THE PERSE
SCHOOL
CAMBRIDGE



Casual Outdoor Education Climbing Instructor

Upper School

CANDIDATE PACK

The Perse School Cambridge is one of the country's leading independent co-educational day schools for children aged 3-18.

Every successful school needs an excellent team working to keep things running smoothly and we are no exception.

Support staff play a pivotal role in delivering a safe and efficient educational environment to support our students, covering a wide range of important operational roles including teaching assistants, finance, caretaking, estate management, HR, administration and admissions.

Support staff work in collaboration with teaching staff to ensure our exceptional facilities and teaching and learning environments are delivered to the highest standards.

Working at The Perse School

Our aim is to be a leading employer of choice. This means we strive to be a school where staff say they are proud and excited to work, and feel valued, respected and motivated.

We are committed to providing a very competitive salary and benefits scheme at the same time as offering a wide range of opportunities for personal and professional development. We want our staff to feel engaged and purposeful so that they, in turn, help pupils to be happy and successful.

Our School Environment

As an academically selective school, we are committed to ensuring every child is nurtured and supported to ensure their academic education is balanced by a thorough extra-curricular programme and outstanding individual pastoral care.

Our outdoor education department offers a wide range of curricular and extra-curricular opportunities for students to develop key life skills needed to thrive in today's world, including problem solving, resilience, communication, leadership and teamwork.

We have thriving music and drama departments with around 70 separate ensemble groups and an award-winning Performing Arts Centre which stages a wide range of events showcasing singing, dance and drama. Our sports department ensures that every pupil has the opportunity to find a sport to enjoy and an approach to living a healthy lifestyle.



The Outdoor Education Department

The Outdoor Education Department at The Perse is a dedicated full-time department that delivers outdoor activities for students attending The Perse School and to members of the public via The Perse Climbing Academy. Outdoor education has a long history at The Perse, starting with the 5th Cambridge Scout Group, which first met in 1909.

Over the years the Scout Group was transformed into a separate organisation known as the Perse Exploration Society (PES) with a wider scope for challenging activities and expeditions. The aim of the Perse Exploration Society is to provide students with leadership and learning opportunities outside of the classroom. Most of all the Perse Exploration Society gives Perse students the chance to experience travel and adventure in some of the remotest places on earth and come away with lifelong memories. Today, the Perse Exploration Society is split into a number of groups which provide students with a progressive outdoor education from Year 3—13.

The Outdoor Education Department also delivers curriculum based climbing games lessons from Yr 9-13 and a wide range of specialist extracurricular clubs and commercial climbing activities. Extra-curricular clubs include Climbing Club, Paddlesports Club, Woodworking Club and Archery Club.

In 2024 we established Perse Climbing Academy, aimed at delivering commercial climbing activities to members of the public from our new purpose-built climbing wall. Further information about the new building can be found here: The Perse School Sports Centre. The Perse Climbing Academy delivers courses to adults and children. We offer National Indoor Climbing Association Scheme (NICAS) courses, public access climbing, taster sessions and bespoke events such as birthday parties and corporate events.

All Outdoor Education Department staff instruct across all areas of provision, developing their skills in both school and public instruction.

For further information, see our brochure here.

Click on the photo below to see our Outdoor Education Department in action:



ROLE SPECIFICATION

Job Description

Are you passionate about climbing and helping people develop confidence and skills in a safe, welcoming environment? The Perse Sports Centre is seeking enthusiastic and reliable Casual Climbing Instructors to support the delivery of a varied programme at its indoor climbing wall.

The role involves maintaining safety within the climbing wall and delivering high-quality sessions for a wide range of participants. Sessions may include one-to-one climbing wall inductions, coached sessions, group activities and NICAS sessions for groups of up to 16 participants.

We are looking for instructors who communicate clearly, manage groups confidently and consistently follow the centre's operating procedures. You will be expected to adapt your delivery to different ages and abilities, create a positive participant experience and work effectively with the wider Sports Centre team. This casual role offers the opportunity to contribute to climbing provision on a flexible basis. Experience delivering climbing coaching or instruction is essential; relevant climbing qualifications are desirable, together with a commitment to safeguarding, inclusion, professional development and excellent customer service.
Place of work: The Perse Sports Centre, Long Road, Cambridge, CB2 8PP.

Responsibilities

To be a proactive member of staff and assist with all aspects of running the centre as required. To ensure activities are enjoyable, run professionally, safely and in accordance with the policies and procedures of the centre. To be the 'face of The Perse Sports Centre' and promote a fun and challenging environment for all customers. Duties are likely to vary, so an ability to work flexibly will be essential.

Session Delivery

- Instruct and support the delivery of Climbing sessions, climbing birthday parties and NICAS sessions.
- Supervise and safeguard public access to the climbing wall.
- Welcome groups and act as a point of contact for participants throughout their visit to The Perse Sports Centre.
- Support participants' development and enjoyment of outdoor activities.
- Follow the centre's session plans and risk management documents at all times when running sessions.
- Promote participant achievements, group goals, and deliver the learning outcomes set out by NICAS.
- Instruct and support multiactivity sessions under the supervision of qualified staff.
- Ensure all safety procedures are followed, implement the Health and Safety Policy and ensure best practice at all times.

