



Creative Instructor Job Description*

Work Hours: 08:30 – 17:30 Monday- Friday **This role is specific to Half Term only.*

Contract Type: Seasonal Fixed-Term

Salary: £516.78 – £663.48 salary per week (*dependant on age, experience, and qualifications*).

(February Half Term Contracts to be issued on 2025 wage level. 2026 wage level effective from 1st April).

Reportable to: Camp Senior Team, Area Manager and Central Office

Barracudas is fully committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and act in the best interests of children at all times. Adhering to our safeguarding policies and procedures including safer recruitment practices, staff should play an active role in creating a supportive, safe, and protective environment for all children and young people.

About Us

Barracudas is the UK's leading provider of children's holiday camps, helping young people build confidence, develop new skills, and make new friends through a wide range of activities. With 45+ camp locations across the UK, we offer exciting programmes including Sports, Arts & Crafts, Drama and more. We are committed to creating an inclusive environment where every child feels supported and valued. Safeguarding and wellbeing are at the heart of everything we do.

Role Purpose

Creative Instructors deliver inspiring, engaging and age-appropriate creative sessions across Arts & Crafts and Dance & Drama. By creating a welcoming environment, planning imaginative activities, and supporting children of all abilities, they help every child express themselves, build confidence and enjoy a memorable camp experience. Through strong supervision, clear communication and a nurturing approach, Creative Instructors ensure children feel safe, included, and excited to take part.

Key Responsibilities

1. Set up and maintain creative activity areas, ensuring they are tidy, organised and inviting for children.
2. Follow all policies and procedures to ensure a safe and enjoyable environment throughout the day.
3. Plan and deliver a wide range of creative activities, using available resources and adapting sessions to suit different age groups.
4. Provide clear safety instructions and demonstrations, ensuring children understand and follow expectations.
5. Work collaboratively with supporting staff, guiding them during sessions where needed.
6. Actively supervise children at all times, including during transitions, breaks and lunch periods.
7. Create prototypes and displays to inspire children and showcase their work.
8. Encourage participation and creativity, offering praise, reassurance, and support.
9. Maintain tidy activity spaces and base rooms, ensuring equipment is stored safely and appropriately.
10. Uphold safeguarding responsibilities, reporting concerns immediately to the Senior Team or Designated Safeguarding Lead.
11. Carry out additional duties as required, in line with the needs of the camp and the organisation's objectives.

This role involves working with children and is exempt from the Rehabilitation of Offenders act 1974. A successful applicant will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check, including a check of the children's barred list. Applicants are not required to disclose convictions or cautions that are considered "protected" under the Rehabilitation of Offenders act 1974 (Exceptions) order 1975 (amended in 2013 & 2020). This information will not be taken into account. Guidance on protected convictions and cautions is available from the Ministry of Justice.



12. Support additional camp activities, including Skills Builder sessions (where required) and swimming sessions – you'll need to bring swimwear, and a spare t-shirt will be available at camp.

Requirements

Essentials

- Experience in one or more creative disciplines (e.g., arts & crafts, dance, drama). Experience across multiple areas is ideal but not essential.
- Ability to plan and deliver engaging creative sessions for children.
- Strong communication skills and a warm, enthusiastic, and supportive approach.
- Confident supervising groups and responding calmly to unexpected situations.
- Organised, proactive and able to use initiative when preparing and delivering activities.
- Able to build positive relationships and encourage participation from children of varied ages.
- A proactive approach to safeguarding, inclusion, and wellbeing.
- Ability to use music safely and appropriately in line with safeguarding guidance.

Desirables

- Experience working with children in schools, clubs, or holiday camps.
- Experience supporting children with additional needs.
- Training or qualifications in arts, crafts, dance, drama, or creative facilitation.
- Paediatric First Aid qualification.
- Safeguarding training or certificates.

Employment in this role is subject to completing all pre-employment requirements, including being aged 18 or over by the start date, providing proof of eligibility to work in the UK, supplying satisfactory references, and holding or obtaining an Enhanced DBS check. All staff must complete mandatory training, including online modules, an in-person Induction Training Day and any additional role-specific briefings delivered by Central Office.

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