

Position of
**OUTDOOR EDUCATION
INSTRUCTOR**
Yarm School
North Yorkshire



YARM SCHOOL

Co-educational | Day School | Ages 3-18 | HMC



THE POST

Yarm School, the leading independent School in the region, seeks to appoint an Outdoor Education Instructor. The successful candidate will join our team to ensure quality outdoor education and opportunities for our pupils.

The Outdoor Education department successfully leads a variety of exciting outdoor trips both within the UK and overseas. The largest trips that we provide to our pupils currently consist of a three-week trip to France, watersports trip to Greece, Second & Third Year Outdoor Education trips involving camping, mountain biking, hiking and canoeing. During the term time we host a variety of extracurricular activities and after school clubs, including two climbing clubs and a canoe club. The department also supports Duke of Edinburgh's Award expeditions at Bronze and Gold levels.

Additionally, we welcome applicants with any other recognised outdoor education qualifications. A professional training package is offered with the role, enabling the successful candidate to further their outdoor leadership qualifications to further support the needs of the school.

The terms of employment expect a degree of flexibility in working hours to enable tasks and activities to be conducted outside the normal school day, at weekends and during school holidays. However, working time will be based on a working week of 40 hours. These working hours will be monitored by the Outdoor Education Coordinator. Regular meetings will be held with the Outdoor Education Coordinator to ensure that the arrangements detailed in this job description are functioning effectively, efficiently and to the satisfaction of all concerned parties.

Job Purpose

To contribute to the smooth day-to-day running of the School Outdoor Education Programme and wider school activities, ensuring safe, engaging, and high-quality experiences for students.

CONTRACTUAL MATTERS

- Contract: Full time, 40 hours per week, 52 weeks per year. Flexibility required to cover irregular variable hours shift patterns, including weekends and overnight trips, throughout the academic year both in term time and during school holidays.

- Line Manager: Outdoor Education Coordinator

- Salary: £29,869 - £33,342 per annum depending on experience and qualifications.

Applications are invited for the post of Outdoor Education Instructor which is to commence on the 4th January 2027.

- Equivalent to 40 hours per week, to be worked over a variety of shifts throughout the week and weekends to cover various trips over the course of the academic year, both in term time and during school holidays
- Flexibility to work on residential trips, of varying durations, throughout the UK and overseas if required
- Valid UK passport required
- 21 days holiday pro rata rising by a day every year (up to 24 days), plus public holidays. Holidays are to be taken during the school holiday periods
- Generous Pension and Life Insurance Scheme
- Continuing Professional Development
- No Smoking Policy on the School site
- Free on site parking

KEY RESPONSIBILITIES:

Programme Delivery & Trips

- Lead and Instruct: Deliver outdoor sessions during timetabled games, weekday activity slots, and special events.
- Excursions & Residential: Accompany and lead weekend trips, overnight excursions, and residential camps as required.
- Duke of Edinburgh's Award: Assist with the comprehensive planning, preparation, and expedition phases of the DoE programme.
- School Events: Support the Outdoor Education Coordinator during student induction days, taster days, and open mornings.

Safety, Risk & Equipment Management

- Stores Management: Manage the Outdoor Education stores, ensuring all equipment is logged, monitored, and maintained for safe issue and return.
- Equipment Safety: Actively monitor gear condition and immediately advise the Coordinator of any damage or safety concerns.
- Dynamic Safety: Manage group safety in the field, follow strict risk assessments, and provide first aid when necessary.

General School Routines & Pastoral Care

- School Integration: Attend staff briefings and meetings, maintaining a thorough familiarity with all school routines, safeguarding protocols, and policies.
- Pastoral Support: Act as an Assistant Tutor if required, supporting the academic and personal development of an assigned group of students.

PERSON SPECIFICATION

	Essential	Desirable
Personal competencies	Leadership; Organisation; Communication; Collaborative; Self Direction; Empathetic and Caring; Professional; Inspire pupil Development	Financial awareness
Experience	3 years + proven prior experience as an outdoor education instructor environment; - Confident delivery of safe activities to a range of ages and groups sizes; - Experience autonomously leading pupil groups; - Arranging and administrating residential trips.	- Working in a school environment - Google Drive Experience
Education/Qualifications	- GCSEs - including English & Maths - Full UK Drivers Licence - Valid First Aid Certificate - Two from the three qualifications listed below: - Mountain Leader; - Rock Climbing Instructor; - BCAB Paddlesport Leader; - or equivalent recognised awards.	- Undergraduate Degree or equivalent - D1 Minibus Licence - Institute for Outdoor Learning professional recognition Other outdoor qualifications such as: - BCA Cave Leader (to include Yorkshire Dales); - British Cycling Trail Leader Award; - BCAB White Water Kayak Leader; - BCAB Canoe Leader





THE SCHOOL

Yarm School was founded in 1978. Growing quickly since that time, it is now firmly established amongst the country's leading co-educational day schools, with a superb academic reputation as well as a firm commitment to extra-curricular activities and trips. In addition to the Senior School, there is a Preparatory School, and a Pre-Prep which includes a Nursery. In total, there are over 1,100 pupils between the ages of 3 and 18.

There is an impressive array of facilities and accommodation at the Senior School, including a large classroom wing on the banks of the Tees which enjoys beautiful views, a dance studio, extensive sport and drama facilities, underground changing rooms and a bar serving the award-winning Princess Alexandra Auditorium.

The Pre-Prep and Preparatory Schools have their own self-contained accommodation on a safe and equally delightful site. The Pre-Prep is housed in a modern purpose-built development, whilst the Preparatory School is located on the site of the original Yarm Grammar School founded in 1590.

