

JOB DESCRIPTION

Job Designation/ Service	Outdoor Practitioner
Salary Point and scale	£25,000 – £27,378 per annum 40 Hours Per Week – Full Time Contract Occasional overnights (expeditions)
Responsible to	Outdoor Activity Manager
<p>The role of the Outdoor Practitioner is to deliver a range of high quality, engaging outdoor activities and expeditions predominantly based in the Northern Lake District, but could be operating across the UK.</p> <p>You would be working across several homes and services. Each session would be with a small team of care staff and 1 child, which allows for tailored outdoor activities that truly inspire and engage each child. This small group encourages a sense of adventure and with less limitations, you'll be using your qualifications to their fullest and creating amazing experiences for the children. Having fun through learning is vital for our children, as they learn to recognise the importance of keeping themselves safe and understand where they fit in the world.</p> <p>Most of our children in placement participate in a 17-week programme. You will therefore need to have a keen interest in encouraging, motivating and inspiring even the most challenging of minds. Previous experience of working with children with emotional and behavioural difficulties is desirable, although you will be supported by the team around the child during the outdoor activities that you deliver.</p> <p>Although registered to support children in placement from age 8 through to 18, most of our children are in the age bracket of 13-16 and have been subject to some form of exploitation or abuse. This role therefore requires someone who truly understands how to get the best from children utilising the outdoors as a means of education and therapy.</p> <p>There are desired outcomes for each session focused on engagement and personal development. With longer term goals such as technical outdoor skill development and certification for the children. The outdoor sessions support the child's education and work with the therapeutic team. You will also support the residential support workers, who are responsible for the safeguarding and care of the children, to participate in the outdoor education programmes alongside the child.</p> <p>You will work in collaboration with the service managers, home managers, care team, the education team, and the multidisciplinary team. Managing professional relationships, clear lines of communication and a busy schedule are key skills for this role.</p> <p>As well as having a dedicated outdoor activity team, we encourage and support our residential care teams to explore the outdoors and as such, you will communicate with our care teams to ensure continuation of a blended approach.</p> <p>You may also be required to be involved in the wider outdoor risk management strategy, from kit management through to risk assessments and compliance with our policies and procedures and AALA license.</p>	

Main Responsibilities and Specific Outcome Areas:

- Support the aims and ethos of A Wilderness Way
- Plan and deliver outdoor activities in accordance with our policies and within the remit of our AALS licence, ensuring that children progress and develop.
- Collaborate with the care team and care management to provide appropriate ongoing outdoor activities for each child.
- Work with the education team and multidisciplinary team to provide the best experiences and focused longer-term development for each child.
- Liaise with other colleagues to prepare and deliver learning in a collaborative way.
- Work closely with colleagues to ensure consistency in approach.
- Encourage the child to engage with the outdoors. This may involve a programme of transition for a child that has had limited exposure previously. This may be from organising and facilitating mini expeditions through to overnight camps in the mountains. You may do an overnight expedition in one week that may mean more time off the following week.
- Maintain a purposeful and calm approach, acting as a good role model in terms of professional appearance, conduct, punctuality and attendance.
- Ensuring the safety of sessions is paramount to all aspects of session delivery, from preparation of equipment, interpretation of the weather, and suitability of venues as and when things change.
- Lead on the preparation and maintenance of the Outdoor Activity Equipment required to deliver your sessions.
- Ensure the health, safety and safeguarding of each child in your care during their outdoor educational session, ensuring that they understand the need to keep themselves safe and those around them.
- Take responsibility for your own professional progression and development, making full use of opportunities provided to mature and refine our outdoor provision.
- Attend team meetings as appropriate, contributing actively wherever possible.

The post holder may be reasonably expected to undertake other duties commensurate with the level of responsibility and experience, training that may be allocated from time to time. It is the responsibility of the post holder to comply with Health and Safety and Equal Opportunities requirements at all times.

Other Requirements:

- You'll have passed an assessment in at least 2 of the following National Governing Body qualifications:
 - Summer Mountain Leader
 - Rock Climbing Instructor
 - British Cycling Level 2 Mountain Bike Leader or equivalent
 - British Canoeing Paddlesport Leader Award, or Paddlesport Instructor or equivalent previously recognised awards
(White water /open water leader preferable)
 - Moving water safety and rescue qualification such as a swift or white-water rescue certificate
- Full Driving Licence (trailer experience preferable)
- Ability to work in and around Cumbria from our outdoor centre in Keswick
- Whilst not essential, it is desirable to have an understanding of qualifications our young people can work towards such as DofE Awards, ASDAN Awards, NCAS Awards, Paddle power Awards and implement these into the structure of their programme

Person Specification

Area	Criteria	Essential/ Desirable
Experience	Experience of working with children with emotional and behavioural difficulties	Desirable
	Delivery and planning of outdoor educational activities and supporting children to achieve progress through well thought out outdoor activities.	Essential
	Working collaboratively as part of a team	Essential
	Working with children within a residential children's home setting	Desirable
Knowledge	Ability to work with Microsoft Office Suite	Desirable
	Knowledge outdoor venues and activities across the Lake District or ability to develop this knowledge	Essential
	Independent and/or alternative provision education settings	Desirable
Qualifications	First Aid at Work Qualified (2 days or 16 hour course)	Essential
	At least 2 outdoor activity qualifications	Essential
Skills & Abilities	Ability to use appropriately a range of individualised engagement, teaching and learning strategies for each child	Essential
	A good outdoor instructor with evidence of delivering engagement, personal development and education outcomes and progression for each child.	Essential
	Determination to encourage the highest quality of outdoor experience for all children	Essential
	Ability to engage and motivate staff	Essential
	Commitment to equal opportunities	Essential
Other work-related requirements	Ability to support the core values of A Wilderness Way.	Essential
	Willingness to ensure that our children can be the best that they can be. Help, support, and coach them to achieve their goals and understand how education can support their personal growth by utilising a range of non-classroom resources available to you.	Essential
	Willingness to undergo a satisfactory enhanced DBS check and to register with the DBS Update Service OR hold a satisfactory enhanced DBS check for the correct workforce <u>plus</u> existing registration for the Update Service	Essential
	Ability to understand the needs of people from diverse cultural, social and racial backgrounds.	Essential
	Full driving licence (preferably without endorsements)	Essential

General Statement

The above duties and responsibilities do not include or define all tasks that may be required by the post holder. The duties and responsibilities may vary without changing the general character of the duties or the level of responsibility entailed.

Equal Opportunities

A Wilderness Way Ltd supports Equal Opportunities in Employment and opposes all forms of unlawful discrimination on grounds such as colour, race, nationality, ethnic or national origin, sex, marital status, disability, sexual orientation, religion or belief and age. You are expected to comply at all times to the Company's EO Policy and Guide to Equality document.