

Job Description:

Team Member at the Bramblewood Project

Tuesdays (weekly, term-time only; 39 weeks/year) **and/or**
Wednesdays (weekly, term-time only; 39 weeks/year) **and/or**
Fridays (weekly, term-time only; 39 weeks/year) **and/or**
Saturday Group A* (fortnightly, term-time only; 18 weeks/year) **and/or**
Saturday Group B** (the 'other' fortnightly, term-time only; 18 weeks/year)



To be clear, the above allows applicants to apply for any combination of the above, meaning that a minimum of one day/fortnight, up to a maximum of four days/week (term-time only) is available.

Scope

The above role(s) are being advertised both internally and externally; we welcome applications from those who are new to Bramblewood, as well as existing team members.

Based

The Bramblewood Project, Worcester, WR3 8LX

Responsible to

Project Coordinators: Helen Fairest & Anthony Nicholson

Hours of work

The successful job-holder(s) must be able to be on site for the duration of their allocated sessions (10am-3pm for weekdays; 10am-2pm for weekends)

Opportunities to assist in the setup & closedown of the site beforehand/afterwards (typically an extra hour both before and after) may be available.

Tuesday, Wednesday & Friday communities meet on their relevant day, across the term dates for Worcestershire schools.

Saturday Group A (Badgers) meet fortnightly. The Summer Term dates will be 18th Apr, 2nd May, 16th May, 13th Jun, 27th Jun, 11th July, with the Autumn Term resuming on 5th September.

Saturday Group B (Buzzards) meet fortnightly. The Summer Term dates will be 25th Apr, 9th May, 23rd May, 6th Jun, 20th Jun, 4th July, with the Autumn Term resuming on 12th September.

Pay

£56.97-£106.81/session (including annual leave entitlement) depending on session and role.

Job Summary:

In particular, Bramblewood Team Members will:

- Uphold, and continue to develop their own understanding of, the consent-based, self-directed education approach used at the Bramblewood Project. For more info visit <https://www.thebramblewoodproject.org.uk/our-guiding-principles/>
- Attune to children's needs to best inform how to most effectively facilitate their well-being, development of secure attachments and their learning.
- Be prepared to engage in a variety of roles and contexts, to successfully facilitate the needs of the community each day.
- Be eager and willing to play, making fools of themselves if necessary!
- Work collaboratively with children, their families, colleagues & professionals working for other organisations.

- Uphold Bramblewood's policies & working practices, including its Safeguarding & Whistleblowing Policies, as well as its Woodland Handbook.
- Use reflection, others at Bramblewood, and training to develop their own continuous professional development relating to their role, including Forest School skills & supporting children's development and needs.

Working conditions/context:

- In many ways, our work at Bramblewood is 'counter-cultural' and for many, involves re-thinking what it means to be in community with young people. This can be a fantastically rich experience, as well as proving challenging at times. Continued professional development and peer support from colleagues & supervisors helps to scaffold this learning journey for our staff.
- Our learning communities are wonderfully unique & diverse; our Tuesday community consists of 10 young people and 7 adults; our Wednesday community has 4 young people and 5 adults; on Fridays we hold space for around 15 young people, with 8 adults, and on Saturdays around 15-20 young people are in the woodland space with 4 adults.
- The communities comprise young people aged 4-14, some of which are in school full-time, some of which attend school part-time, and many of whom do not attend school
- Most (but not all) staff are part of more than one Bramblewood community across the week.
- Work involves working outdoors in **all** weathers, on sometimes uneven ground, for 4-7 hours at a time, with the possibility of only occasional sitting breaks. Team Members supply their own outdoor clothing; PPE for tool work is provided.
- As with all work where people are having fun, sometimes the environment will be quite loud!
- There are some physical elements of the work e.g. crouching/kneeling for periods of time, lifting or carrying reasonable loads, playing games with children involving running, chasing, hiding etc.
- On every session The Bramblewood Project accesses a woodland containing trees, nettles, birds, occasional foxes, fungi, and of course, lots of brambles.
- Facilities at Bramblewood include a private composting loo, handwashing facilities, shelters to offer dry spaces in the rain, hot water for drinks.

