



Bishop Alexander Academy  
A L.E.A.D. Academy



# Candidate Information Pack

## Outdoor Learning Practitioner

Bishop Alexander Academy





## Welcome from the Headteacher

I am proud to have been Headteacher of Bishop Alexander Academy for 10 years, working with remarkable pupils, dedicated staff, and supportive families. The people truly make this academy special.

Our pupils demonstrate enthusiasm, resilience, and care, embracing mistakes as opportunities to learn. They take pride in their school and play active roles as Subject Ambassadors, Lunchtime Leaders, and Active Citizens. We have a committed staff team who inspire and care for our pupils, supported by a strong Governing Body that values education and staff welfare.

I warmly encourage you to visit and experience our caring, yet challenging ethos in practice.

**Nicky Spencelayh, Headteacher**



## About Bishop Alexander Academy

We are a one-form entry academy with 220 pupils, which consists of a modern school building with extensive grounds. There is a diverse community, with 13 different home languages spoken and pupils come from a range of backgrounds. We are passionate about pupils being able to 'see' themselves in our curriculum, and we pride ourselves on our inclusive ethos.

Our curriculum follows a two-year cycle that is about our local community and Newark itself. We feel that the children need a sense of belonging and pride in where they live before they learn and appreciate the wider world. Our curriculum themes are carefully chosen and reflect the needs of our pupils.

We believe that our pupils deserve the best education possible, and this is only possible through talented and well-trained staff. We offer a wealth of CPD opportunities both within the academy and through L.E.A.D Teaching School Hub.

As part of L.E.A.D. Academy Trust, we are committed to providing the highest quality education, enabling every pupil to reach their full potential.



# Benefits of being part of the Trust



## Annual leave

Teachers enjoy up to 13 weeks annual leave during school holidays. This is in addition to any bank holidays or statutory holidays.

Support staff benefit from an enhanced holiday allowance, starting at 26 days up to a maximum of 36 days, pro-rata for term time only staff. The allowance is dependent on the role and amount of service increasing after 5 and 10 years service.



## Competitive salary

All Trust roles (except apprentices) offer a minimum hourly rate above National Living Wage, with salary progression.



## Pension scheme

Teacher's Pension Scheme or LGPS, with generous minimum employer contribution of 17.4% plus life cover.



## Online GP service

24/7 access to online GP consultations, providing advice, diagnosis, referrals, and ongoing support for all staff.



## Flu vaccinations

Free seasonal flu vaccinations for employees who are not otherwise eligible, ensuring health and wellbeing.



## CPD

Individual development plus high quality professional development through the L.E.A.D. Teaching School Hub for teachers.



## Employee Assistance Programme

Free 24/7 support for employees, offering counselling and resources for emotional, financial, and legal issues.



## Free eye test

Free eye test every two years for regular computer users, reimbursed through expenses to promote wellbeing.



## Occupational Health

FREE services available to support employee well-being and promote a healthy work environment.



## Physiotherapy services

Access to free physiotherapy to aid recovery, support physical health, and promote overall employee wellbeing.



## Access to discounts

Exclusive discounts and cashback on travel shopping, insurance and utilities through the Blue Light Card, Discounts for Teachers and Teacher Perks.



## Travel expenses

Business travel expenses reimbursed at the HMRC maximum mileage rate to support staff travel needs.



## Outdoor Learning Practitioner

Location:	Bishop Alexander Academy
Salary:	SCP 9-14
Closing date:	Midday - Friday 4 <sup>th</sup> July 2025
Interview date:	Wednesday 9 <sup>th</sup> July 2025
Hours:	3 days (22 hours) - Term time only

### Job purpose

This role will be primarily responsible for:

- The planning, delivery and assessing of high-quality outdoor learning activities that engage and inspire pupils.
- Supporting the curriculum by using the outdoor environment as a resource for learning across a range of subjects.
- Promoting pupils' personal, social and emotional development through outdoor experiences.
- Working collaboratively with teachers, teaching assistants and other staff to embed outdoor learning throughout the school.
- At L.E.A.D we have a strong vision and four core principles, to lead, empower, achieve and drive. These principles underpin the day to day culture for support to our academies.

### Duties and Responsibilities:

- Plan and deliver engaging, safe, and inclusive outdoor learning sessions for groups of pupils.
- Liaise with class teachers to ensure outdoor sessions complement classroom learning objectives.
- Ensure all activities meet the school's safeguarding and health and safety requirements.
- Manage and maintain outdoor learning areas and resources.
- Support and encourage pupils of all abilities, adapting activities to meet a range of needs.
- Record and report on pupils' progress and participation in outdoor learning.
- Promote positive behaviour and model the school's values in all activities.
- Attend relevant training and professional development sessions.
- Communicate effectively with parents, carers, and external partners where required.
- Undertake any other duties as reasonably directed by the Senior Leadership Team

### Influencing and Managing Relationships:

- Headteachers
- L.E.A.D. Central Support Teams
- External agencies
- Senior Leadership Team
- Staff

As job descriptions cannot be exhaustive, the post-holder may be required to undertake other duties which are broadly in line with above key responsibilities. Job descriptions are reviewed periodically and update from time to time in line with requirements.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.