Administration

- Assist in maintaining activity equipment, ensuring it is kept in good order and stored securely and safely, and keep accurate records as required.
- Assist senior staff and duty managers with centre matters, maintenance and other duties reasonably required to support the smooth operation of the Sports Centre.

Training and Development

- Undertake training to the required levels where necessary to deliver quality sessions in accordance with The Perse Sports Centre policies.
- Participate in team meetings, reflective discussions, supervision and appraisal.
- Be willing to undertake and develop personal qualifications as required.

Commitment to Safeguarding

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Duties include child protection, discipline, health and safety, and promoting and safeguarding the welfare of children and young people for whom staff are responsible and with whom they come into contact. All staff must understand their safeguarding responsibilities, foster a supportive and inclusive atmosphere for all learners and uphold the highest standards of safeguarding.

- Promote and safeguard the welfare of children and young people at all times, in line with the school's Safeguarding Policy, the Code of Conduct and the statutory guidance Keeping Children Safe in Education (KCSIE).
- Report any safeguarding concerns to the Designated Safeguarding Lead (DSL), or a Deputy DSL (DDSL), in line with school procedures.
- Undergo required safeguarding training and remain up to date with safeguarding policy updates in line with the required timescales.
- Exercise professional judgement when handling and sharing information and content, ensuring that no material compromises the safety, dignity or privacy of children or young people.

All staff will be expected to

- Build and maintain good working relationships with all colleagues and customers.
- Take reasonable care for the health and safety of themselves and others, and co-operate fully with management regarding Health and Safety legislation.
- Keep confidential all matters relating to The Perse School in accordance with current legislation, including the storage and release of digital information and data.
- Ensure The Perse Sports Centre promotes a positive, professional image at all times.
- Be an active team member, taking on additional responsibilities where appropriate to support others and promote excellent customer service.



PERSON SPECIFICATION

Skills and Experience

- Experience delivering climbing coaching or instruction (essential).
- A passion for climbing and bouldering (essential).
- Strong interpersonal skills and the ability to work sensitively with people of different backgrounds, ages and abilities.
- Excellent communication and organisational skills, with a patient, energetic and supportive approach (essential).
- A flexible approach to change, innovation and progress in the work environment.
- High standards of accuracy and attention to detail in all work.
- The ability to multi-task.
- Knowledge of The Perse School ethos and a commitment to apply this to all areas of work.
- Commitment to child safeguarding and welfare, and to sharing the Perse values of kindness and care (essential).
- Commitment to joint working to achieve the overall aims of The Sports Centre.
- Commitment to supervision, appraisal, team meetings and reflective discussions.
- Commitment to promoting The Perse and its services at all times.
- Availability for regular weekly Saturday or Sunday instruction, with holiday provision and occasional climbing wall cover on request, as set out under Working Hours.
- The ability to drive and access to a car are desirable.

Qualifications

Willingness to undertake and develop personal qualifications as required is essential. The qualifications below are desirable and will be assessed by checking original certification. Skills and experience will be assessed through the application form, references and interview.

- Climbing Wall Instructor Qualification (CWI)/Climbing Wall Development Instructor Qualification (CWDI)
- 2 Day First Aid
- Safeguarding Children



Job Specific Terms and Conditions

Working Hours

This is a casual, zero hours contract with the following working arrangements:

- Regular weekly instruction on a Saturday or Sunday on the climbing wall between 8.30am and 4.30pm.
- Holiday provision on multi activity courses, on request, Monday to Friday between 8.30am and 5.30pm.
- Occasional cover work for climbing wall delivery, on request.

Salary and Benefits

The hourly rate for this post is £15.38. This rate is inclusive of pro-rated holiday pay (based on the statutory annual leave entitlement of 5.6 weeks per year inclusive of public holidays).

Accountability

Line managed by the OED Climbing & Commercial Manager and ultimately answerable to the Director of Outdoor Education.

Principal Contacts

OED Climbing & Commercial Manager - Mr Rory Howard
Director of Outdoor Education - Mr Ben Parker



TO APPLY

The closing date for applications is **Monday 23rd November at midday**, but applications will be considered as they are received; The Perse School reserves the right to make an appointment before the closing date.

Please click on How to Apply which will take you to the vacancies section of the website to register/sign-in and submit your application. Any queries regarding the application process should be directed to the HR department at recruitment@perse.co.uk

Safer Recruitment

The Perse School recognises that an important element in safeguarding our pupils is a robust recruitment process that incorporates measures to deter, reject, or identify people who might abuse children, or who are otherwise unsuited to work with them. We are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including references from previous employers, a Disclosure and Barring Service check at the enhanced level and eligibility to work in the UK (in compliance with UK immigration regulations). All work carried out at the School on a regular basis amounts to regulated activity. This role is also exempt from the Rehabilitation of Offenders Act 1974.

Safeguarding and promoting the welfare of children is everyone's responsibility. The School is committed to acting in the best interests of the child so as to safeguard and promote the welfare of children and young people. The School requires everyone who comes into contact with children and their families to share this commitment. Interviews will be conducted in person, and they will explore candidates' suitability to work with children.