Supervision/Support:

- On each session, Bramblewood Team Members work within their team; together they hold the space (rather than 'leading' the space), using everyone's strengths to best support the children who make up the community on that day.
- Time is afforded before/after each session for reflection & planning, to best enable Team Members to meet children's needs in subsequent sessions.
- Regular supervisions and training is available to give Team Members more opportunities for focussed growth.

Person Specification:

Essential

- Experience and enjoyment of working with children.
- Willingness to work in the workplace setting, as described above
- Able to relate well to, and communicate with, children and adults, both in playful way and professional manners where necessary.
- Firm commitment to protecting and safeguarding children at all times, including understanding the importance of healthy risk-taking, as per the Forest School guiding principles.
- Have sufficient understanding and use of the English language to ensure the well-being of children in their care.
- Able to work as part of a collaborative team.
- Able to maintain confidentiality.
- A curiosity to reflect and learn from experience.
- Willingness to participate in development and training opportunities.

Desirable

- Experience in working with vulnerable children and/or those with complex needs.
- A Forest School Qualification / experience.
- A First Aid Qualification.
- An understanding of children's development.
- An understanding of consent-based, self-directed learning.

Applying for the Position:

- Candidates wishing to visit The Bramblewood Project prior to applying can arrange a visit by email via hello@thebramblewoodproject.org.uk
- Other questions or queries prior to application can either be sent by email, or a phone call can be arranged, again by emailing the above address first.
- Candidates wishing to apply for the position should submit a written application to hello@thebramblewoodproject.org.uk or The Bramblewood Project Offices, 34 Vendeen Crescent, Worcester, WR5 2FB.

An individual's application should:

- 1) Outline their reasons for applying for the position
- 2) Detail why they feel they would be able to meet the requirements of the role (paying close reference to the Person Specification above). **This should be the main element of your written application.**
- 3) Provide their availability/preference for work across the week in the following communities:
Tuesdays (weekly, term-time only; 39 weeks/year) and/or
Wednesdays (weekly, term-time only; 39 weeks/year) and/or
Fridays (weekly, term-time only; 39 weeks/year) and/or
Saturday Group A (fortnightly, term-time only; 18 weeks/year) and/or
Saturday Group B (the 'other' fortnightly, term-time only; 18 weeks/year)

If it is helpful to provide extra information about this availability, please do (e.g. *"I would ideally like to work on all sessions, but I would still consider a job offer where I could only work on three of them"*, or *"I can only work on Wednesdays"*, or *"I would need to work on both Tuesday & Wednesday to consider a role at Bramblewood"*, or *"I could work Tuesdays or Fridays, but not both"*)

Shortlisting for this role will take place on **1st March 2026**, and so applications should be sent **in order to arrive by 23:59 on 28th February at the latest. We ask that candidates are available to send/receive emails on 1st March**, such that we can get in touch to i) confirm whether or not candidates have been successful in being asked to an interview, and ii) so that an interview can be arranged, if successful.

Interviews will take place at the Bramblewood Project during the **week beginning 2nd March 2026***.

Following the interview process, candidate/s may be given a conditional job offer; this offer would be conditional upon the subsequent receipt of 2 satisfactory references, a satisfactory Enhanced DBS check (including children's barred list information), other background checks and a successful trial shift. Our intention is for successful candidates to be ready to begin work with us on the **week beginning 13th April 2026***.

At all stages of the recruitment process, candidates who have been unsuccessful on this occasion will be notified as soon as possible, with the opportunity available to receive feedback if desired.

Safeguarding Statement

The Bramblewood Project is committed to safeguarding and promoting the welfare of children. This role requires the post-holder to protect and safeguard children at all times. As such, safeguarding checks will be made on potential candidates prior to their appointment. It is an offence to apply for the role if an applicant is barred from engaging in regulated activity relevant to children.

* In an exceptional circumstance, we may be able to arrange alternative timescales for the recruitment process for an individual. If this would be necessary for you to consider applying to work with us, please get in touch at the earliest available opportunity to discuss.