BRAMLEY GRANGE ACADEMY

CANDIDATE PACK

Outdoor Learning Lead



Start date:
ASAP

Location:
Guildford,
Surrey,
GU5 0LH

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About Us

BRAMLEY GRANGE ACADEMY

Bramley Grange Academy is a special school set in 42 acres of beautiful Surrey countryside in Grafham. Our school offers education for up to 70 students, referred from local authorities across the South of England.

All our students have Education, Health and Care Plans (EHCPs) with SEMH (Social, Emotional and Mental Health) as their primary identified need, though the majority of students have additional special educational needs such as speech, language and communication difficulties; ADHD; opposition defiance and attachment disorders.



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About the Trust



Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website: LSEAT.co.uk

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Our choice's matters

BE BRAVE - with every choice

BE KIND - in every action

BE HONEST - and therefore trustworthy

LISTEN - so we understand

FORGIVE - when mistakes are made

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Job Description

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Job title: Outdoor Learning Lead

Salary: MPS/UPS on the Fringe Teacher Payscale (dependent on experience) + TLR 2a

Contractual Hours: 32.5 hours

Position Status: Full Time/Permanent

Reports to: Deputy Headteacher

Bramley Grange Academy is a vibrant, inclusive, and rapidly improving school at the heart of its community — and there has never been a better time to join us. As we continue our journey of school improvement, we are driven by a clear ambition to provide exceptional education and unforgettable primary experiences for every child.

Our values of kindness, honesty, forgiveness, bravery, and listening shape everything we do, creating a culture where pupils feel safe, staff feel supported, and families feel welcomed.

With a renewed focus on high-quality teaching, an engaging curriculum, and a passionate team eager to make a real difference, Bramley Grange Academy is a place full of opportunity, purpose, and positive change.



Job Purpose

To provide strategic leadership and operational management for Outdoor Learning, Duke of Edinburgh, Alternative Provision and Fishing Curriculum provision across Bramley Grange Academy.

The postholder will develop a high-quality, inclusive, and therapeutic curriculum that promotes engagement, resilience, personal development and achievement for pupils with SEMH and additional needs. The role includes responsibility for curriculum development, staff training, safeguarding, educational visits, residential experiences, and ensuring pupils access meaningful qualifications and enrichment opportunities.

As a middle leader, the postholder will contribute to the wider leadership of the academy, modelling excellent practice, supporting staff development, and ensuring high standards of teaching, learning, behaviour and safety.

Key Responsibilities

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Strategic Leadership

- Lead the strategic development of Outdoor Learning across the academy.
- Contribute to whole-school improvement priorities as part of the middle leadership team.
- Develop and communicate a clear vision for outdoor education and alternative provision.
- Monitor the impact of provision on attendance, engagement, behaviour, wellbeing and outcomes.
- Ensure all curriculum areas under leadership support the academy's SEMH approach and school values.
- Report regularly to SLT on provision, impact, risk management and development priorities.



Leadership & Curriculum Development – Outdoor Learning

- Write, implement and evaluate a progressive Outdoor Learning curriculum across KS3 and KS4.
- Ensure curriculum sequencing enables pupils to develop practical skills, resilience, teamwork and independence.
- Plan and deliver high-quality outdoor learning sessions including:
- Bushcraft
- Survival skills
- Environmental education
- Bike maintenance
- Team building
- Water-based and adventurous activities where appropriate
- Ensure curriculum opportunities lead to accreditation or qualifications where appropriate.
- Develop schemes of work, assessment opportunities and enrichment activities.

Ensure members of staff delivering outdoor learning are appropriately trained and supported.

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Leadership of Duke of Edinburgh Award

- Lead and coordinate all aspects of the Duke of Edinburgh Award programme.
- Ensure successful delivery of Bronze and other appropriate award levels.
- Organise expeditions, training sessions and voluntary opportunities.
- Attend DofE networking and development events to maintain strong engagement with the Award framework.
- Ensure staff and pupils are fully prepared and trained for expeditions and assessments.
- Promote participation and celebrate pupil achievement across the academy.

Leadership of Alternative Provision

- Lead the development of Alternative Provision pathways that meet the needs of pupils at risk of disengagement.
- Design provision that supports both academic and personal development outcomes.
- Develop programmes linked to vocational learning and practical skill development.
- Ensure safeguarding procedures are rigorously followed in all high-risk activities.
- Quality assure activities and staff delivery to maintain high standards.
- Develop and maintain the Alternative Provision base to ensure it is safe, engaging and fit for purpose.
- Explore and introduce new activities aligned to pupil interests and future aspirations.

