



# Huckleberries Wild Learning Centre

## Learning Guide Job Description

Job title:	Learning Guide
Hourly rate:	From £18.32 to £22.42ph (£35,730 to £43,735 FTE, pay scale 8 to 9) depending on experience. NEST Pension.
Contracted hours:	Part Time, 7 hours per day, 39 weeks per year, term time only (4 days per week, job share welcome)
Reporting to:	Chief Executive Officer (CEO)

### About Huckleberries

Huckleberries is a Charitable Incorporated Organisation (CIO), initially established as a Community Interest Company in 2019. Our vision is to transform the lives of children and young people, by valuing their uniqueness, nurturing their curiosity, creativity, and critical thinking, and inspiring a lifelong love of learning and environmental stewardship. We are expanding our current provision to develop **Huckleberries Wild Learning Centre**, which combines:

Our current **Nurture Farm** which helps children experiencing emotional or mental health challenges to recover, flourish, and re-engage with life and learning. It provides short-term, nature-based therapeutic support for children struggling in traditional school environments.

Our (new) **Self-directed Learning Centre** which offers a part time alternative to mainstream education for children struggling to thrive in school, or those who are electively home educated. It provides an alternative to mainstream education, fostering creativity, curiosity, critical thinking, autonomy, and self-directed learning. We provide children and young people 'a place to be me,' freedom to self-direct their learning, pursue their passions and explore real-world challenges.

We currently work with children aged 5-12 years but plan to grow alongside our children

### The role

As a Learning Guide, you will help shape the Wild Learning Centre through its start-up phase and beyond. Blending your teaching expertise with your passion for progressive education, you will:

- Be a changemaker, committed to transforming children's education and pedagogy
- Be passionate about progressive, self-directed learning
- Support children through the 'unschooling' process, guiding them to explore their interests, set learning goals and collaborate on their ideas and projects
- Be compassionate and empathetic with a deep respect for children and young people, understanding their behaviour as unmet needs
- Use the natural environment as your classroom, embracing the therapeutic potential of nature connection.
- Provide pastoral care and ensure children feel safe, supported, and inspired
- Work across our Nurture Farm and Learning Centre, tailoring support to the individual needs of each child.
- Think creatively and collaborate effectively in a dynamic and growing Charity

This is a unique opportunity to move beyond the constraints of a traditional education and embrace a human-centred, relational, and trauma-informed ethos, helping children to thrive and learn on their own terms.

## Key responsibilities

### Supporting Learners

- Facilitate self-directed learning in an outdoor environment, balancing structure with freedoms
- Facilitate sociocracy through consensual circles to develop agency, consensus, and restorative justice
- Provide trauma-informed relational guidance, supporting learners' emotional well-being.
- Help learners plan and execute projects, fostering critical thinking, creativity, and a love of learning.
- Provide authentic assessment and constructive feedback on learners' portfolios and projects.

### Connectedness

- Foster an understanding of self-awareness and interconnectedness between peers, animals, and nature to cultivate deeper compassion, understanding, and collaboration.
- Empower learners to develop innovative solutions to real-world challenges and contribute to achieving sustainable development goals

### Community engagement

- Collaborate with families to support the transition to self-directed learning.
- Build strong partnerships with external stakeholders (professionals, local organisations, wider community etc) to expand opportunities for learners.
- Lead or facilitate external workshops to share Huckleberries' vision and approach.

### Safeguarding and safety

- Uphold safeguarding policies, report concerns, and always ensure learners' safety.
- Conduct risk assessments and ensure compliance with health and safety regulations.
- Promote a safe, welcoming environment, including care for animals and resources on site.

### Teamwork and development

- Work collaboratively and consensually with colleagues, co-creating the evolution of the learning centre and contributing to the strategic growth of Huckleberries.
- Reflect on your practices, pursue professional development, share learning and expertise, and participate in team supervision and appraisals
- Keep up to date and contribute to Huckleberries Policies and Procedure,

## Measures of success

Measure	Evidenced through
Provide high quality, trauma informed, learning and pastoral/therapeutic support to learners. Collaborate closely with the Huckleberries team to deliver a cohesive, interesting, and creative self-directed learning experience for children and young people that enhances their	Monitored through supervision. Feedback from children and young people, parents, staff. Progress of children and young people as indicated by their termly reports. Targets and/or learning goals (Boxall or Strengths and Difficulties Questionnaires (SDQ) (where

emotional wellbeing, creative and critical thinking and collaboration skills.	relevant), and/or learning portfolio and personal targets)
Help every child to feel a place of belonging at Huckleberries and to meet their learning objectives and targets.	Child Feedback. Authentic assessment and high-quality feedback to learners, progress against targets and learning portfolio
Compliance with procedures and reporting requirements	Monitored through supervision and compliance performance

## Person specification/competencies

Knowledge, experience, skills, and attributes needed for the job. Essential competencies will be evaluated at application (A), interview (I) and probation (P) stage

Requirement	Evaluated
<b>Essential</b>	
Experience working with or lived experience of children with emotional/mental health needs	AIP
Teaching qualification, or experience in self-directed learning, or progressive education	AIP
Passion for self-directed, nature-based outdoor learning	AIP
Understanding of trauma informed approaches and a holistic view of child development	AIP
Curious, creative, collaborative thinker and do-er; Ability to work independently and show initiative	IP
Experience of identifying and managing safeguarding issues relating to children and young people	AIP
Strong organisational and communication skills, dependable and punctual	AIP
<b>Desirable</b>	
Familiarity with sociocracy, democratic learning or restorative justice	AIP
neurodivergent/dyslexic thinking skills	IP

## Additional information and requirements

<b>Relationships</b>	Multi-agency working may be required
<b>Physical &amp; mental demands</b>	The job is physically demanding and requires a good level of fitness and mobility. There is no 'indoors' other than stables, a welfare cabin and compost loo (we are in the process of buying a yurt). The LG may be exposed to information about a child's situation and circumstances, which may be distressing, and they will be expected to engage with supervision or other support, to build and maintain resilience and wellbeing.
<b>Confidentiality</b>	It is important to ensure information of a sensitive &/or personal nature is not disclosed to or discussed with inappropriate persons, and all information is held in accordance with GDPR and other legal requirements
<b>EDI</b>	All duties are undertaken in line with our EDI policy
<b>H&amp;S</b>	Promote a health and safety culture, through activities, tool use, behaviour management, rules, and procedures
<b>Safeguarding</b>	We are committed to safer recruitment and the safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. Enhanced DBS checks will be required
<b>IT skills</b>	Competence in use of technology is required, including MS365 and Office applications and cloud storage systems

This job description serves to illustrate the type and scope of what is required for the above post and to provide an indication of the required level of responsibility. It is not a comprehensive or exclusive list and duties may be varied from time to time, they will not however change the general character of the job, or the level of responsibility entailed. This job description may be amended at any time in consultation with the postholder.

Date of last review: 27/11/2024