



Junior Sports Coach **JOB DESCRIPTION**

Role Purpose:

To deliver a professional and effective sports coaching service in the region's primary academies which supports all pupils to achieve their full potential. Bristol have introduced a regional model in the delivery of both education and operations across a geographic area. This has meant that in certain areas we will have multiple providers of essentially the same service. Where we believe that by delivering this service across a region through a more consistent approach that the outcomes for our pupils will be enhanced.

In the case of PE, we have seen how this can be such a critical element of a balanced curriculum for the pupil.

Putting together a regional team of sport coaches will add to the consistent and professional approach craved by E-ACT and ensure constant delivery of good to outstanding PE provision across the region.

Key Accountabilities:

Reporting to the Regional PE Coordinator and the lead coach in your school, this post holder will be accountable for

- To work at all times within the requirements of the safeguarding regulations appropriate at the time.
- To deliver good PE lessons which are safe, engaging and fun for pupils of the Academy, whilst developing the ability of all pupils and improving their performance.
- To offer support in the development of Physical Education as a subject within the Academy.
- To ensure inclusivity in the sports provision within the Academy, identifying individual needs so that participation is meaningful for all pupils.
- To be in charge of running and organising at least one extra-curricular club per week and also supporting the lead Sports Coach in other school clubs.
- To be present at most academy sports fixtures and competitions, ensuring support is given throughout the academic year.
- To be a positive and professional role model at all times, who inspires confidence and self-belief.

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- To use available equipment in a safe way to deliver lessons that are engaging to all and are adaptable according to variable needs.
- To evaluate individuals' performance and deliver meaningful feedback, relevant to the subject and audience.
- To work closely with Academy colleagues to ensure that any health or safety issues relating to pupils are alerted as necessary.
- To work effectively alongside other E-ACT PE staff to help develop their coaching skills.
- Communicate clearly with parents on all sports related matters using various methods such face-to-face, email, letters, newsletters etc.
- To uphold a responsible, professional manner with colleagues, pupils and parents at all times.

Culture

Responsible for the Health and Safety, security and welfare of self and colleagues in accordance with E-ACT's policies and procedures, reporting all concerns to an appropriate person.

Responsible for working in accordance with E-ACT's policy relating to the promotion of Equality, Diversity and Inclusivity

Undertake any other duties appropriate to the grade of the post as requested by your Line Manager

To have an understanding of and work within the requirements of GDPR at all times and comply with E-ACT policy in terms of data protection

E-ACT is committed to safeguarding and promoting the welfare of its students and expects all employees and volunteers to share in this commitment.

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PERSON SPECIFICATION

Whether you're a 3 year old in nursery learning to explore the world around you, an 18 year old preparing to go to university, a new teacher understanding the demands of the job, a Head Teacher leading the learning in your academy, a member of the regional team ensuring efficient and effective operations or a trustee scrutinising and challenging the CEO, we want every single person within E-ACT to be driven by three core values:

- We want everyone to **think big** for yourselves and for the world around you;
- We want everyone to **do the right thing** in everything you do, even when this means doing something that's hard, not popular or takes a lot of time;
- We want everyone to show strong **team spirit**, always supporting and driving your team forward

We really believe that if we all do the right thing, support our teams and we all think big, believe big, act big, then the results will be big too!

This means that if you want to be part of E-ACT, you need to be able to embrace and embody these values in all that you do.

OUR VALUES

Thinking Big	<ul style="list-style-type: none"> • Show energy, enthusiasm and passion for what you do • Demand the highest quality in all that you do, and in the work of your team • Willing to champion new ideas and think beyond the status quo • Show an ability to think creatively and 'outside of the box' in your area of expertise, continually seeking improvements in what you do to make the organisation better • Be open to new ideas and change where it will have a positive impact on the organisation • Show a willingness to embrace different ideas and ways of thinking to improve E-ACT • Ability to 'look outside' – to continually learn about innovations in your field, new ways of doing things, and bring that learning into your work • Commitment to self-development, and developing your wider Team • Ability to self-reflect on yourself, your performance, and to think about how this could be improved further • Ability to encourage ideas from others in order to improve the organisation and build your team's confidence
Doing the Right Thing	<ul style="list-style-type: none"> • Have integrity and honesty in all that you do • Make decisions that are based on doing the right thing, even when this means that they're unpopular or will lead to more work • Take responsibility and ownership for your area of work • Have difficult conversations or deliver difficult messages if that's what's required to do the right thing by our pupils • Be transparent and open

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	<ul style="list-style-type: none"> • Be resilient and trustworthy • Stand firm and stay true to our mission
Showing Team Spirit	<ul style="list-style-type: none"> • Understand how you can have a greater impact as a team than you can as an individual • Understand how you are part of your immediate team but also a much wider organisational team, in working towards our mission • Recognise that everyone is important within E-ACT, and show an ability to build strong working relationships at every level • Recognise and celebrate the success and achievements, no matter how small, of your colleagues • Be generous with sharing your knowledge to help to develop others • Understand and be willing to receive suggestions and input on your area of work from others • Support your colleagues, even when this means staying a little later, or re-prioritising some of your work • Be aware of other peoples' needs and show an ability to offer genuine support • Show an awareness and respect for peoples' differences, and recognise how different characteristics and personal strengths build dynamic and great teams

KNOWLEDGE, EXPERIENCE & SKILLS

Requirement

E – Essential

D – Desirable

Assessed at

A – Application Stage

I – Interview Stage

P – During the probationary period

		E	D	A	I	P
Organisational Fit	Thinking Big	X		X	X	X
	Doing the Right Thing	X		X	X	X
	Showing Team Spirit	X		X	X	X
Knowledge & Experience	Knowledge of the Education Sector	X		X	X	
	The Primary School curriculum	X		X	X	
	The way in which provision of PE supports the delivery of Planning, Preparation and Assessment activities (PPA) and other non-contact time for teaching staff.		X	X	X	X
	Health and Safety and its application within the provision of PE specifically and across the whole school generally.		X	X	X	X
	The way in which sports and extra-curricular activities contribute to the education of children.		X	X	X	X
	Safeguarding generally and specifically its application in the context of delivering PE.		X	X	X	X

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	Working within a school or other educational environment and delivering PE.		X	X	X	X
	Experience of coaching/leading sessions in numerous different sports.		X	X	X	
	Setting up, organising and running clubs in and outside of the school day.		X	X	X	X
	A level 2 or higher sports coaching qualification.		X	X		
	Experience of child protection/safeguarding with up to date training or willingness to undertake training		X	X	X	X
Skills	To deliver consistent, high quality PE sessions across a whole school.		X			X
	Willingness to attend CPD sessions to develop skills to improve ability to fulfil the job role.	X		X	X	X
	Allowing for appropriate differentiation in curriculum lessons to ensure every child is progressing.		X			X
	Ability to build strong relationships with senior staff in the school and fellow colleagues.		X			X
	Well-organised with a focus on results and seeing the best for every pupil.	X				X
	Ability to work on own initiative and adapt to different situations.	X				X
	First Aid trained.		X	X		X
	Collaboration – working with and through others to deliver your work.	X		X	X	X

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