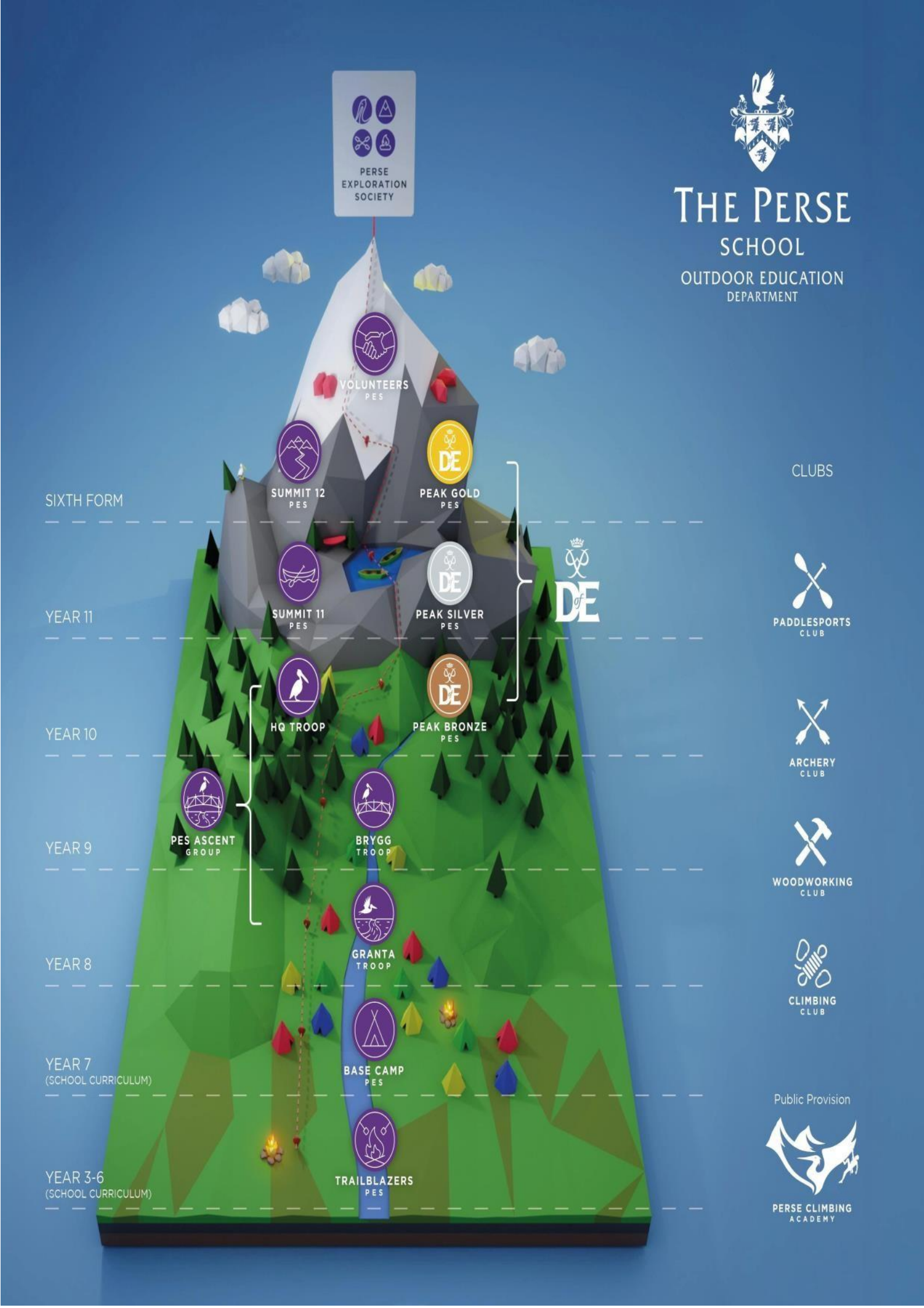




Recruitment Policy

The School's Recruitment, Selection and Disclosure Policy and Procedure is available for your information on the School website.

The Perse School actively supports equality, diversity and inclusion and encourages applications from all sections of society.


PERSE EXPLORATION SOCIETY
THE PERSE SCHOOL
OUTDOOR EDUCATION DEPARTMENT
VOLUNTEERS PES
SUMMIT 12 PES
PEAK GOLD PES
SUMMIT 11 PES
PEAK SILVER PES
HQ TROOP
PEAK BRONZE PES
PES ASCENT GROUP
BRYGG TROOP
GRANTA TROOP
BASE CAMP PES
TRAILBLAZERS PES
SIXTH FORM
YEAR 11
YEAR 10
YEAR 9
YEAR 8
YEAR 7 (SCHOOL CURRICULUM)
YEAR 3-6 (SCHOOL CURRICULUM)
DE of DE
CLUBS
PADDLESPORTS CLUB
ARCHERY CLUB
WOODWORKING CLUB
CLIMBING CLUB
Public Provision
PERSE CLIMBING ACADEMY