

Inspiring apprenticeships

#learntheropes



14 month accommodation
Free breakfast, lunch and dinner
Future career opportunities
Extra outdoor qualifications
Support with English and Maths



Level 3 Outdoor
Activity Instructor

Welcome to Inspiring Learning

Our immersive outdoor experiences are loved by groups of all ages. We welcome groups from around the world to our adventure centres to bond as a team, achieve shared goals, improve well-being and confidence, and make memories which last a lifetime. We create life changing adventures. It's what we are all truly passionate about.

Whether you are flying through the air on a giant zip wire, racing through our lake on a dragon boat, or cheering your team mates on, we bring out the potential in every individual, and that's true of our team too. For over 35 years, we've created the most fulfilling adventures, and each year more than 175,000 young people and adults visit Kingswood.

Kingswood is part of the Inspiring Learning family; which provides learning and development opportunities from the nursery to the boardroom table, and opportunities for you to work around the world!



Our brand family



Operating 11 adventure centres across the UK and France and the parent brand to the rest of the family.



Our award winning character and curriculum led residential adventure trips for schools and groups of all ages.



Inspiring school holiday adventures for 3 to 16 year olds at over 45 locations in South East England & now in Hong Kong.



Unleashing the potential of businesses and teams to revolutionise customer experiences.



Transformative training and development delivered at Skern Lodge and Inspiring Learning centres.



Outdoor activity and training breaks for schools and groups on Devon's adventure coast.



Seamless transport solutions for groups across the UK and overseas.



Residential educational trips across China, delivered with our partners Summerhill.

Level 3 outdoor activity instructor apprenticeship

Our apprenticeship programme provides an experience like no other! We have 11 locations across the UK, 9 of which offer you a unique apprenticeship, mixing education with work, new adventures and life skills. It's time to #learntheropes

Over 175,000 young people visit our adventure centres each year. This means our apprentices experience first-hand what it takes to prepare and deliver exciting activities. Not only this, but you can build on your key employment skills such as; how to provide great customer service, how to speak confidently and how to manage your time productively.

At your EPA, an independent assessor will come measure you in the following ways:

- Controlled assessment - writing a session plan (60 mins)
- Session observation with Q&A (90 mins)
- Professional discussion including your portfolio evidence (45 mins)

Are you a hands-on learner?

Great! That is exactly what we look for. Our adventure centres are all about learning through doing; we know getting outside your comfort zone is a great way to develop key skills, so we'll help you do just that!

The Level 3 Outdoor Activity Instructor qualification will provide you with a clear career path, opening you up to new and exciting opportunities. After completion, you'll have opportunities to stay within the Inspiring Learning group, or have all the skills you need to develop a career within the outdoors or even cross over into the leisure sector.

We will train, coach and mentor you throughout the 14 month period and provide you with all the necessary tools to achieve Level 3 Outdoor Activity Instructor. After that, the world is your oyster.

Throughout the course, you will be documenting everything to create a portfolio of evidence.

The apprenticeship course covers a variety of units, so you can prepare for your EPA (end point assessment), which is typically completed in your final month. Our brilliant teams provide you with the educational tools and practical experience to pass!



You'll get extra qualifications too!

**Outdoor first aid
Level 1 safeguarding
ECRA High Ropes Instructor
Archery GB: Archery Instructor
Plus, more depending on your location!**

Are you eligible?

**Over 18?
Want to work in the outdoors?
Right to work in the UK?
Happy to be DBS checked?
Have GCSE English & Maths grade 2 or Functional Skills Level 1?**

Training & skills

Our sister company, apprenticeship training specialists Skern Training & Skills, deliver your key sessions. They'll provide you with the knowledge, skills and behaviours you need to become a responsible Outdoor Instructor.

Our managers and activity teams deliver all things practical to you! These guys support you in learning to deliver multiple activities so you become knowledgeable, confident and lead brilliant residential experiences for the young people who visit us.

Overseeing the apprenticeship course is our brilliant Learning & Development Team (L&D). They support the overall learning programme and ensure you get the best education with us. L&D will work with you to understand what type of learning plan suits you best. We know everyone is different, and your apprenticeship will be tailored to your specific needs.

We use the very best learning platforms for all of our apprentices. These platforms will provide units for you to learn and complete each month, or even week. You'll document your work and collate it into your EPA portfolio.

