



Make a Real Difference in Children's Lives

Join Us on the Water – Become a Water-Based Instructor!

At Releasing Potential, we believe learning comes alive on the water - through every paddle stroke, splash, and shared adventure. We're looking for a **Water-Based Instructor** to lead engaging, hands-on experiences that inspire and empower young people with social, emotional, and mental health (SEMH) needs, helping them build confidence, resilience and connection.

We work with students aged 11–18 across Hampshire and West Sussex who need a different kind of education - one that meets them where they are, sees their potential, and builds their confidence. If you're passionate about adventure, personal growth and inclusive education, this could be your next meaningful career move.

What You'll Be Doing:

- Designing and leading engaging sessions in paddle boarding, windsurfing and sailing
- Provide children the opportunity to experience windsurfing, paddle boarding and sailing
- Be interested in developing windsurfing, paddle boarding and body boarding
- Supporting students' confidence, wellbeing, and independence through outdoor learning
- Managing the equipment, safety, and technical quality of all water-based activities
- Ensuring all activities meet National Governing Body standards
- Leading by example with personal teaching competency and a commitment to outstanding practice
- Collaborating with our education teams to tailor experiences to students' individual needs
- Playing a key role in inspections, compliance, and continual improvement

What You'll Need

- A valid UK driving licence (essential).
- One or more senior instructor qualifications in Sailing or Windsurfing
- A passion for water sports, particularly windsurfing, paddle boarding and body boarding
- An understanding of SEMH, trauma-informed practice, and communication differences.
- Patience, empathy, and resilience to handle challenges calmly.
- Creativity and curiosity -you'll need both every day.
- Experience in SEN is welcome, but not essential- we value passion as much as experience.
- Experience working with young people in an outdoor setting

What We Offer

- **Full-time salary** starting at £26,481 (not pro-rata - real stability all year).
- **34 days holiday** plus bank holidays.
- A generous **pension scheme** with substantial contributions.
- **24/7 Employee Assistance Programme** to support your wellbeing.
- Ongoing **training and development** with nationally recognised qualifications.
- A role where your work truly **changes lives**.

- A team that celebrates your skills and supports you every step of the way.

Safeguarding Commitment

We're serious about safeguarding children.

All positions falls under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975, as it involves working directly with children or young people. As such, you are required to declare any criminal convictions, cautions, warnings, or bind-overs, including those that are considered "spent."

"To help keep our young people safe, candidates will undergo safer recruitment checks, including an enhanced DBS & barred list check, plus online and social media screening.

Ready to Make a Splash?

Join a team that celebrates your skills and supports you every step of the way.

 Email jill@releasingpotential.com to apply or call 07563 024063 for more information