



Inclusive well-being Lead (maternity cover)

Application pack

May 2026

Thank you for your interest in joining our team.

This pack should give you everything you need to apply to be an Inclusive well-being Lead at Mud Pie Explorers CIC.

This pack includes:

- The details of the job advert
- A brief history of Mud Pie Explorers
- Recruitment timeline
- Link to the application form and equality monitoring form
- Links to some of our core policies
- Job description
- Person specification *you will need to refer to this when you complete your application
- A copy of the form we will send to your referees

If you have any questions or queries please contact colleen@mud-pies.co.uk.

The job advert

We are recruiting an Inclusive well-being Lead (Maternity Cover) to join our specialist outdoor well-being team. This role may suit someone who:

- enjoys working in a child-centred, relational and outdoors-based way
- has experience supporting children with special educational needs and disabilities (SEND)
- can lead sessions calmly and confidently
- is organised, reliable and adaptable
- is comfortable working outdoors in all weathers
- values inclusion, play, autonomy and relationship-based practice
- has experience of Forest School or similar

About the role

You will lead and support small-group outdoor well-being sessions for children and young people across Newport, Bristol and South Gloucestershire. Sessions may include woodland well-being groups, EOTAS provision, after-school groups and holiday programmes.

You will help create safe, playful and inclusive outdoor spaces where children can build confidence, connection and well-being through:

- planning and leading sessions
- supporting children's well-being and inclusion
- communicating with families and professionals
- dynamic risk assessment and safeguarding responsibilities
- preparing and transporting equipment
- recording attendance and observations
- working collaboratively with the wider team

This is a physically active role which involves carrying equipment and working outdoors year-round in woodland and park settings.

Hours of work

This role includes:

- 12 contracted hours per week during term time
- school holiday delivery hours (these will vary throughout the year)

Term-time work currently takes place mainly on Mondays and Tuesdays in Newport.

School holiday provision usually takes place during the school holidays, typically across Tuesdays, Wednesdays and Thursdays in Bristol and South Gloucestershire.

Applicants should expect to lead both term-time and holiday provision as part of the role.

Contract details

- Maternity cover
- 9 month fixed term contract with possibility for extension
- Term time core hours plus holiday provision
- £15 per hour
- Access to a vehicle for work is essential

You will be supported through:

- internal and external training
- line management and supervision
- Employee Assistance Programme
- reimbursement of authorised expenses
- access to Bright Exchange discounts

We are committed to safeguarding and promoting the welfare of children and young people. All team members are expected to share this commitment. This role is subject to safer recruitment procedures including enhanced DBS checks, references and safeguarding screening.

We are also committed to inclusive recruitment and warmly welcome applications from people of all backgrounds and lived experiences.

DEADLINE: Monday 8th June 2026, noon. We reserve the right to close this vacancy early if sufficient applications are received. Further details and the application form can be accessed here:

[w Inclusive Wellbeing Lead- Application pack May 2026.docx](#)

About Mud Pie Explorers CIC

Mud Pie Explorers is an established and well loved not for profit Community Interest Company (CIC) based in South Gloucestershire, Bristol and Newport. Our first woodland adventures took place in Downend in the summer of 2011 and we were very proud to become a not for profit CIC in June 2014. In spring 2022 we opened our Newport branch.

Our specialist provision includes green social prescribing, outdoor well-being groups for children with additional needs, Education Other Than At School sessions and a range of targeted projects for specific groups of children including running Holiday Activities and Food (HAF) sessions. Our generic provision includes after school clubs, family based groups, Forest School, school holiday adventures and free community events. We also provide training for other professionals.

While we are not an exclusively SEND provision we are experienced specialists in supporting children with additional needs. As of September 2025, we were working with around 200 children a week. At this time 80% of our attendees had additional needs and over a third had a disability.

At Mud Pie Explorers we are committed to creating an inclusive environment across our service. We want people to feel included, valued, and welcome. As a team we strive to become aware of our unconscious biases and minimise their impact on others. We make physical adaptations and provide additional information before someone attends to minimise any anxieties.

About the post

We are recruiting an Inclusive well-being Lead to join our team. This is a brilliant opportunity to become a key member of our incredible team and run a varied selection of outdoor sessions that promote the well-being of children. This is an incredibly rewarding role that can be physically and emotionally demanding at times.

You will run sessions in a child-led way, which includes planning activities, setting up kit, assisting with conflict resolution, and debriefing with the team afterwards. Hours are made up of session time (which is outdoors all year round) and admin/planning time plus one team meeting per week.

Current working pattern (subject to change) term time – Newport

- Monday: SEND Home Education Group + SEND After School group
- Tuesday: Team meeting, SEND in-school group, After School group
- Planning/preparation/admin time included

School holidays – Bristol/South Gloucestershire

- Tuesday–Thursday woodland sessions
- Additional planning, prep and equipment organisation time

School holiday work forms an essential part of this role. Holiday sessions are typically delivered Tuesday–Thursday in Bristol and South Gloucestershire and usually total approximately 16 hours per week.

Applicants must be willing and reasonably available to support holiday provision as part of the role.

