



CANDIDATE PACK

Outdoor Learning Mentor



Start date:
ASAP

Location:
Guildford,
Surrey,
GU5 0LH



About Us

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.

BRAMLEY
GRANGE
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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



LONDON
SOUTH EAST
ACADEMIES



TRUST

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

Job title: Outdoor Learning Mentor

Salary: H17 on the LSEAT Harmonised payscale

Contractual Hours: 26 Hours, TTO

Position Status: Permanent

Purpose of the Role:

To support the educational, social, and emotional development of pupils, particularly those with additional needs, under the direction of the SENCo and the Outdoor Lead. The Learning Mentor will work with individuals and small groups to help overcome barriers to learning and enable pupils to reach their full potential through outdoor experiences and learning.

This role includes delivering activities both on-site and within the local community, working in partnership with local organisations to provide meaningful opportunities and build positive, supportive relationships.



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.

As part of our growth and development, we are taking on an additional class in Year 7, and this expansion has created an exciting new role within our team. If you want to be part of a school that is growing in confidence, strengthening its practice, and striving for the very best, this is the perfect moment to join our community.

Job Description

Key Responsibilities

- Demonstrate enthusiasm for working outdoors throughout the year, supporting young people to engage in learning beyond the classroom.
 - Support the Outdoor Lead in planning and delivering outdoor activities, assisting young people to participate confidently and safely.
 - Provide cover in the absence of the Outdoor Lead, ensuring continuity of provision.
 - Support students across the school who may struggle to engage in learning, encouraging participation and promoting high expectations for behaviour.
 - Maintain order, promote a calm environment, and provide a consistent and visible staff presence.
 - Deliver personalised, time-limited intervention programmes to address barriers to learning and improve engagement.
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- Work collaboratively with teaching staff and colleagues to manage behaviour and encourage positive decision-making in line with the school's Behaviour Policy.
 - Develop and implement strategies that build pupils' resilience and support them in overcoming challenges and personal difficulties.
 - Contribute to a whole-school restorative and solution-focused approach, supporting pupils to reflect on their behaviour and develop effective self-management strategies.
 - Accurately record behaviour and achievement data using agreed systems.
 - Attend daily briefings, debriefings, staff meetings, and training sessions as directed by the Head Teacher.
 - Create engaging and stimulating learning environments that broaden pupils' experiences and develop new skills.
 - Undertake supervision during unstructured times in line with the school's team ethos.
 - Follow procedures to ensure the safety and wellbeing of pupils and staff.
 - Engage in ongoing professional development and apply learning to practice.
 - Adhere to all school policies, including safeguarding, health and safety, and equal opportunities.
 - Carry out any other reasonable duties appropriate to the role, as directed by the Head Teacher.



Person Specification

- Interest in, or knowledge of, outdoor learning and activities.
- Desirable: National Governing Body (NGB) qualifications in Outdoor Education or relevant skills/interests.
- Confidence in leading and supporting groups in activities.
- Strong ability to build positive, professional relationships with young people and de-escalate challenging situations.
- Confidence in managing behaviour and resolving issues independently, using initiative within agreed frameworks.
- Understanding of a range of additional needs affecting behaviour and emotional wellbeing, with strategies to support inclusion.
- Proactive and adaptable, with the ability to develop targeted intervention strategies.
- Ability to manage small groups and deliver programmes independently.
- Understanding of restorative practices, or willingness to undertake training.
- Proven ability to work effectively as part of a team.
- Flexible and responsive to individual needs, while maintaining consistent approaches.
- Strong personal boundaries and professionalism.
- Willingness to undertake further training, including behaviour management (e.g. PRICE) and Forest School Level 2 or other outdoor qualifications.
- Resilience, confidence, and perseverance.
- Ability to adapt to changing priorities and demands.
- Basic IT skills and willingness to develop competence in management information systems.
- Strong understanding of confidentiality and safeguarding responsibilities.
- A positive team player with a good sense of humour.

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-mcgoough@bramleygrange.lseat.org.uk to organise.



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
- Free parking on site
- 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.



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](#).

