A close up of a logo

Description generated with very high confidence

At Enstruct Training we strive to enrich the lives of young people by offering fun, engaging, and accessible alternative learning programmes in areas they would otherwise not have the opportunity to explore.

Our flexible approach allows us to create programmes of learning to reflect the individual needs of our learners, encouraging the development of their self-esteem, confidence, and their physical and mental wellbeing.

Our skilled and dedicated team provide our learners with programmes which encourage the development of valuable life skills such as resilience and risk management, while increasing their knowledge and practical skills in the environmental, construction and hair and beauty sectors. We aim to increase their desire to learn and enhance opportunities for employment and further training.

**Enstruct Training – Full Time Assistant Instructor**

**Application process:**

Please send your completed application form to: [keith@enstructtraining.co.uk](mailto:keith@enstructtraining.co.uk)

For more information about Enstruct training and the services that we provide, please visit: [www.enstructtraining.co.uk](http://www.enstructtraining.co.uk)

If you would like to discuss the application process or for more pre-application information, please feel free to contact:

Managing Director *Keith Yates* on *07894540109*

**Application closing date: 30/05/2025**

**Interview dates:** tbc

**Position start date:** 18/08/2025

**Salary:** £20513.00 P/A – working year is 42 weeks

Role description

Our assistant instructors support the delivery of bespoke, inspiring outdoor learning programmes to young people ranging from age 5 – 25. The vast majority have additional learning and SEMH needs and most are secondary school age. They require individualised methods and enthusiastic, patient support. Programmes often include activities such as allotment development, coppicing, other practical conservation tasks, fence and path creation, food growing, hiking, campfire cooking, shelter-building, woodcrafts and traditional games. Sessions may take place in school grounds or at local woodlands or allotments. Some groups follow Forest School programmes and some gain land-based qualifications. Our programmes provide an inclusive, alternative education which is more relevant and accessible to their needs. This role is unique, often tiring, and incredibly rewarding. The successful applicant will join a team of supportive, dedicated and fun colleagues and will make a real difference to young people’s lives.

**Core Responsibilities:**

* Safeguarding
* Support the instructor in the delivery of outdoor learning activities
* Help the instructor to manage the safety, learning and behaviour of groups of young people in an outdoor setting
* Form trusting relationships with young people and get to know them as individuals
* Promote the company’s vision, mission and strategic objectives and the values and behaviours which underpin them at all times
* Proactively promote Enstruct’s REDIE expectations
* Act as an ambassador for the company in dealings with all external agencies and maintain the highest standards of conduct, both in an out of work
* Proactively promote equality of opportunity in all aspects of the role
* Hold keys and entry fobs for Enstruct and client school premises and take responsibility for security
* Follow directions from the instructor leading a session
* Keep sensitive information secure in line with GDPR
* Support the delivery and assessment of accredited qualifications
* Be proactive in contributing to the smooth day-to-day running of all operations
* Continually improve own practice through reflection, formal training and informal research

**Main duties:**

* Report safeguarding concerns, incidents and accidents in a timely fashion
* Be aware of targets for individual young people and support them to meet targets
* Help to prepare resources for sessions
* Drive passengers and equipment to various activity sites
* Give first aid if required (training provided)
* Complete and review risk/benefit assessments
* Clean and maintain tools, equipment, vehicles and premises
* Any other duties as reasonably directed by Enstruct senior staff or clients

**Person Specification**

**A = Application C = Certificate I = Interview R = Reference**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | Assessed |
| Qualifications | | | |
| Relevant Environmental and/or Land Based qualifications |  | √ | A,C |
| Relevant Teaching and Learning qualifications |  | √ | A,C |
| Full driving Licence | √ |  | A,C |
| Experience | | | |
| Previous work with young people | √ |  | A,R,I |
| Previous work with young people with additional needs and/or challenging behaviour |  | √ | A,R,I |
| Experience of supporting the delivery of outdoor, environmental or alternative education |  | √ | A,R,I |
| Practical experience of environmental, horticultural or land based activities |  | √ | A,I |
| Knowledge | | | |
| Safeguarding and child protection procedures | √ |  | A,I |
| Understanding of how adverse experiences and other factors can affect behaviour | √ |  | A,I |
| Knowledge of and interest in the great outdoors and the natural world | √ |  | A,I |
| An understanding of risk management and the procedures in place to alleviate risk to fellow employees and students. |  | √ | A,I |
| Skills | | | |
| Communicate well with young people from diverse backgrounds and with varying educational, social and emotional needs | √ |  | A,R,I |
| Use a range of strategies to encourage and promote positive behaviour | √ |  | A,I, R |
| Use available time effectively | √ |  | A,I |
| Practical horticultural and/or conservation skills including using a range of hand tools |  | √ | A,I |
| ICT competent – including being able to use Microsoft Office applications |  | √ | A, I |
| Good standard of literacy | √ |  | A |
| Excellent teamwork skills | √ |  | A |
| Ability to act on own initiative while seeking guidance when appropriate | √ |  | A |
| Additional Attributes | | | |
| Able to pass an enhanced DBS Check | √ |  | A,C |
| Commitment to equality, diversity and inclusion | √ |  | A,I |
| Patience and respect for young people | √ |  | A,I,R |
| Relish being outdoors in all weathers in a physically active role | √ |  | A,I |
| Ability to remain calm if external factors prevent a session from going quite to plan | √ |  | I |
| Commit to future training and self-directed continuous professional development | √ |  | A |
| Passion for changing young people’s lives for the better | √ |  | A,I |
| Positive, solution-focused attitude in line with REDIE principles | √ |  | I |

**Terms and Conditions:**

* The posts require attendance and commitment on every day of Leicestershire County Council’s term days and an additional 15 days’ service for training and development processes. The working day is 8 – 4.
* Employment will be subject to a 3-month probationary period, based on satisfactory performance.
* The posts offered are for three full-time permanent positions (40 hours per week)

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* Please also note that where qualifications are required, employment is conditional on the verification of them. certificates (must be original documents) will be checked on the first day of appointment.
* As an organisation using the DBS service to assess applicants’ suitability for positions of trust, Enstruct Training Ltd complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a DBS check on the basis of a conviction or other information revealed.
* Enstruct Training Ltd is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender or gender reassignment, marital status, religion or belief, sex or sexual orientation, responsibilities for dependants, age, physical or mental disability or offending background.
* Where a DBS check is to form part of the recruitment process, we encourage all applicants called for interview to provide details of any criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover to keith@enstructtraining.co.uk We guarantee that this information will only be seen by those who need to see it as part of the recruitment process.