Each step of your journey is tracked. You'll meet with your Apprentice Training Specialist regularly during the year to complete each stage of the course. These guys check your progress and support you with any extra help you may need.

We make sure no one is left behind. With our regular visits from industry professionals and training specialists, we make sure you get the best chance at receiving your level 3 qualification.

Units covered on the course are:

- How to prepare sessions – (How to prepare? What are your learning objectives? Do you tailor sessions to suit different needs?)
- How to deliver sessions – (Are you confident to lead? Are you clear at instructing? What does your body language tell others)
- Meeting session outcomes/objectives - (Have you achieved what was set out? Did your team learn anything new? Did they or you overcome anything?)
- Complete sessions
- Organisation requirements
- Professional practice – (Are you aware of what equipment can damage the outdoor environment? Are you networking with other industry professionals? Can you point eager learners in the right direction for even more information?)
- Behaviours – (Are you prepared? Do you listen? Late or early to your session?)



Need extra support with English and maths?

Don't worry if you haven't already achieved a grade 4 GCSE in English and Maths. As part of the course, those with low GCSE grades will be able to work towards a Level 2 in functional skills. This award is a nationally recognised equivalent to GCSEs.

What your week could look like...

Enjoy a fun filled week full of exciting activities and opportunities. Some of the highlights include:

- High equilibrium, an exciting ropes activity!
- Reflection, time to reflect on what you've learned. This is the time allocated for completing course units.
- Course director activities, this is where you will learn about course objectives and how to deliver them to the participants in your group. This may also be a chance to learn new 'learning/delivery objectives'.
- Nightline let's put you into the unknown. Try out or obstacle courses blindfolded!
- We have visitors all year round. Departure days are busy, busy, busy. Say goodbye to guests and help them pack up! Don't forget to wave!
- Activity cover. Like any organisation, we have to be prepared. We factor in 'session covers' should a member of the team fall ill or not be available.
- Training for obstacle challenges, all part of our activities.

Earn whilst you learn

Earn **£8,994** in 12 months! And get 5.6 weeks holiday allowance.

You'll be our employee for the full 14 month programme. You will be expected to work 40 hours per week, but that includes plenty of hours to learn, develop and create your portfolio.



Example timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
9:15	Reflection	High Equilibrium			
13:00		Course Director Activities	Tutorial	Course Director Activities	Buggy Building
14:30	3G Swing	High Ropes	Activity Cover	Archery	Obstacle Challenge
16:00	Leap of Faith	Buggy Building		Orienteering	
17:30			Dinner	Dinner	
18:15		Course Director Activities			
19:45	Movie Night	Mini Olympics	Mini Olympics	Mini Olympics	



Been there, done that, got the qualification!

There are so many opportunities open to you when you join Inspiring Learning!

Read on to meet some of our team and see where your adventure could take you...



Apprentice

Tommy Rickets

21 years old,
from Herne Bay



“Work hard and you will get far in the company. I always say to people; I get paid to act like a ten year old.”

Apprenticeship Start Date? September 2021

Previous job? Construction labourer

Favourite activity? 3G swing!

What is your highlight of the course? Has to be learning new skills and learning how to use all the equipment!

Full Time Activity Leader

Alex Stevenson

21 years old,
from Scunthorpe



“Take every opportunity that comes your way. You get out what you put in so give it 100%. You will make the best memories and achieve more than you’d of ever thought.”

Alex joined us back in 2018 starting as apprentice. Since then, she’s climbed her way up to be a full time member of staff. Soon, she will be leaving us for new beginnings.

Alex has secured a university placement and is well on her way to achieving her future goals as a primary school teacher. Good luck Alex, we will miss you!

Previous job? College student

Favourite activity? 3G swing!

What is your highlight of the course? Making the best memories and friends I’ve ever had! Also, living away from home and gaining new skills. Without the apprentice opportunity I would never have gained this.

Apprentice

Alex Frankland

35 years old,
from Surrey



“This apprenticeship is hard work, both physically and mentally. There will be good and bad days but, if you put in the effort, you will reap the rewards. You will learn so many new skills, discover things about yourself and meet so many people all whilst having serious amounts of fun.”

Apprenticeship Start Date? April 2021

Previous job? Training and development coach

Favourite activity? Bush craft, fencing and no doubt canoeing once I’m trained!

What is your highlight of the course? Pushing my boundaries and learning to control my anxiety whilst being up high on apparatus. The course has allowed me to develop as an instructor and as a person. I’m on a steady road to achieving my ultimate goals.