Leadership of Alternative Provision

- Lead the planning and organisation of overnight camps, residentials and educational visits.
- Ensure all trips are effectively risk assessed and compliant with academy policy and EVOLVE procedures.
- Coordinate staffing, responsibilities and operational planning for all visits.
- Ensure educational visits promote resilience, confidence, risk management and SEMH development.
- Share strategic planning and evaluation of trips with SLT.
- Promote pupil participation in extracurricular and enrichment activities.

Fishing Curriculum Leadership

- Lead and manage the academy's fishing programme as a structured educational intervention.
- Ensure safe, ethical and educational fishing practices are followed.
- Maintain equipment, resources and associated risk assessments.
- Use fishing as a therapeutic and engagement tool to support behaviour regulation, wellbeing and relationship building.
- Develop fishing opportunities that support curriculum and enrichment aims.

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Teaching, Learning & Quality Assurance

- Model excellent practice in behaviour management, teaching and pupil engagement.
- Monitor the quality of provision through learning walks, pupil voice and curriculum review.
- Support colleagues through coaching, mentoring and professional development.
- Deliver and coordinate CPD relating to outdoor learning, safety and practical activities.
- Ensure staff competencies and qualifications remain up to date.

Safeguarding & Behaviour

- Promote safeguarding and pupil welfare at all times.
- Ensure all safeguarding concerns are recorded appropriately using CPOMS.
- Ensure all activities comply with health and safety legislation and academy procedures.
- Support pupils in meeting SEMH targets through structured intervention and positive relationships.
- Promote positive behaviour in line with the Bramley Grange Academy Behaviour Policy.

Health & Safety Responsibilities

- Maintain high standards of safety and supervision in all activities.
- Ensure all activities are correctly documented through EVOLVE.
- Complete and review risk assessments regularly.
- Ensure equipment is stored, maintained and used safely.
- Ensure staff qualifications and instructor certifications remain current and appropriately recorded.

Additional Expectations of Middle Leaders

- Contribute to the wider leadership and development of the academy.
- Lead by example and model professionalism at all times.
- Promote high expectations for staff and pupils.
- Support academy events, enrichment opportunities and community partnerships.
- Participate in performance management and academy improvement processes.

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Person Specification

Specification	Essential	Desireable
Qualified Teacher Status (QTS)	√	
Experience working with pupils with SEMH or additional needs	√	
Experience leading outdoor learning or practical curriculum activities	√	
Strong knowledge of bushcraft, outdoor education, first aid and Duke of Edinburgh	√	
Ability to lead, motivate and develop staff	√	
Strong organisational and communication skills	√	
Experience managing risk and safeguarding in outdoor environments	√	
Commitment to inclusion, resilience and pupil wellbeing	√	
Ability to work flexibly, including residentials and extracurricular activities	√	

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Person Specification

Specification	Essential	Desireable
UPS1 teaching experience		√
Relevant outdoor qualifications		√
DofE accreditation		√
Experience in alternative provision settings		√
Experience leading fishing or land-based education programmes		√
Strong organisational and communication skills		√
Educational visit coordination experience (EVC qualification desirable)		√

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Why work at Bramley Grange Academy?

Staff Comments:

- **The interview process was very pupil focused, which highlights the emphasis on positive relationships between staff and pupils. (Inclusion Support Team – Joined Jan 2026)**
- **The school has moved in such a positive direction since I previously worked here. (Learning Mentor – Joined Jan 2026)**
- **We are empowered to have the autonomy and flexibility to manage situations as we see fit. (Primary Teacher – Joined Jan 2026)**
- **Staff are very welcoming and supportive. They check in regularly when you first join. (Learning Mentor – Joined Feb 2026)**
- **The parents are lovely and incredibly supportive of the school. There is a real sense of community between the home and school (Front of House – Joined Nov 2025)**
- **We are committed and driven ensure all pupils succeed in every area of their development. With a culture of warmth and nurture, coupled with a belief which instils high expectations in all. (Assistant Head of School – Joined Nov 2025)**

Pupil Comments:

- **I like coming to school because I have a lot of friends. I enjoy being outside fishing because it is quiet. (Year 8)**
- **The staff are helpful and supportive. (Year 10)**
- **The school has improved a lot, especially the behaviour. (Year 10)**
- **Everyone is lovely! I like playing football at lunch. The staff are welcoming and it is a well run school. (Year 9)**
- **Staff help me to manage my emotions when I am dysregulated. (Year 7)**
- **I've been supported to apply to college. I am now going to my first choice to study the course that I wanted to. (Year 11)**

Our Values:

• Be Brave • Be Kind • Be Honest • Listen • Forgive

Come and visit:

We believe we have a great school that is on the journey to achieve something amazing. We always welcome visits, so you can see the school in action and hear from our wonderful staff and pupils. We strongly encourage you to visit prior to making any application. Please contact Wendi Langford (School Business Manager) at wendi.langford-mcgough@bramleygrange.lseat.org.uk to organise.

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What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

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How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page here.



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