Benefits

- Paid for First Aid training and paid time to complete it
- Full internal training in our methods and procedures
- Work laptop
- Access to Bright Exchange (money off from other small and medium businesses)
- Access to an Employee Assistance Programme (24/7 phone support as well as counselling sessions if needed)
- Supervision meetings twice a year
- Reimbursement of authorised work expenses
- Paid sickness leave - 2 weeks at full pay, 2 weeks at 50% pay per year

Rolled up annual leave (equivalent to 5.6 weeks a year)

Recruitment timeline

All dates are subject to change.

Advert out	25th May 2026
Deadline	Monday 15th June 2026, noon
Shortlist	Tues 16th June
Interview	W/C 22nd June
In person assessment	Mon 29th June
Anticipated start date	July 2026

Applying for the post

We are committed to safeguarding and promoting the welfare of children and young people. All team members are expected to share this commitment. This role is subject to safer recruitment procedures, including an enhanced DBS check, references, identity checks and safeguarding screening.

We are also committed to inclusive recruitment, equal opportunities and creating a diverse team reflective of the communities we work alongside. We warmly welcome applications from people of all backgrounds and lived experiences.

If you wish to apply you can do so using the link below. **We do not accept CVs.**

[Application form](#)

We also request that you complete a separate form to help us monitor our recruitment practices:

[Equality monitoring form](#)

Core policies

You can view some of our core policies here:

[Child Protection And Safeguarding policy and procedures.docx](#)

[Equality, diversity and inclusion policy: service provision](#)

[Safer recruitment policy and procedure.docx](#)



Job description for Inclusive well-being Lead (maternity cover)

This job description sets out your duties at Mud Pie Explorers CIC. These may be amended from time to time.

Accountable to: Services Manager

Accountable for: Support staff, volunteers and children in sessions

Safety

- To be familiar with and work in line with the health and safety policy, risk benefit assessments.
- Review and update risk benefit assessments for sites, activities and individuals as necessary.
- To conduct dynamic risk assessments during sessions
- Always ensure the appropriate supervision of all children.
- To ensure the safety of the group
- Instruct other team members regarding identified risks and their control measures.
- Report health and safety issues to your line manager
- Report any accidents or incidents to the your line manager
- Maintain equipment and put in timely orders for resources/ equipment
- To work within the remits of all policies and procedures at all times

Safeguarding

- During sessions to be responsible for safeguarding and child welfare. This includes ensuring children are appropriately dressed, emotionally comfortable and physically safe.
- To report all well-being and safeguarding concerns to your line manager
- To adhere at all times to the safeguarding policy and linked policies.
- To attend internal safeguarding training annually and external safeguarding training every 3 years.
- To share information about any concerns about members of our team in line with the whistle blowing policy.

Planning and assessments

- Plan sessions based on the needs and interests of children that attend with a willingness to adapt and change plans as needed.
- Liaise with local schools and parents/ carers regarding sessions and the children as required.
- Organise and transport kit for sessions. Kit will be provided by Mud Pies.
- Store kit overnight between sessions

Recording and reporting

- Communicating successes, areas of required support and other relevant information to parents/ carers/ teachers
- Writing reports and observation letters for parents/ carers as required

- To ensure effective communication with learners, team members, schools and parents.
- To keep records of learning needs and successes.
- To keep an up-to-date register of attendance

General

- Consistent access to a car, suitable for transporting outdoor equipment
- To be professional in all communications with team members, other professionals and families
- To work within the policies and procedures of Mud Pie Explorers.
- To promote the Mud Pies ethos
- To teach children through strength based, alternative outdoor education. Allowing them to do as much for themselves as possible and to take calculated risks.
- To ensure all kit is removed from site at the end of the session and a 'leave no trace' ethos is applied.
- To adhere to our GDPR and confidentiality policy. Professional boundaries must always be maintained.
- To share with parents/ carers/ external partners about changes to sessions, upcoming events and other information as required.
- To report any positive feedback to the office.
- Any complaints to be reported to your line manager.
- Role model positive child centred interactions for team members, visitors and learners
- Recording hours of work and expenses via on online app
- To attend weekly team meetings and team training as required
- Any other duties as requested by your line manager

Person specification: Inclusive well-being Lead (maternity cover)

May 2026

We use this person specification to shortlist and make decisions about recruitment. Please refer to this when completing your application form.

Essential

- Minimum 2 years experience working with children with additional needs, some of this outdoors
- Commitment to child-led, inclusive and relational practice
- Experience of safeguarding and promoting children's well-being
- Ability to lead small groups calmly and confidently
- Strong communication and teamwork skills
- Organised, reliable and able to maintain professional boundaries
- Able to adapt calmly to changing situations, environments and children's needs
- Willingness to work outdoors in all weathers
- Physically able to carry equipment and work in woodland environments
- Basic digital/admin skills including registers, email, online systems and observation reports
- Strong communication and teamwork skills, including communication with families and professionals
- Access to a vehicle for work to travel between sites and transport equipment

Desirable

- Forest School, childcare, teaching or other relevant qualification
- First Aid qualification
- Experience of risk assessment and risk management
- Experience of observing and monitoring progress
- Makaton or BSL skills
- Skills such as tool use, woodcraft, storytelling or nature-based activities