities of the post and is not intended to be an exhaustive list of every task that may reasonably be required.

Outdoor Working, Physical Requirements and PPE

ADO Services operates across outdoor environments and all employees may be required to work outdoors throughout the year and in a range of weather conditions as appropriate to their role and responsibilities.

Employees must wear appropriate outdoor clothing and all Personal Protective Equipment (PPE) required by ADO for the activity and environment, including suitable protective/walking boots where required in accordance with ADO's PPE and Dress Code requirements.

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Employees must be able to safely access the areas of the site required for their role, which may include woodland, fields and uneven terrain, and undertake the reasonable physical activities associated with their duties.

All employees are required to follow relevant risk assessments, safe systems of work and reasonable management instructions relating to PPE, health and safety and site safety.

Flexibility and Understanding of the Provision

ADO operates specialist SEMH education, alternative provision and therapeutic services. The needs of the children and young people supported by the organisation are central to service delivery. Consequently, timetables, staffing arrangements, interventions, responsibilities and daily plans may need to change, sometimes at short notice.

The postholder will therefore be expected to:

- Demonstrate flexibility and adaptability in response to changing young person, service and operational needs.
- Adjust plans and provide support across different areas of the provision where reasonably required and appropriate to their role.
- Understand that daily activities within a specialist SEMH environment may change according to attendance, individual needs, risk, safeguarding and operational requirements.
- Remain calm, professional and solution-focused during periods of challenge or change.
- Work collaboratively to maintain consistency and continuity of support for young people.
- Provide reasonable cover and support across ADO River Valley, ADO Fusion and other ADO services where required by management and appropriate to the role.

Teamwork and Professional Responsibilities

- Work collaboratively with colleagues across ADO Services.
- Support colleagues and young people as reasonably required to ensure the safe and effective running of the provision.
- Attend supervision, team meetings, training and professional development activities as required.
- Engage positively with performance management, observations, PDPs and professional feedback.
- Maintain accurate records and complete documentation relevant to the role within agreed timescales.
- Contribute positively to ADO's therapeutic, professional and young-person-centred culture.
- Undertake relevant training appropriate to the role and service requirements.
- Follow all safeguarding, behaviour, health and safety, risk assessment and risk management procedures.
- Report safeguarding, welfare and health and safety concerns promptly in accordance with ADO policies and procedures.
- Undertake other reasonable duties consistent with the nature and level of the role to support the effective operation of ADO Services.

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We are looking for an Outdoor Trainee Educator who meets all the following criteria:

Essential:

- Have a genuine proven passion for bushcraft, outdoor education and nature-based learning, with the ability to engage and inspire young people in an outdoor environment.
- Have practical experience of outdoor skills such as bushcraft, fire lighting, campfire cooking, shelter building, woodland crafts, knot tying, navigation, tracking or similar activities.
- Be able and willing to support in sports, tree climbing, water sports, low ropes, tree climbing, archery, and non-contacting boxing.
- Have experience of supporting or leading expeditions, camping activities, residential trips or other organised outdoor experiences involving children and/or young people.
- Be comfortable working outdoors throughout the year and in a range of weather conditions, wearing appropriate outdoor clothing and required Personal Protective Equipment (PPE), including suitable walking/protective boots all year round.
- Be able to safely access and work across all areas of the outdoor site, which includes woodland, fields, and uneven terrain, and undertake the physical activities inherent to the role, including walking, carrying equipment and participating in practical outdoor tasks.
- Remain calm, resilient and level-headed when supporting children and young people who may be experiencing dysregulation, anxiety or emotional distress.
- Demonstrate a strong understanding of safety and risk awareness when facilitating outdoor activities and working with children and young people in a natural environment.

Desirable:

- Have previous involvement in outdoor, adventure or uniformed youth organisations, for example as an Explorer Scout, Scout Leader, Network Scout, Guide, Ranger Guide, Cadet or Duke of Edinburgh's Award participant/leader, or through Forest School, outdoor adventure groups or similar organisations.
- Have experience of planning or supporting outdoor activities, camps, expeditions or residential experiences for children and young people.
- Hold, or have an interest in working towards, relevant outdoor qualifications such as Institute of Outdoor Learning (IOL), bushcraft, outdoor first aid, navigation or other recognised outdoor activity awards.

We welcome informal enquiries by phone and those applicants that meet the relevant criteria will be offered a professional visit as part of the interview process. Phone: 0208 850 6778.

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Safeguarding and Recruitment Requirements

ADO undertakes safer recruitment and safeguarding checks in accordance with organisational policy and relevant statutory guidance.
Appointment will be subject to the required pre-employment and safer-recruitment checks applicable to the role, including an Enhanced DBS check and other relevant checks.

Supervision, Training and Development

In addition to the salary, we offer a range of benefits including wellbeing schemes, loyalty holiday scheme, training opportunities and a company pension scheme.

There may be opportunities to undertake further relevant training such as therapeutic, outdoor, or engagement-focused courses to support service-user engagement and enhance the therapeutic offering, where appropriate following successful completion of the probation period.

Please note: We undertake safeguarding checks on all our workers in accordance with our policies and the DfE statutory guidance 'Keeping Children Safe in Education'. As part of these checks, we require a current Enhanced DBS Disclosure for everyone working in our therapy provision. If you do not have a valid subscription to the DBS Update Service, we will require you to complete a new online portal DBS application as part of the registration process, at a cost to the employee and maintain the subscription to the update service annually.

We provide psychometric testing as part of our recruitment process.

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Applying

If you would like to apply for this role, then please start the process by sending your CV to HR@adotherapy.co.uk

ADO is committed to promoting equality, diversity and inclusion within our workforce, and we particularly welcome applications from individuals from groups that are currently underrepresented within our organisation.

Job Type:

This post is core school hours Monday - Friday 8.45am-3.30pm (31.25 working hours)

Term - time only (40 Weeks)

Contract Type: Temporary to Permanent (Temp-to-Perm)

Salary:

Pay scale: £13.00 - £15:00 per hour (self-employed)
Dependant of National Living Wage / qualifications and/or experience

This post is open now

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This Job Definition is a live document and may be reviewed and updated periodically to reflect the evolving needs of the young people, service, curriculum, organisation and the reasonable requirements of the role. Any material changes will be discussed with the postholder as appropriate.

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