



1. About Us

Discovery Summer is an independent, family-owned company with over **20 years' experience** providing short summer courses in the UK for **international children and teenagers**.

In our 2023 British Council inspection, we were awarded 12 strengths.

We give our students lots of opportunities to learn new skills, try new activities and build confidence in English whilst getting to know Britain and our culture.

Many of our **staff come back year after year - 70% in 2025** - excited by the opportunities for personal and professional development while working on multi-talented, fun and friendly teams.

2. Job Overview

Reporting to: Social Director and Course Director

Activity Leaders are responsible for planning and confidently leading **an exciting range of fun activities** including arts & crafts, sports, dance, drama, cooking and team challenges. You will also host **evening entertainments**, supervise students on **excursions** and carry out **pastoral duties**.

This is a **residential role** so you will be living and working with your team and the international students. We are looking for people with a passion for working with **children and teenagers** to create an unforgettable activity programme.

We aim for the **highest professional standards** in every aspect. This is an excellent opportunity to gain practical leadership and teaching skills in a friendly, supportive environment.

3. What we're looking for

Legal:

- Hold a valid UK work permit by the start of your employment
- Aged 18 and over

You need to be able to:

- Provide a clear and accurate model of the English language
- Plan and independently lead activity sessions for groups of children/teenagers
- Effectively supervise students and promote good discipline
- Respond and adapt to feedback, be flexible

To succeed in this role, you should already have:

- Experience working with groups of children/teenagers
- Experience of organising events and/or coaching children/teenagers
- Previous experience in a residential setting (desirable)
- Sports coaching qualification (desirable)

We love working with people who are:

- Expert communicators and team players
- Genuinely enjoy working with young people
- Comfortable working in a fast-paced, intensive environment
- Comfortable using online and digital systems
- Good time managers with great organisational skills
- Highly professional, keen to learn new skills
- Responsible and can take the initiative
- Creative, energetic, and fun

4. All Discovery Summer staff must:

- Commit to safeguarding and promoting the safety and welfare of all course participants (students, staff, English student hosts, group leaders and Discovery Summer visitors) at all times
- Follow the staff code of conduct and guidelines in the Staff Handbook regarding the standards expected in your job
- Act in a thoroughly professional manner to uphold the good reputation of Discovery Summer
- Follow our alcohol, smoking and substance abuse policy. As you are working with children, consuming alcohol and substance abuse are not permitted at any time on campus or during working hours. Smokers may only smoke/vape in designated areas when off duty. Staff must be fit to supervise students at all times. Failure to abide by these rules will be treated as a serious disciplinary matter and could lead to immediate dismissal.

5. Work at a leading independent school



Benenden School, Kent, TN17 4AA

Course: English Plus+

Juniors: 8-12 years, Teens: 13-16 years

Staff induction: Wed 8 – Thurs 9 July

Dates: Fri 10 July – Fri 7 Aug

Staff depart: Sat 8 Aug

Contract length: 2,3 or 4 weeks



Marymount International School

Kingston-upon-Thames, KT2 7PE

Course: English Plus+

8-13 years

Staff induction: Fri 17 July

Dates: Sat 18 July – Sat 1 Aug

Staff depart: Sun 2 Aug

Contract length: 2 weeks



Shrewsbury School, Shropshire, SY3 7BA

Courses: English/Coding & Tech/Sports

Academy

11-16 years

Staff Induction: Mon 29 – Tues 30 June

Dates: Wed 1 July - Wed 29 July

Staff depart: Thursday 30 July

Contract length: 2,3 or 4 weeks



Winchester College, Hampshire, SO23 9NA

Courses: Global Young Leaders/English Plus+
(13-16 years), Pre-University (15-17 years)

Staff induction: Wed 1 July - Thurs 2 July

Dates: Fri 3 July - Fri 31 July

Staff depart: Sat 1 Aug

Contract length: 2,3 or 4 weeks

6. Salary and working conditions

Age	Gross salary for new staff Returning staff are paid a supplement
18-20 years	£582 (£519 + 12.07% holiday pay)
21+ years	£696 (£621 + 12.07% holiday pay)



- You will work 6 days a week
- You'll be asked to sign a waiver regarding the 48-hour working week



- You will have one 24-hour period off per week, usually from one evening to another evening.



- Our programmes are fast paced - expect the days to be long and the work to be intense



- You will be accommodated in the student residence, normally in a single room with shared bathroom



- Whether you are on or off duty, you will always be expected to put the welfare of the students and staff first



- Dress Code: neat and tidy e.g. no short shorts, ripped jeans. Wear DS yellow polo shirt when required

- **Free full board accommodation** provided worth £77.70 per week
- Fully paid enhanced **DBS check**
- **1-2 day induction** paid pro rata
- Work as part of a strong team with opportunities for professional development e.g. INSET training, performance review, shadowing opportunities
- Initially, we will allocate you to activities you have experience with. You will also be encouraged to e.g. deliver a new activity, host an evening event, learn new tech - to build your skills

7. Your role and responsibilities

a. Pre-course preparation

- Read the staff handbook and contact Head Office with any questions
- Reply to emails from your Course Director and line manager
- Participate in the online "get to know you" meeting (June 2026)
- Arrive at the course centre with plenty of ideas and energy

b. The social programme

- **Plan and risk-assess activity sessions** using our bank of resources. Your Social Director will support you as necessary
- Ensure you have all necessary equipment, registers and access to facilities before you start an activity
- Confidently lead safe, high-quality, structured **activity sessions** for groups of approximately 15 students e.g. arts & crafts, sports, dance, drama, cooking
- Work with other Activity Leaders to plan and lead fun and engaging **evening entertainments** e.g. casino night, talent show, mystery night
- Support with theatre tech (e.g. presentations, lights, music) if necessary
- Twice a week - lead groups of approx. 10-15 students on **excursions** e.g. sightseeing, castles, zoos, theme parks, museums, shopping. The excursions are planned and led by the Social Director
- Lead or assist with **local trips** e.g. walks to local village/town, local scavenger hunt, countryside walks
- Promote **good student conduct and manage student behaviour** as necessary
- Ensure students of **different nationalities mix** as much as possible during activities and free time
- Maximise opportunities for students to use and **improve their English**
- Utilise [English Student Hosts](#) effectively

c. Pastoral and safeguarding duties

- Sleep in a room on the same corridor/in the same building as the students
- Do **wake up and bedtime duty** approx. 2-4 times per week
- Assist with **mealtime supervision**
- Carry out **airport duty** (e.g. meeting students at the airport, accompanying them to the course centre by coach/taxi, checking students in on departure) as required
- Supervise students during **breaks, free time** and when they are moving between buildings on campus
- Ensure the **safeguarding and welfare** of students at all times
- Follow the safeguarding guidelines, log and report details of any behaviour, welfare or safeguarding issues as directed

d. Other duties

- Attend and participate in meetings with your team and the wider staff body
- Complete all paperwork as directed
- Provide **first aid** support as necessary
- Carry out any other reasonable duties e.g. help pack up the course centre

8. Next steps

- Read the [Information for Applicants](#) to find out about the safer recruitment process and pre-employment checks
- Apply with the [2026 online application form](#)
- Contact **Prem Sourek** with any questions prem@discoverysummer.com