



ADVENTURE PIRATE

ALTERNATIVE PROVISION

Job Specification – Sessional & Part-Time Staff
<p>Job Titles:</p> <ul style="list-style-type: none">• Outdoor Tutor / Instructor• Youth Mentor / Alternative Provision Practitioner• Support Staff / Learning Support Assistant
<p>Location:</p> <p>Adventure Pirate, Lytchett Minster, Poole (outdoor-based alternative provision)</p>
<p>Contract Type:</p> <p>Sessional / Part-Time (Flexible hours)</p>
<p>Role Overview</p> <p>Adventure Pirate is an alternative provision delivering trauma-informed outdoor education for young people aged 7–18 who struggle in mainstream settings.</p> <p>We are building a team of flexible, reliable practitioners to support the delivery of engaging, relationship-led sessions including outdoor learning, mentoring, and personal development.</p> <p>Due to the nature of referrals, this role begins on a sessional basis, with hours expected to grow over time. Staff who demonstrate reliability and strong practice will be prioritised for consistent work and future contracted roles.</p>
<p>Key Responsibilities</p> <ul style="list-style-type: none">• Deliver or support outdoor learning sessions (e.g. bushcraft, climbing, team-building, target sports etc)• Build positive, trusting relationships with young people• Support students with SEMH, SEN, and behavioural needs• Maintain a safe, structured, and engaging environment• Follow safeguarding and risk management procedures• Contribute to a trauma-informed, relational approach• Mentor and tutor young people in an outdoor setting.
<p>Roles & Pay Structure</p> <p>To keep things flexible but fair, we operate a tiered pay model based on experience and responsibility:</p>
<p>Support Staff / Learning Support (Entry Level)</p> <ul style="list-style-type: none">• Assisting sessions, behaviour support, supervision• Ideal for those starting in alternative provision <p>£90 – £110 per day</p>

Youth Mentor / Practitioner

- Leading small groups or 1:1 sessions
- Delivering mentoring and engagement activities
- Supporting emotional and behavioural development

£110 – £140 per day

Outdoor Tutor / Lead Instructor

- Planning and leading sessions
- Managing groups independently
- Delivering specialist outdoor education

£140 – £180 per day

Specialist Staff (Ad Hoc)

Climbing instructors, bushcraft specialists, SEN specialists

£150 – £220 per day (depending on qualifications & role)

Hours & Progression

- Work is offered on a session-by-session basis
- Availability requested weekly

Reliable staff will:

- Be prioritised for bookings
- Receive increasing consistency
- Be considered for permanent or guaranteed-hours roles

Person Specification**Essential:**

- Experience working with young people (education, youth work, coaching, etc.)
- Strong interpersonal and communication skills
- Calm, patient, and adaptable approach
- Ability to build relationships with disengaged learners
- Commitment to safeguarding

Desirable:

- Experience in alternative provision or SEN/SEMH
- Outdoor education experience
- Relevant qualifications (teaching, youth work, outdoor quals)
- First Aid / safeguarding training

What We Offer

- A flexible working model that fits around other commitments
- Opportunity to be part of a growing provision from the ground up
- A supportive, values-driven team
- Work in an outdoor, dynamic environment (not classroom-based)
- Clear pathway into long-term or permanent roles