



CANDIDATE PACK

Outdoor Learning, Sustainability & Forest Schools Lead



Start date:
September 2026

Location:
Horsham Road
Bramley
Guildford
Surrey



About Us

Bramley Oak Academy is a special school for boys aged 5-11 years with social, emotional and mental health needs. All pupils at Bramley Oak have an Educational Health Care Plan.

We believe that every child deserves the opportunity to fulfil their potential and have a successful future. We also know that great teaching helps all children become confident and respectful young people.

BRAMLEY
OAK
ACADEMY



LONDON
SOUTH EAST
ACADEMIES
TRUST





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

Values and vision

Our vision is to prepare every pupil for WORLD (working together, optimism, responsibility, learning and decision making) so that they develop the knowledge, skills and maturity to make thoughtful decisions and become purposeful young adults with bright futures.

Working together

Optimism

Responsibility

Learning

Decision making

Job Description

Job title: Outdoor Learning, Sustainability & Forest Schools Lead

Salary: LSEAT Harmonised pay scale H18 - H20

Contractual Hours: 36 hours over 5 days (8.30am - 3.30pm)

Contractual Weeks: 39 weeks per year

Position Status: Permanent

About our vacancy:

We are seeking an enthusiastic, skilled and passionate practitioner to lead Forest School, outdoor learning and sustainability education for our SEMH primary pupils. This is an exciting opportunity to shape a new role that blends environmental education, outdoor curriculum development and hands-on land-based learning across our extensive grounds.

We are looking for someone who is:

- Passionate about outdoor learning, sustainability and environmental responsibility
- Experienced working with children (SEMH understanding desirable)
- Knowledgeable about Forest School, environmental education or land-based skills
- Willing to develop outdoor learning linked to curriculum themes, with support from senior staff
- Practical, creative and able to work outdoors in all weather
- Skilled at engaging pupils who may need additional emotional support
- Committed to modelling sustainable choices and inspiring pupils to care for their world

Forest School Level 3 training is preferred, but we are happy to support the right candidate to gain the qualification.



At Bramley Oak Academy, we believe in the power of the outdoors to transform learning, build confidence and support emotional wellbeing. Alongside this, we are committed to developing a culture of environmental responsibility and sustainable practice across the school.

We offer a comprehensive and bespoke CPD programme throughout the year and have a good record of upskilling staff at all levels. As all children have an EHCP and are working significantly below age-related expectations, the role is more likely to suit those who are trained/experienced within Early Years, Primary or Special settings.

Job Description

Main purpose of the job :

To work closely with the Assistant Headteacher to embed outdoor and sustainability learning into a purposeful, progressive curriculum designed for primary SEMH pupils.

Key responsibilities of the job holder:

- Deliver engaging **Forest School sessions** and outdoor learning activities linked to the science curriculum and wider cross-curricular themes

Embed sustainability education across the school by:

- Teaching pupils about ecosystems, biodiversity, climate, habitats and eco-responsibility
- Modelling sustainable practices and helping pupils understand their impact on the environment
- Supporting the school to reduce waste, improve recycling and make environmentally conscious decisions

Lead on land-based learning, including:

- Tree identification, nature surveys and seasonal studies
- Planting and maintaining orchards, hedgerows and wildlife zones
- Developing vegetable growing, composting and soil-management projects



General

- Develop the school's outdoor spaces and create environments that promote curiosity, wellbeing and connection with nature
- Plan and oversee animal husbandry, for example the introduction of chickens
- Take a lead role in applying for environmental grants, including tree-planting and sustainability initiatives
- Support pupils' personal development, teamwork and resilience through structured outdoor activities
- To work across the Academy as directed by the Senior Leadership Team
- To promote a high level of safeguarding understanding for all pupils
- To carry out the duties and responsibilities of the post in accordance with Bramley Oak Academy policies and relevant to health and safety guidance and legislation
- To use IT systems as required to carry out the duties of the post in the most effective manner
- To participate in performance management and undertake training and professional development as appropriate
- To undertake other duties appropriate to the post that may reasonably be required by SLT
- To ensure that all services within the areas of responsibility are provided in accordance with Bramley Oak Academy's commitment to high quality provision
- At all times carry out the responsibilities of the post with regard to Bramley Oak Academy Equal opportunity policies
- Attend school-based meetings and complete relevant administrative tasks
- Be physically fit and prepared to undertake positive handling training with all staff as required by the SLT
- Be prepared to use, and support other staff, using positive handling techniques as a last resort in conflict management

The scope of this profile reflects the needs of the Academy at the present time; it is not intended to be a fully inclusive or exhaustive list. The post holder may therefore be expected to work flexibly and perform such other duties other than those given in the job description. The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. The profile will be subject to continuous review as the needs and requirements of the Academy change over time.

General Requirements

Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

STARS Values: Consistently model and promote our STARS values, contributing positively to our culture and reputation.

Sustainability: Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

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.

Qualifications	Essential	Desireable
Level 4 or equivalent in English and Maths	√	
Forest Schools Level 3 qualification		√

Knowledge and Experience	Essential	Desireable
Working with or caring for children of relevant age	√	
Basic understanding of students with SEMH		√

Skills and Competencies	Essential	Desireable
Knowledge of Forest Schools and environmental education	√	
Ability to engage pupils who may need additional emotional support	√	
Strong interpersonal skills and an ability to communicate clearly both orally and in writing	√	
Practical, creative and able to work outdoors in all weathers	√	
Ability to work as part of a team	√	

Other Qualities	Essential	Desireable
Capacity to work under pressure and to meet deadlines	√	
Capacity to work flexibility and to adapt to the changing needs of the pupils being taught	√	
Excellent attendance and punctuality	√	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	√	
A commitment to continuous professional development at both personal and team levels	√	
An understanding of, and commitment to, the Bramley Oak Academy's Equality and Diversity policies	√	
An understanding of, and commitment to, the Bramley Oak Academy's Health and Safety Policies	√	
Bramley Oak Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment	√	



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](#).

