ADO Services
Job Definition

JOB TITLE:
Outdoor Educator Animal Care & Science Lead – 08:45am – 5:15pm (Term-time, 40-week per year)

		Location:	**Welling**
		Version	**1.6**
Reports To:	**Deputy Headteacher**	**REF**	**ADORVOT1**

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

ABOUT US

ADO River Valley is a small Independent Special School part of ADO C.I.C. which is a not-for-profit Community Interest Company providing outdoor education through our full-time school and therapeutic opportunities with children, young people and adults with animals, wildlife and nature in Welling, Kent. Our school specialises in supporting young people aged 14-19 yrs with Social, Emotional and Mental Health issues, associated Neurodiversity and or Learning difficulties.
We require specialist educators who have a passion in supporting pupils who have difficulty managing social interactions and their mental health to learn in a unique and therapeutic setting. We are looking for individuals who could help the children recognise and regulate their emotions to promote positive mental health and wellbeing through enriching outdoor education lessons.

Job Purpose

Reporting to the Deputy Headteacher, we are looking for an outdoor educator who will be flexible to learn to plan and deliver lesson on a variety of vocational subjects including but not limited to Animal Care & Science lessons, AQA, BTEC courses as the core subject teacher (i.e. supporting Equine science and others maybe identified as the role develops). These sessions can be via a small education group or 1:1 according to curriculum/AQA/BTEC requirements (including risk assessment and planning).

This role also leads pupil responsibility sessions with young people i.e. site improvements and supporting land projects for learning areas and this would be working towards land based introductory level 1 BTEC for some of the learners.

The post holder would lead at least one activity club session a week during school hours and support some lunch time cover.

The full-time role includes provision of groups, holiday schemes for mainstream children and young people with SEND and or supporting site projects for teaching areas and developing our outdoor education offer.

We are looking for an enthusiastic outdoor instructor who is experienced in delivering high quality outdoor learning experiences to join our growing team and work with us to deliver part of the school's outdoor education activities and curriculum we provide. You will be a skilled facilitator, able to adapt your style to work with a variety of different clients with varying needs. You will have knowledge in how outdoor learning can benefit all aspects of education and personal development. This is a unique

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opportunity to join an ethical not for profit organisation with career opportunities in teaching and help us continue to extend our services to more children and families.

We are looking for individuals who have previous centre or school teaching experience and hold outdoor education qualifications with a Level 5 Diploma in Education and Training (unless appropriate level 5 or above teaching qualification already held).

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.

Core Job Duties (not limited to)

- Plan, deliver, evaluate and assess lessons on a variety of vocational subjects including but not limited to Animal Care & Science lessons
- Complete BTEC and AQA assessments and paperwork to ensure young people are gaining correct qualifications.
- Lead at least one activity club session a week
- Support lunch cover as needed.
- Support the trip leader with offsite activities (including risk assessment and planning).
- Support other curriculum areas if needed, for cover purposes.

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.

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:

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- 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 Educator who meets all the following criteria:

Essential:

- The applicant must be willing to work outdoors in all weathers with the appropriate clothing and footwear.
- Teaching qualification level 5 or above.
- Minimum level 2 Animal Care qualification
- To be confident to teach up to level 2 Animal Care/Animal Management/ Animal Science
- The applicant will need to be willing to be trained to work alongside and handle a variety of animals which are a key part of our specialist education provision for staff cover and supporting lessons/therapeutic sessions where applicable. Full Training will be provided as required.

- The applicant must be physically fit, willing and able to work outdoors in all weathers with the appropriate clothing and footwear.
- Be a self-starter, with excellent personal/time management skills and a commitment to excellent customer/delivery standards.
- You will also need to be a positive role model and ambassador for ADO River Valley, ADO C.I.C.
- Reliable IT and data management skills essential (Microsoft Office, Outlook etc.), along with strong written/spoken English and numerical skills.
- The applicant will be willing to support all young people in the setting in a variety of lessons and activities.

Desirable:

- An appropriate degree relevant to outdoor education / environment with the ability and 2 years' experience minimum in adapting, planning and delivering curriculum activities.
- Current First Aid qualification

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.

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 Monday to Fridays
Outdoor Education Post
08:45am – 5:15pm (Term-time) Fixed-term position

Salary:
£14.42 - £16.99 per hour depending on experience
Fixed Term contract

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.

This post is open now

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