



JOB DESCRIPTION & PERSON SPECIFICATION

Job Title:	Outdoor Education Lead
Location:	Bohunt School, Liphook
Responsible to:	Co-Heads (Bohunt School, Liphook)
Line manages:	Outdoor Education Instructors and volunteers
Liaises with:	Trust Director Head of Outdoor Education, CEO, Heads of School, Teaching Staff, external agencies

Job Purpose

Outdoor Education Lead will have overall responsibility for the leadership and development of the school's outdoor education programme, which already includes bushcraft/outdoor living skills, big expeditions, adventure-based learning, and a significant Duke of Edinburgh's Award programme.

The role ensures that high-quality, safe and inclusive outdoor education opportunities are delivered in line with Bohunt Education Trust values, safeguarding expectations and health & safety requirements. The postholder provides leadership to staff supporting outdoor education and works closely with colleagues across the school and Trust.

Key Responsibilities

Leadership of Outdoor Education Provision

- Lead the development and ongoing improvement of the school's Outdoor Education programme
- Ensure outdoor education contributes positively to student engagement, wellbeing, behaviour and personal development
- Coordinate a broad and inclusive range of outdoor learning experiences and Duke of Edinburgh

Health, Safety and Compliance

- Ensure all outdoor education activity complies with statutory guidance, Trust policies and Health & Safety requirements
- Lead on risk assessments, operating procedures and safety systems
- Ensure staff are appropriately qualified, inducted and supported

Programme coordination and delivery

- Coordinate outdoor education activities, visits, residentials and Duke of Edinburgh's Award provision
- Liaise with external providers and partners where appropriate
- Oversee the effective use, maintenance and storage of equipment
- Maintain positive relationships and clear communication with all stakeholders, including parents

Staff leadership and collaboration

- Line manage and support staff involved in outdoor education provision
- Build strong professional relationships with teaching staff, families, external agencies and Bohunt Education Trust



- Contribute to a positive, inclusive and collaborative staff culture

General

We are committed to creating a workplace where everyone feels welcome, supported and able to thrive. The successful candidate will:

- Take personal responsibility for your own learning and development
- Carry out your role in line with Bohunt Education Trust's policies, values, and commitment to equality, diversity and inclusion
- Ensure and maintain confidentiality at all times
- Contribute to a positive, inclusive, innovative and supportive environment within the Trust
- Undertake any other reasonable duties as requested
- Be flexible and open to change, contributing to team success

Person Specification

We are looking for someone who can bring a positive and proactive approach to the role. We recognise you may not have the desired qualifications detailed below. You need to commit to obtaining them within the first year of employment. We would love to hear from you if you can demonstrate the following:

Essential Qualifications

- Outdoor First Aid (or commitment to obtain within 6 months in position)
- Mountain Training walking qualification (or commitment to obtain within 6 months in position)
- Bushcraft Qualification with teaching component (IOL or equivalent)
- MIDAS (or commitment to obtain within 6 months of position)
- DofE Award Scheme Assessor

Experience

- Instructing outdoor sessions and courses
- Applying Health & Safety legislation and risk assessment in outdoor contexts
- Leading outdoor education trips/residentials

Skills & Qualities

- Ability to inspire, motivate and develop individuals and teams
- Communication, organisational and leadership skills, with the ability to build trust with families and professionals
- High expectations, resilience, emotional intelligence and integrity
- Commitment to Bohunt Education Trust's values and the belief that every student can thrive

This job description is illustrative and each individual task may not be identified. Employees of Bohunt Education Trust are expected to comply with any reasonable request to undertake work of a similar level that is not specified here.



Bohunt Education Trust is committed to safeguarding and promoting welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The post is subject to an enhanced DBS check and satisfactory references. We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

