



**INSTRUCTOR TRAINING
PROGRAMME
2025**

INFORMATION

Outdoor Instructor employment is subject to successful completion of the Instructor Training Programme.

Newly employed staff without prior outdoor instructing experience must attend all of the 'New Staff' and 'All Staff' labelled dates - please see the notes regarding assessments dates and First Aid Qualifications.

Returning staff must attend 'Returning' and 'All Staff' labelled dates.

If you are a new member of staff with pre-existing experience or qualifications, a bespoke programme will be created to upskill and assess your skillset, made up of a variety of the dates listed dependant on your qualifications and experience.

If you have any question about the role, or the Instructor Training Programme, please email Charlotte, Operations Manager, on charlotte.russell@blacklandfarm.org.

MONDAY 7TH APRIL

NEW STAFF

09:00 - 09:30	Introduction/Welcome Brief
09:30 - 10:30	Site Tour
10:30 - 11:00	Break
11:00 - 12:30	Have a Go - High Ropes
12:30 - 13:30	Lunch
13:30 - 15:00	Have a Go - Team Build
15:00 - 15:15	Break
15:15 - 16:30	Have a Go - Nightline
16:00 - 17:30	DBS/Driving Licence/Uniform/Code of Conduct/Cinolla
17:30 - 18:30	Dinner
18:30 - 20:30	Watching live sessions

RETURNING STAFF

09:00 - 09:30	Introduction/Welcome Brief
09:30 - 11:00	SOPs/RAs/Activity Policy
11:00 - 12:30	Have a Go - High Ropes (Instructing)
12:30 - 13:30	Lunch
13:30 - 15:00	Have a Go - Team Build
15:00 - 15:15	Break
15:15 - 16:30	Have a Go - Nightline
16:30 - 17:30	DBS/Driving Licence/Uniform/Code of Conduct/Cinolla

TUESDAY 8TH APRIL

NEW STAFF

09:00 - 10:45	Ropes Training
10:45 - 11:00	Break
11:00 - 12:30	Ropes Training
12:30 - 13:30	Lunch
13:30 - 14:30	Self Leds - Aeroball/Tunnels/Boulder Wall
14:30 - 16:00	Ropes Training
16:00- 16:15	Break
16:15 - 18:00	Ropes Training

WEDNESDAY 9TH APRIL

NEW STAFF

09:00 - 10:30	Soft Skills/Objectives
10:30 - 10:45	Break
10:45 - 12:30	Ropes Training
12:30 - 13:30	Lunch
13:30 - 15:15	Rope Training
15:15- 15:30	Break
15:30 - 17:30	Ropes Training
17:30 - 18:30	Dinner
18:30 - 20:30	PPE - SOPs/RAs/Activity Policy

THURSDAY 10TH APRIL

NEW STAFF

09:00 - 10:30	Ropes Training
10:30 - 10:45	Break
10:45 - 12:30	Ropes Training
12:30 - 13:30	Lunch
13:30 - 15:15	Rope Training
15:15- 15:30	Break
15:30 - 17:30	Ropes Training
17:30 - 18:30	Dinner
18:30 - 20:00	Questions About SOPs/RAs/Activity Policy and Signing Paperwork

FRIDAY 11TH APRIL

NEW STAFF

09:00 - 10:30	Ropes Training
10:30 - 10:45	Break
10:45 - 12:30	Ropes Training
12:30 - 13:30	Lunch
13:30 - 15:15	Rope Training
15:15- 15:30	Break
15:30 - 17:30	Ropes Training
17:30 - 18:30	Dinner
18:30 - 20:30	Problem Solving

Assessment will be scheduled - you should not need to attend the full 3 days

SATURDAY 12TH APRIL

ALL STAFF

09:00 - 12:30

Ropes Assessment

12:30 - 13:30

Lunch

13:30 - 18:00

Ropes Assessment

SUNDAY 13TH APRIL

ALL STAFF

09:00 - 12:30

Ropes Assessment

12:30 - 13:30

Lunch

13:30 - 18:00

Ropes Assessment

MONDAY 14TH APRIL

ALL STAFF

09:00 - 12:30

Ropes Assessment

12:30 - 13:30

Lunch

13:30 - 18:00

Ropes Assessment

If a First Aid qualification is held, you will only need to attend one of these days

TUESDAY 15TH APRIL

ALL STAFF

09:00 - 10:30

Health and Safety Training

10:30 - 10:45

Break

10:45 - 12:30

Bushcraft Training

12:30 - 13:30

Lunch

13:30 - 15:00

Safeguarding Training

15:00- 15:15

Break

15:15 - 18:00

Bushcraft Training

Or

09:00 - 17:30

First Aid Training

WEDNESDAY 16TH APRIL

ALL STAFF

09:00 - 10:30

Health and Safety Training

10:30 - 10:45

Break

10:45 - 12:30

Bushcraft Training

12:30 - 13:30

Lunch

13:30 - 15:00

Safeguarding Training

15:00- 15:15

Break

15:15 - 18:00

Bushcraft Training

Or

09:00 - 17:30

First Aid Training

THURSDAY 17TH APRIL

NEW STAFF

09:00 - 12:30	Site Training
12:30 - 13:30	Lunch
13:30 - 17:30	Ground Session Training
17:30 - 18:30	Dinner
18:30 - 20:30	Campfire Training

RETURNING STAFF

09:00 - 12:30	Ground Session Training/Refresh
12:30 - 13:30	Lunch
13:30 - 17:30	Site Training
17:30 - 18:30	Dinner
18:30 - 20:30	Campfire Training

FRIDAY 18TH APRIL

ALL STAFF

09:00 - 11:00	Additional Needs Training
11:00 - 11:15	Break
11:15 - 12:45	Orienteering Training
12:45 - 13:30	Lunch
13:30 - 15:00	Wide Game Training
15:00	Social BBQ

SATURDAY 19TH APRIL

QUALIFIED PADDLE STAFF

09:00 - 12:30	In - house Competency Sign Off
12:30 - 13:30	Lunch
13:30 - 17:30	In - house Competency Sign Off

POTENTIAL PADDLE STAFF

09:00 - 12:30	Anyone with a interest in going on the paddlesport instructor course
12:30 - 13:30	Lunch
13:30 - 17:30	Pre paddlesport Instructor training

MONDAY 21ST - FRIDAY 26TH

All Day	Paddlesport Instructor Training (NGB)
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