Outdoor Learning / PE Teacher

Salary – MPS1/UPS1 per annum pro rata plus SEN allowance

37.5 hours per week, Term Time only

The Sallygate School is an Independent Special School catering to the unique needs of pupils with SEMH. Located in the heart of the Alkham Valley, near Dover, the Sallygate School is part of Channels & Choices Therapeutic Community which comprises of several therapeutic residential children’s homes, an independent therapeutic fostering agency and a multi-disciplinary therapy service, including SaLT & OT service.

At the Sallygate School we believe in providing a comprehensive and sequenced curriculum pathway that caters to the diverse needs of all our learners. We understand that each student has unique abilities, learning styles and developmental requirements. Our sequenced curriculum ensures a structed and supportive learning journey for every individual, enabling them to achieve their full potential.

**Additional Perks, Rewards and Benefits**

* **Private Optical, Dental and Audiological cover**
* **Private Medical care**
* **Long service awards for 5-, 10- and 15-years’ service**
* **Regular team building days, parties, meals and more!**
* **Complimentary health and wellbeing support with our employee assistance programme**
* **Full Induction Package**

We are seeking an Outdoor Learning / Physical Education teacher to work alongside our PE department. You will be a creative thinker, highly organised and above all, passionate about improving the quality of children’s education and learning. We are looking for a positive, open-minded professional with highly effective communication skills, and is supportive of the ethos, vision and values of the school. Ideally you will be caring, patient and self-motivated.

**Purpose of the Role**

To deliver high-quality, engaging outdoor learning opportunities tailored to the needs of students with Social, Emotional, and Mental Health (SEMH) challenges. This includes leading the Duke of Edinburgh (DofE) Award program and providing Physical Education (PE) and swimming sessions to promote physical health, teamwork, and life skills.

# Duties and Responsibilities

Teaching and Learning

* Plan and deliver outdoor learning sessions aligned with the curriculum and tailored to the developmental and SEMH needs of students aged 9-16 (Years 5-11).
* Use hands-on activities to engage students, incorporating nature, bushcraft, environmental education, and team-building exercises.
* Differentiate lessons to meet individual student needs and ensure inclusion.
* Utilise outdoor settings to teach core academic concepts, social skills, problem-solving, and resilience.
* Monitor and assess student progress, providing constructive feedback to support their development.

**PE and Swimming Instruction**

* Plan and deliver structured PE lessons tailored to the physical abilities, developmental levels, and SEMH needs of students.
* Provide swimming instruction to improve water confidence, safety skills, and physical fitness.
* Ensure all PE and swimming activities align with national curriculum guidelines and the school’s specific goals.
* Promote teamwork, sportsmanship, and healthy lifestyle choices through PE and swimming sessions.
* Manage and maintain PE and swimming equipment, ensuring all items are in good condition and safe for use.
* Conduct regular assessments of students’ physical development and skill progression.

**Duke of Edinburgh (DofE) Award Lead**

* Coordinate and oversee the delivery of the DofE Award program (Bronze level).
* Promote participation in the program among eligible students, ensuring inclusivity for those with SEMH needs.
* Plan and manage all aspects of the DofE program.
* Organise and lead training for students in navigation, campcraft, first aid, and teamwork to prepare for expeditions.
* Conduct risk assessments for all DofE activities and maintain compliance with health and safety standards.
* Liaise with parents, carers, and external providers to ensure the program runs smoothly and effectively.
* Maintain accurate records of student progress and submit reports to the DofE Award authority.
* Provide feedback and celebrate student achievements, organizing award ceremonies where appropriate.

**Student Support**

* Build positive relationships with students, fostering trust and emotional security in a safe learning environment.
* Promote confidence, self-esteem, and coping mechanisms in students through outdoor learning, PE, swimming, and DofE activities.
* Manage challenging behaviours using de-escalation techniques and behaviour management strategies tailored to SEMH needs.
* Collaborate with pastoral staff to support students’ emotional well-being and mental health.

**Team Collaboration**

* Work with the SENCO, therapists, and teaching staff to integrate outdoor learning, PE, swimming, and DofE activities into broader educational and therapeutic goals.
* Contribute to the design and development of a whole-school approach to physical activity and outdoor learning.
* Attend and contribute to staff meetings, CPD sessions, and reviews for individual students.

**Safety and Administration**

* Conduct risk assessments for all outdoor learning, PE, swimming, and DofE activities, ensuring compliance with health and safety policies.
* Ensure student safety and supervision in the swimming pool and during PE sessions, adhering to best practices and safeguarding guidelines.
* Maintain accurate records of student progress, attendance, and incidents.
* Manage and maintain outdoor learning, PE, and swimming equipment and materials.
* Promote environmental awareness and responsible stewardship of nature.

**General**

* Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
* Always demonstrate and model a commitment and contribution to the Equal Opportunities and Multi-Racial policies as well as anti-sexist practice.
* Always follow and adhere to all Policies and Procedures
* Undertake ongoing appropriate CPD and in service training as required by the job role
* Maintain high standards by always behaving and communicating in a professional manner
* Undertake additional or other duties as may be appropriate to achieve the objectives of the post and as directed and deemed appropriate by the Senior Leadership Team.

**Person Specification:**

* The following outlines the minimum criteria for this post. Applicants who have a disability and who meet the minimum criteria will be shortlisted.
* All applicants should describe in their application how they meet these criteria.

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Specialisation in Outdoor learning * Good ICT skills | * Qualified Teacher Status (QTS) or equivalent * Forest School Leader qualification, DofE Expedition Supervisor/Assessor certification, and swimming instruction certification (e.g., STA or ASA Level 2). |
| **Experience** | * Proven experience working with children or young people with SEMH needs. * Experience delivering outdoor learning, PE, or swimming instruction. * Experience in leading the Duke of Edinburgh Award program, including planning and supervising expeditions. * Background in behaviour management and implementing individualized support strategies. * Experience of creating successful relationships with staff, pupils and parents/carers * Organised to ensure planning, monitoring and continuous review of all students ensuring needs are always met | * Knowledge of current safeguarding legislation, policy and practice relating to children and adults at risk. |
| **Knowledge & Skills** | * Strong understanding of SEMH challenges and associated educational strategies. * Comprehensive knowledge of the DofE Award framework and its requirements. * Ability to plan and adapt engaging outdoor, PE, and swimming activities for diverse abilities and needs. * Knowledge of health and safety protocols in outdoor settings, PE sessions, and swimming environments. * Proficiency in behaviour management techniques, including de-escalation strategies. * Excellent communication skills, both verbal and written. * A child-centred approach, able to maintain this perspective and use common sense. * Ability to deal constructively and objectively with people’s emotions (eg upset, distress, conflict, animosity). * Capacity to handle confidential data/information sensitively and with discretion. * Effective prioritisation and time-management skills. * Understand safeguarding procedures * Driver with use of own car | * Knowledge and understanding of diverse faiths, communities and cultures. * Knowledge of safeguarding children |
| **Appraisal**  Appraisal assessment will be based on the responsibilities outlined above and judgements will be made against these within the agreed timescale. The Headteacher/Leadership team will manage the person in this post.  At time of applying all job descriptions may, following consultation with you, be subject to change to reflect or anticipate changes in the job, which are commensurate with the salary and job title.  Employees are expected to comply with any reasonable request from the Headteacher or the Leadership Team to undertake work of a similar level that is not specified in this job description.  Sallygate will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition. | | |