

Trainee Instructor Internship Scheme

Client Base

Our client base is very diverse. Our main course is a 5/6-day outdoor education course for secondary school pupils. Other clients include GCSE PE students, A level students, SEN pupils, Summer ML, D of E, youth at risk, primary pupils and adult's courses. The centre prides its self on the delivery of adventurous outdoor activities to its clients such as: sea level traversing gorge scrambling, sea kayaking, mine exploration, mountain scrambling and river kayaking. Very few of our activities are run on site and a large percentage of our activities are full day activities.

What the Scheme will offer

- Practical experience and training in the soft skills required for the delivery of Outdoor Education.
- A chance to develop the practical skills required to manage adventurous off site activities such as ;
 1. Gorge scrambling
 2. Sea level Traversing
 3. Mountain walking and scramble
 4. Coasteering
 5. Underground mine adventure
 6. Rock climbing
 7. Canoeing
 8. Kayaking
 9. Abseiling
 10. Tyrolean traverse
- In house training in activities not covered by NGB awards such as gorge scrambling and sea level traversing when applicable.
- A mentor to guide your progress through the programme.
- Free in house REC First Aid training when run by the centre.
- Time to gain personal experience if the centre is quiet.
- Certain items of PPE equipment and clothing for the contract period, including boots, waterproofs, helmet, wellies and harness.
- Access to equipment (except ropes) from our stores such as sea and river kayaks, mining lamps, axes and crampons etc. that you can borrow (subject to agreement) to enable you to develop expertise in new activities.
- Full board and lodging in single bedrooms in our flat.
- 22 days holidays, plus bank holidays, pro rota.
- The opportunity to find out first-hand how an outdoor education operates behind the scenes of the activity delivery
- The be able to live in a wonderful part of the county and have the rivers, crags, mountains, lakes, bike tracks and sea on your doorstep.
- Practical on the job training for duties, low ropes, problem solving, orienteering.

What we expect from the trainee

- Certain time to be given voluntary (see salary section)
- A commitment to the working life of a busy outdoor education centre.
- A commitment to developing your practical and soft skills.
- Commitment to gaining NGB as appropriate within short time scales- Summer ML/ SPA/ UKCC Level 1/
- Enthusiasm, motivation and a work ethic.
- Flexibility, self-motivation, organisation, punctuality, reliability, keenness to learn and a genuine desire to help others, especially young people, are all deemed important.
- A willingness to give that extra when required
- To work any day of the week Inc evenings and weekends as required by the centres operational requirements.
- To live on site in the accommodation provided for the full term (see salary section)
- To assist with maintenance, HSE checks, cleaning as and when required.
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How the scheme works

- You will be taken on as an employee of Fusion Lifestyle, a charitable trust who runs Blue Peris on behalf of Bedford Borough Council.
- You will be provided with on line and site-specific training.
- Your contract will be a fixed contract from ideally April / May 2018 to August 30th 2019
- Hours are annualized. Therefore, some weeks you will be required to work more than 40 hours other weeks less. This includes the voluntary hours
- Roles include delivering duties, seeing groups in and out, assisting with non-activity HSE checks, assisting on activity sessions (voluntary) and cleaning. You will be provided with training as required.
- Your voluntary commitment will see you shadow and work with another instructors gaining valuable on the job training and feedback. You will also get the opportunity to deliver part / whole sessions under the supervision of another instructor.
- Deliver sessions and when qualified and signed off.

Main aim of the scheme

Is to develop your experience and qualifications enough, then as you move forward into 2019, we would look at developing you so that you could lead sessions on your own.

In order to achieve this, you would also need to gain your D1 (so you can drive mini buses) this you would have to be funded yourself.

In previous years trainees that have progressed well, get to work on the programme 3-6 days a week. They are responsible for their own group and work as the main instructor.

This type of scheme is not that common within the industry, hence the terms and conditions. This scheme allows / gives you the opportunity to gain an excellent grounding and the opportunity to instructor for an outdoor education centre delivering real adventure.

Contract terms

	Month April- September 2018	October 2018 to Jan 2 2019	Jan 2 2019 to August 2019
Minimum paid contract hours at national minimum wage.	10 per per week	5 per week	15 per week
Accommodation & food (deducted from pay)	No charge	No Charge	Jan to March £ 10.00 April to August £30.00 per week
Internship hours Voluntary based	20 Hours per week carrying centre work/kit checks/session and duty observations	25 Hours per week carrying out Centre work/kit checks /session and duty observations	5 Hours per week carrying out Centre work/ kit checks

Contract	<p>Your contract will be a fixed contract from ideally April or May 2018 to August 30th 2019.</p> <p>HOWEVER, there is also a position starting on Sep 3rd 2018.</p>
Extra hours worked over minimum hours per week.	<p>In view of duties, see in, see out, non-activity HSE checks (except 360) cleaning, and maintenance...</p> <p>These will be paid at the hourly rate as shown below</p>
Age 21-24 Age +25	<p>£ 7.40 £ 7.85</p>
Voluntary work	<p>Assisting instructors and on the job shadowing with instructors.</p> <p>Activity equipment checks and basic equipment maintenance.</p> <p>Mini bus daily checks as required.</p> <p>360 checks</p> <p>Your voluntary hours reduce in relation to how many hours you work delivering sessions on your own. However, there is always 5 hours minimum of voluntary hours.</p>

Minimum Requirements / Knock out questions

1. Age 21 or above
2. Personal experience in outdoor activities –including climbing, hill walking and paddlesport
3. Held Full UK driving licence for 2 years
4. Ability to successfully undergo enhanced disclosure check
5. Suitable references

Activity Experience, Training and Qualifications – Please adapt to suit

Activity		Personal Experience	Training Courses		Qualifications Gained	
	No. of days	Details i.e. grades, venues etc	Course	Date	Award	Date
Kayaking (inland)						
Kayaking (sea)						
Open Canoeing						
Mountain Walking (summer)						
Mountain Walking (winter)						
Alpine Mountaineering						
Rock Climbing (indoor)						
Rock Climbing (single pitch)						
Rock Climbing (multi pitch)						
Orienteering						
Caving / Mine Exploration						

1. Other leadership or activity experience or qualifications (first aid, other sports etc

2. Driving Tests (If applicable)

Year Passed _____ Licence

Points/Convictions _____