# Person specification



The person specification listed below outlines the competences, knowledge and behaviour of candidates who would be suitable for this role. The criteria below provides guidance for the appointment of new staff. (E = Essential criteria, D + Desirable criteria).

Qualifications and Attainments	Essential criteria	Desirable criteria
	<ul style="list-style-type: none"><li>• Studied to a minimum standard of GCSE (grade A* - C), or equivalent, in English and Maths</li><li>• Level 2 qualification or above in a relevant field (e.g. Forest School, Education, Childcare, Outdoor Education), or equivalent experience</li></ul>	<ul style="list-style-type: none"><li>• Additional Teaching Assistant or similar qualifications</li></ul>

Skills and Knowledge	Essential criteria	Desirable criteria
	<ul style="list-style-type: none"><li>• Good understanding of the principles and benefits of outdoor learning</li><li>• Ability to plan and deliver inclusive activities for a range of abilities and needs</li><li>• Strong communication and interpersonal skills Understanding of safeguarding and health and safety procedures relevant to outdoor environments</li><li>• Ability to work collaboratively with staff and external partners</li><li>• Excellent communication skills, both written and oral, with the ability to communicate effectively with people at all levels</li><li>• Basic report writing skills</li><li>• Able to work to deadlines, managing and prioritising time effectively</li><li>• Excellent record keeping skills</li><li>• Self-starter, with and ability to work independently &amp; use own initiative to overcome obstacles</li><li>• A working knowledge of a variety of systems</li><li>• Ability to proactively manage own workloads to ensure deadlines are met and all process undertaken in timely manner</li></ul>	<ul style="list-style-type: none"><li>• Able to work as part of a team and contribute towards its success</li></ul>

# Person specification



The person specification listed below outlines the competences, knowledge and behaviour of candidates who would be suitable for this role. The criteria below provides guidance for the appointment of new staff. (E = Essential criteria, D + Desirable criteria).

Experience	Essential criteria	Desirable criteria
	<ul style="list-style-type: none"><li>• Experience of working with children and young people in an educational or outdoor setting</li><li>• Experience of planning and delivering engaging group activities</li><li>• Experience of managing safety and risk outdoors</li><li>• Working in an environment where experience includes taking initiative and self-motivation within the remit of the role</li></ul>	<ul style="list-style-type: none"><li>• N/A</li></ul>

Personal Attributes	Essential criteria	Desirable criteria
	<ul style="list-style-type: none"><li>• Have an openness to learning and change</li><li>• Have a positive attitude to personal development and training</li><li>• Be able to work in ways that promote equality of opportunity, participation, diversity and responsibility</li><li>• Demonstrate good interpersonal skills</li><li>• Demonstrate integrity, confidentiality, impartiality and empathy</li><li>• Have good interpersonal skills</li><li>• Have the ability to work flexibly to work across a variety of Trust locations</li></ul>	<ul style="list-style-type: none"><li>• N/A</li></ul>

Additional Requirements	Essential criteria	Desirable criteria
	<ul style="list-style-type: none"><li>• This role is subject to an enhanced DBS</li><li>• Hold a driving licence and have access to own vehicle</li></ul>	<ul style="list-style-type: none"><li>• N/A</li></ul>



# How to apply

Closing date: MIDDAY ON Friday 4<sup>th</sup> July 2025  
Interview date: Wednesday 9<sup>th</sup> July 2025  
Contact email: [admin@bishopalexanderacademy.co.uk](mailto:admin@bishopalexanderacademy.co.uk)  
Contact number: 01636 680040

Please send a completed application form and covering letter explaining your interest in the role and how you meet the person specification to the email above.

Applications will be reviewed upon receipt, therefore shortlisted candidates may be contacted in advance of the closing date.

L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.



# About the Trust

L.E.A.D. Academy Trust was established by Diana Owen, CBE in 2011 using her considerable experience as an executive headteacher, National Leader of Education, coach and mentor.

The Trust comprises 24 primary and 3 secondary academies across the East Midlands. All academies strive to achieve the highest standards of behaviour and conduct while providing outstanding teaching and learning.

## Our values

The acronym L.E.A.D. embodies the four key principles at the heart of the Trust: strong leadership at every level; empowering everyone to aim high; providing the opportunity for all to achieve and constantly driving for improvement.



**Lead**



**Empower**



**Achieve**



**Drive**

“We are determined to bring about change and improvement to educational standards in the region by appointing visionary leaders who believe in the Trust’s vision and values and are committed to making a tangible difference to the lives of children and young people.”

*Diana Owen, CBE Trustee and Chief Executive of L.E.A.D. Academy Trust.*



**24**

Primary  
Academies



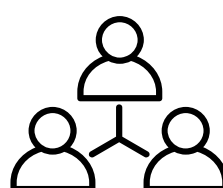
**03**

Secondary  
Academies



**05**

Geographical  
Regions



**11,500**

Pupils



**1,650**

Staff





**Bishop Alexander Academy**  
**A L.E.A.D. Academy**

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Wolsey Road  
Newark  
Nottinghamshire, NG24 2BQ

01636 680040



[www.bishopalexanderacademy.co.uk](http://www.bishopalexanderacademy.co.uk)