The School has ample outdoor space, sporting facilities, a boat house and friendly communal areas. A timber

yurt provides space for the outdoor education and eco school curriculum.

LOCATION

Yarm is a beautiful market town on the edge of the Teesside conurbation which enjoys easy access to both town and countryside, including the nearby North York Moors, Yorkshire Dales and stunning coastline. Opportunities for outdoor pursuits and exploration of all kinds are many and varied. Similarly, the cities of Newcastle, York and Leeds are within close range and provide much in the way of arts and culture. With superb rail network links in the town itself and nearby, London is also only 2.5 hours away by direct train.

The school is very much a part of the town, with pupils, staff and parents enjoying all that the buzzing High Street has to offer by means of shops and cafes.

PASTORAL CARE

There is a strong sense of community at Yarm. We aim to provide a caring and safe environment in which each pupil is able to realise his or her full academic, social, cultural and sporting potential. Our values are based on respect for every member of the community, on thoughtfulness and on courtesy.

Every pupil has the right to look for happiness and security at school and we believe that it should combine high personal and social standards with a friendly atmosphere and mutual tolerance in which pupils of all ethnic and cultural backgrounds, of all religious persuasions and of various levels of ability are welcome and supported.

We recognise that our pupils have various talents and differing rates of development and therefore attach great value to every achievement, however modest, which stems from their efforts. Therefore, we positively encourage an appreciation of, and respect for, the work of every member of our community.

The Schools each operate a 'house system' to promote friendships between pupils of different year groups, to offer opportunities for working as a team and to develop an even greater sense of belonging. A spirit of friendly rivalry exists between the Houses, rivalry which is given ample opportunity to manifest itself in a wide range of inter-house competitions. Students are encouraged to develop a sense of pride in their House, working not just for themselves but for others. Charity fundraising activities and trips out are also organised by the houses.



ETHOS

Yarm has a strong commitment to educating the whole child – 'educating for life'. We offer an extensive range of extra-curricular opportunities, both within and outside lessons, which help to foster inter-personal skills, confidence and build relationships. A Yarm education is about far more than just academic achievement.

Each pupil is strongly encouraged to take part in extra-curricular activities. There is a huge range of clubs and societies which meet either during the two timetabled Activity lessons, at lunch-time or after school on a regular basis. Over 50 activities take place each week, as diverse as canoeing and chess, community action and gardening.

Sport plays an important role in the life of the school, not just through the generous time provision for PE and Games lessons, but through the many opportunities to represent school teams in a diverse range of sports and at all ages. Facilities are superb and cater impressively for rugby, hockey, netball, rowing, tennis, cricket, rounders, athletics and general fitness.

At weekends and during the holidays there are frequent trips and expeditions, many of them adventurous. Outdoor education is a major part of life at Yarm, and pupils can explore caves, climb mountains or traverse entire countries in canoes! We have two full time, highly qualified members of staff whose sole remit is to provide these fantastic opportunities.

The school life of Yarm pupils is varied, exciting, and fast-paced. There is never a dull moment as we embody our philosophy of 'educating for life'. Our teachers embrace the extra-curricular programme and enjoy the opportunity it affords them to pursue areas that interest them or indeed learn new skills themselves.

The performing arts are thriving at Yarm. Music enhances the everyday life of the School. With outstanding facilities, such as the 750 seat Princess Alexandra Auditorium, the Studio Theatre, Dance Studio, Recital Room and the superb Music School we offer an extremely vibrant programme of concerts, recitals, plays, dance shows and musicals. Many cultural events which take place in the stunning Princess Alexandra Auditorium are open to the wider community and regularly attract audiences in the many hundreds.

EQUAL OPPORTUNITIES

Yarm School is committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of any protected characteristics as defined in law. We welcome applications from anyone who considers that they meet the requirements of the job advertised.

CRIMINAL RECORDS CHECK

Yarm School is required to seek a Disclosure from the Disclosure and Barring Service (DBS) in respect of successful applicants for all posts at the School where staff may come into contact with children. A criminal record will not necessarily be a bar to working in the School. Applicants who are invited to interview will be asked to submit a self-declaration form before attending the interview in which they will answer a number of targeted questions about any criminal history or information that would make them unsuitable to work with children. More information about this can be found at:

<https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>.

A copy of the School's policy on Vetting and Suitability Checks and the DBS Code of Practice may be obtained from the School Manager. Before an appointment is made routine checks will be undertaken to confirm identity and qualifications etc.

This post is a pupil-facing role and is therefore exempt from the Rehabilitation of Offenders Act 1974. This means that you will be required to confirm that you are not on the DBS Children's Barred List or disqualified from working with children, and further to declare any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020) or other Orders of the Courts made against you, even if they would otherwise be regarded as 'spent' under this Act.

SAFEGUARDING

Yarm School is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to vetting checks including an enhanced DBS check.

Applicants for all vacancies at Yarm School are encouraged to read these policies on our website before applying:

[Safeguarding and Child Protection Policy](#)
[Vetting and Suitability Policy](#)

APPOINTMENT PROCEDURE

Please apply **as soon as possible**, the deadline for applications is **9am Monday 2nd November 2026**. Suitably qualified applicants who are shortlisted will be invited to interview at the main Senior School site. We reserve the right to interview and withdraw the job advert in line with fulfilling our requirements prior to the deadline. All applicants **must** use the application form provided on our website vacancy page. We cannot accept applications in any other format. Please also submit a covering letter addressed to the Outdoor Education Coordinator, Mr Andy Mathers explaining your suitability to the post.

Applications should be sent via email to andy.mathers@yarmschool.org

The application form is available on the [Yarm School website](#).

If you have not heard from us within 14 days of the closing date, please consider your application unsuccessful this time.

Headmaster, Dr Huw Williams
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