



Activity Leader Job Description

Work Hours: 08:30 – 17:30

Contract type: Seasonal Fixed Term

Salary: £516.78 – £663.48 salary per week *(dependent 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 are 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.

Working Pattern

Activity Leader contracts are seasonal roles based on a minimum of 4 days per week with **one allocated day off** each week. Due to booking numbers and staffing needs, there may be occasions where you are required to work **all 5 days**. Your weekly schedule will be confirmed by your Recruiter or Camp Manager. **Easter and May half term contracts will be based on 3 - day weeks, where the operating week we are open is a normal 4 days due to bank holiday. You will be assigned a day off as detailed above.*

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

Activity Leaders play a key role in creating a fun, welcoming and supportive camp environment for children aged 4–14. Through delivering exciting activities, building positive relationships, and providing excellent supervision, Activity Leaders help every child grow in confidence, make friends, and enjoy an unforgettable camp experience.

Key Responsibilities

1. Maintain a safe, clean, and inviting environment by setting up and keeping the base room tidy, hazard-free and ensuring all activity spaces and equipment are safe, fit for purpose and packed away appropriately.
2. Deliver high-quality activity sessions by following the daily timetable and using available resources to plan, adapt and deliver a wide range of structured, age-appropriate, and engaging activities.
3. Ensure active supervision at all times, monitoring children closely throughout the day, including breaks and lunch periods, and always knowing their whereabouts.
4. Promote positive behaviour and participation by encouraging involvement, modelling appropriate behaviour, setting clear expectations, and addressing issues calmly and appropriately.
5. Build positive relationships with children, offering encouragement, reassurance and support, and creating an environment where they feel confident to participate and ask for help.

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.



6. Meet individual needs and make reasonable adjustments to support children with additional needs, dietary requirements, or medical conditions.
7. Uphold safeguarding responsibilities by following all safeguarding procedures and immediately reporting any concerns to the Senior Team or Designated Safeguarding Lead.
8. Follow all Health & Safety procedures, including registration, collection, movement systems, hygiene expectations, and wider camp protocols.
9. Work collaboratively with the wider staff team to support colleagues, communicate effectively and ensure smooth delivery of the daily timetable and camp operations.
10. Be a positive role model by demonstrating professionalism, enthusiasm, and a commitment to high-quality childcare, promoting healthy lifestyles and good hygiene practices.
11. Support additional camp activities, including Skills Builder sessions (where required) and swimming sessions, supervising children in and out of the water.
12. Carry out additional duties as required in line with the needs of the camp and the organisation's objectives.

Requirements

Essentials

- Experience working with children aged 7–14 in a school, club, camp, or similar setting.
- Experience planning or delivering activity sessions (e.g., sports, arts & crafts, games, drama, team challenges, etc)
- Confident, enthusiastic, caring, and organised.
- Strong communication skills with children, parents, and colleagues.
- Ability to adapt sessions and respond appropriately to unexpected challenges.
- Ability to build positive relationships and engage children of varied ages.
- A proactive approach to safeguarding, inclusion, and wellbeing.

Desirables

- Sports coaching qualifications (Level 1/2).
- Performing arts, arts & crafts, STEM, or outdoor activity experience.
- Paediatric First Aid qualification.
- Safeguarding training or certificates.
- Experience supporting children with additional needs.

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.

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.