

Equine Lead & Riding Instructor

Elysian Sites | £25,356 – £33,000 per annum (FTE) | Full time, 5 out of 7 days including a weekend day

Do you combine real equine coaching ability with a genuine gift for working with young people?

At Elysian, horses aren't just taught, they're used purposefully to build confidence, resilience and life skills in children and young people, including those with SEND and SEMH needs. We're looking for an experienced, hands-on Equine Lead & Riding Instructor to plan and deliver therapeutic and educational riding sessions, oversee day-to-day equine care and welfare, and mentor the apprentices and volunteers working alongside you. Alongside our therapeutic programmes, you'll also deliver external riding lessons for clients.

This is a practical, outdoor role for someone who's as comfortable mucking out and assessing a horse's readiness for a session as they are coaching a nervous first-time rider or a confident competition-ready teenager.

You'll need:

- Solid experience in equine care, management and coaching
- A minimum of 5 years' experience of direct client work
- Strong safeguarding knowledge and professional boundaries in an equine setting
- BHS Level 3 Coaching (or equivalent) is a bonus, not a requirement

For any enquiries email recruit@elysianuk.org. Full job description below.

Equine Lead & Riding Instructor

Job Title:	Equine Lead & Riding Instructor	Job Category:	Equine
Level/Salary Range:	£25,356.00 - £33,000.00 (FTE) per annum	Position Type:	Full time (reduced hours by negotiation) 5 out of 7 days (including a weekend day)
HR Contact:	recruit@elysianuk.org		
Employment location:	Elysian sites		
Employer website:	www.elysianuk.org		
Job Description			

Role Overview

As Equine Lead & Riding Instructor you will play a hands-on, pivotal role in delivering high-quality equine-based therapeutic and educational programmes for young people, including those with SEND and SEMH needs, as well as external riding lessons for clients. You will coach and instruct riders of all abilities, oversee day-to-day equine care and welfare, and provide guidance to staff, apprentices and volunteers working alongside you. You will be a lead equine professional for the service, helping to integrate the equine provision within a broader therapeutic and educational setting, with the possibility of working flexibly across Elysian sites as the organisation's needs evolve.

Key Responsibilities

Equine Session & Coaching Responsibilities

- Plan, deliver and evaluate equine-based learning and therapeutic sessions (groundwork, ridden and non-ridden) for individuals and groups of young people, including those with complex emotional, social, behavioural, learning and mental-health needs.
- Undertake riding assessments of children, young people and occasional adults; set individualised goals in conjunction with other staff and professionals; monitor progress.
- Provide coaching and instruction to people of varying abilities, from beginners to advanced, supporting their confidence, resilience and life-skills development.
- Provide day-to-day mentoring and guidance to apprentices, volunteers and new members of the team, fostering a culture of learning and skill development.
- Prepare structured plans and learning modules where needed (for example, for the NCFE curriculum or other accredited programmes) and integrate equine activity into those plans.
- Liaise with children, young people, parents/carers and relevant professionals (education, therapy, etc.) in relation to progress, behaviour and welfare.

Equine Care & Welfare

- Oversee and undertake general equine care: grooming, tacking up/untacking, turnout/bringing in, feeding, mucking out, tack and equipment maintenance.
- Deliver training and rehabilitation work with equines (groundwork, ridden work, long-reining, lunging, etc.) to maintain their readiness for sessions.
- Ensure equine welfare at all times; monitor health and behaviour, and liaise with vet, farrier, dentist and barefoot trimmer as needed; maintain accurate records of treatments and vaccinations.
- Support the selection and preparation of horses and ponies suitable for therapeutic and learning use.

Compliance & Administrative Duties

- Maintain compliance with the Riding Establishment Licence and other relevant health & safety, safeguarding and regulatory requirements.
- Maintain accurate and clear records: session logs, individual progress, equine care logs, risk assessments and incident reports.
- Uphold professional boundaries, safeguarding practices and confidentiality standards at all times.
- Undertake general yard and site tasks as required (for example, field and fence maintenance, site checks) to ensure the safe, efficient running of the equine provision.
- Work flexibly across Elysian sites as required, recognising that site arrangements may change over time as the organisation develops.

Key Attributes & Experience

Essential

- Experience in equine care, management and coaching.
- Minimum 5 years' experience of direct client work.
- Strong knowledge of safeguarding, professional boundaries and health & safety in an equine environment.
- Excellent communication skills, spoken and written, with the ability to build constructive relationships with young people, families and colleagues.

Desirable

- BHS Level 3 Coaching Qualification (formerly known as AI), or equivalent.
- Experience teaching young people, ideally including those with SEND, or social, emotional, behavioural or mental-health needs.
- Qualification or experience in Animal Assisted Therapy (AAT) or Equine Assisted Therapy (EAT).
- Experience supervising apprentices, volunteers or junior staff.
- Experience delivering psycho-education workshops or supporting groups incorporating animals.
- Experience working in a SEND or SEMH education setting.

Skills & Attributes

- Resilient, confident and skilled at engaging and inspiring people, especially those with diverse or complex needs.
- Organised, proactive and solution-focused, with the ability to adapt in a dynamic outdoor and animal-based setting.
- Confident, knowledgeable in caring for animals in general, not only equines, and in managing safe animal-human interactions.
- Able to work as part of a multidisciplinary team and manage competing priorities.
- Physical fitness and resilience to work outdoors in variable weather and undertake hands-on equine tasks.
- Comfortable working across different sites and adapting to changes in where the role is based.

You will be required to undertake any other duties as may reasonably be requested by your line manager, commensurate with the nature and level of this role.

ELYSIAN IS COMMITTED TO THE SAFEGUARDING OF CHILDREN AND YOUNG PEOPLE. ALL ROLES WITH ELYSIAN ARE SUBJECT TO SAFEGUARDING SCRUTINY INCLUDING REFERENCES AND DBS CHECKS PRIOR TO COMMENCING EMPLOYMENT.