What are your future goals? To own and run a wellness retreat in Northern Ontario with my partner. I will hopefully run multiple excursions in the wilderness where we survive of the land and connect with nature and wildlife.



Progression is important to us!

After you have gained all your new skills and qualifications, what can you do next? Stay inspired and work with us!

We have 11 UK adventure centres and run over 35 holiday day camps each school break, plus 7 in Hong Kong, and we're growing every day!



Opportunities for great apprentices are varied and exciting!

Each year there are full time positions for our highest achievers and we often pay for further training to help increase your skills. This could be in things like water sports or even developing your management and leadership skills.

Camp Beaumont can offer you great experiences working across London and the South East each school holiday. Providing brilliant childcare for 3-16 year olds, we work with some of the most prestigious schools with the best facilities, like

Mill Hill and Harrow. You could work with us to create inspiring adventures in the school holidays too!

Wouldn't it be great to visit us abroad? We have a centre in France and a growing business in Hong Kong and South East Asia. We have big plans and you could be part of them. After your apprenticeship, you'll have the skills we are looking for! Travel and work abroad but stay within our Inspiring Learning family.

As Inspiring Learning grows, so can you. Our future plans to expand are incredible, and we'd love you to be part of them.

Inspiring success stories

Grosvenor Hall Head of Guest Services

Lee Lewis

36 years old



Lee has climbed through the ranks and explored new avenues within the organisation. First, he started off as an apprentice before working his way up to senior instructor. Lee then decided to switch things up and becoming a member of staff within the guest services department.

Recently Lee was promoted to Head of Guest Services at our Grosvenor Hall centre. Absolutely smashing it Lee, your progression doesn't go unnoticed!

Apprenticeship Start Date? 2009

Favourite activity? As an instructor my favourite activity to run was 3G swing and definitely abseiling.

Future aims? To become the general manager of Kingswood Grosvenor Hall, but it doesn't stop there. Lee also aims to go even further within the Inspiring Learning Family.

Activity Training Manager

Phil Page

31 years old,
from the Midlands



Throw yourself into every opportunity that comes your way and you will do well in the industry. Hard work does go rewarded!

Phil started as an apprentice many years ago before working his way to becoming our very own Activity Training Manager. Part of Phil's role is to ensure our apprenticeship programme provides everything needed to train and develop future outdoor instructors.

Having been a senior instructor, chief instructor, adventure learning advisor himself before becoming our programme manager, it's fair to say Phil really has a broad understanding of what it takes to lead outside.

Apprenticeship Start Date? 2011

What is your highlight of the course? I've seen Kingswood grow over the last decade and enjoy being able to influence this success everyday.

Favourite activity? Climbing, the perfect balance between mental focus and physical skill

Our inspiring locations

Discover more at kingswood.co.uk/locations



Colomendy*

Denbighshire, North Wales
Stand at the top of our giant zip wire and gaze across our large beautiful adventure centre.



Overstrand Hall

Cromer, Norfolk
Our unique coastal manor house has a bit of everything, perfect for exploring nature.



Dearne Valley

Conisbrough, South Yorkshire
Experience exciting activities across over 50 acres of grassland, woodland and wetland.



Peak Venture

Sheffield, South Yorkshire
Make a splash in our reservoir and take on our exhilarating adventure park.



Dukeshouse Wood

Hexham, Northumberland
Fly through the air on our 3G swing or get closer to nature & build a shelter in the woods.



Staffordshire

Near Albrighton, Wolverhampton
Unleash young explorers in this wonderfully compact adventure centre, our original Kingswood centre.



NEW!

Green Park

Aston Clinton, Buckinghamshire
Immerse your group into 80-acres of rolling parkland; luxury woodland and exciting adventure activities.



West Runton

Cromer, Norfolk
Fly down our zip wire whilst overlooking the sea, and enjoy a host of coastal activities.



Grosvenor Hall

Ashford, Kent
Get the adrenaline pumping with a leap of faith & put teamwork to the test on our lake.



Château de Chantereine*

Criel-sur-mer, Upper Normandy
A traditional and immersive French adventure awaits with a wonderful choice of excursions.



Isle of Wight

Bembridge, Isle of Wight
Enjoy fun activities with direct beach access & sea-based pursuits from body boarding to kayaking.



*Apprenticeships are not available at Colomendy or Château de Chantereine

A home away from home

Get the full experience and #learnteropes by living with us on centre. We provide accommodation to all our apprentices FREE of charge. This means the money you earn is yours to keep.

Our accommodation is simple, however we do provide everything you need to live well with us during your Level 3 apprenticeship. For many, this is a chance to develop life skills and to become independent. Maybe it's your first time moving away from home or your first experience in the UK; living on centre can help you develop as an individual, no matter your age!

Each room provides you with your own bed, wardrobe/hanging facilities and in some cases, an en-suite bathroom. We provide showers and kitchen facilities, so you don't have to worry about a thing.

Our apprentice kitchens come kitted with refrigerators, storage, and basic cooking facilities so you can whip up tasty meals and even show off any cooking skills you have. Of course, you have to share the facilities with your teammates, that's all part of the experience.

We have diners on every centre which provide hot and cold food for everyone. If you're an apprentice, then it's completely FREE! Most morning's you are welcomed by a full English cooked breakfast or continental choices. Lunchtime? Again, our chefs will provide you with all the nutrients you need to stay active and healthy. As for dinner, well, who wouldn't want a hot tasty meal just before bed or going out? Don't worry, we have everything covered for you!

Dietary requirements are all catered for; just let us know what they are and we will pass it on to our catering team.



Space to relax

We get it, sometimes you just want to shut yourself away and recharge your batteries. Designated areas are in place for all apprentices and staff members. Hidden away on our centres, you have zones for you to do whatever you please. Movie nights, games, or even quiet reading time. The choice of how you use these spaces are up to you. Just be mindful and respectful of others.

Keep fresh and clean

Personal hygiene is important, so each accommodation building provides privacy cubicles and toilets for you to do your thing!

Any good at laundry? Now is the time to learn if not. All our centres have washing machine facilities for you to use. Not sure if you should separate your whites from your colours, or how to wash your specialist outdoor kit? Just ask us; it's all about learning new things life skills! Some centres even get housekeeping to help!



Don't just stay in!

Get out and about. We encourage everybody to explore the local area. You will be with us for just over a year, why not explore the surrounding areas. You'll never be alone; we have so many staff members and apprentices on sites, we are sure there's always someone to go out and about with. Just message in the team WhatsApp group.



Your recruitment journey

Start by enquiring with us at apprenticeships@inspiring-learning.com or visit kingswood.co.uk/apprenticeships

First stage interview via video call with our recruitment team to discover and learn more about you.

Second stage in person formal interview at a selected centre, with your potential general manager.

Induction and a skills scan to understand your starting point and help us build an apprenticeship that's right for you!

Congratulations, you're officially an apprentice! Get ready for learning new skills and opportunities. We will see you on the high ropes!

Any final questions?

I'm over 18, can I drink on site?

Got ID? Of course you can! Just stay out the way of guests and visitors. Drink and play beer pong in the staff accommodation!

Can guests stay?

This depends on your location, speak to your General Manager first to find out more.

Can I leave site on days off or in my spare time?

Absolutely! Get off site and explore your new surroundings - there's lots to see!

Can I book holiday?

Going somewhere nice? Simply book the time off for your General Manager to approve.

How many days off do I get ?

As an employee, you'll get 28 days a year, including Bank Holidays.

Can I bring my car, motorbike or bicycle?

Of course! We are not short of space, with plenty of parking and storage.

How about pets?

Sorry, but your furry friends can't live on centre.

Can I use the activities and equipment whilst not working?

Yes! But safety is paramount so make sure you ask first and follow all of the safety procedures.

How many people will I be sharing a room with?

Depends on your location but either your own room or with one other apprentice team mate.

Do I have to pay for uniform?

Absolutely NOT! We provide this, we hope you like green.

Do I have to wear ID on site?

Absolutely. You must wear your ID badge and lanyard visibly at all times.



Scan to
find out
more!



We aim to provide exciting educational experiences for everyone, no matter your age! Our apprenticeship program really does offer a 'first step' into the outdoor world. Our dedicated team really want to pass on all their knowledge and skills to YOU - future instructors.

It's not all about high ropes and leading teams, it's also about understanding the different outdoor elements and what we can do as professionals to protect the environment.



Brad Page
Early Careers Manager

Kingswood is part of the **Inspiring Learning** family which includes; **Camp Beaumont, In2action, Kingswood Camps China and Skern.**



kingswoodcentres



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