

Vision:

To play our part in reducing inequalities that exist within society.

Job Description

Job Title: Coach

Location: Multiple sites available dependent on part or full time:

Basildon, Brentwood, Chelmsford, Canvey Island (Essex).

Closing date: 10th May by 1700

Responsible To: Head of Coaching

Accountable To: Operations Director

This job description is looking for a minimum of 2 individuals for the roles listed below, there is flexibility over whether these roles are full and or part time and can be discussed throughout the interview process.

Contract	Permanent
Time	7.5 hours per day (9-5) in the following locations: Monday – Basildon Sporting Village Tuesday – Basildon Sporting Village X 2 Wednesday – Brentwood Leisure Centre Wednesday – Canvey Island Leisure Centre Thursday – Brentwood Leisure Centre Friday – Chelmsford Riverside Leisure Centre
Salary Range	£22,310 - £23,700 FTE depending on experience
Location(s)	Multiple sites but following the interview process, locations once agreed, will not change.
Annual Leave	Pro rata 33 days annual leave (Full time equivalent including bank holidays)
Employee Benefits and Wellbeing	<ul style="list-style-type: none"> ○ An opportunity to make a real difference and impact to people’s lives locally in your community! <ul style="list-style-type: none"> ○ Occupational sick pay ○ Enhanced parental leave & family friendly benefits ○ Excellent training opportunities including two specific dedicated weeks to CPD annually <ul style="list-style-type: none"> ○ Flexible working ○ Two volunteer days yearly

	<ul style="list-style-type: none"> ○ Dog friendly office ○ Eyecare scheme ○ Free flu vaccination
Closing date	10 th May at 1700

Sport for Confidence CIC is a pioneering and award-winning Social Enterprise which has the strategic aim of addressing inequalities in sport and physical activity participation. We want to tackle inequalities that marginalised groups encounter when seeking to be physically active, through creating inclusive community spaces and opportunities to be active, which promote empowerment, choice and independence.

Leisure Centres are community assets that should be accessible to everyone, as a focal point of community-based engagement. In its simplest form, the existing Sport for Confidence model is concerned with placing Occupational Therapists directly into leisure centre environments, with the overall aim of improving the experiences and opportunities for people facing barriers to participation in sport and physical activity. Making these reasonable adjustments helps to create inclusive sporting opportunities for people who face barriers to participation, including those with learning disabilities, mental health issues, people living with dementia, autism, physical impairment or disability, homelessness, and many other complex health needs.

Occupational Therapists at Sport for Confidence use physical activity and the wider leisure centre environment as a therapeutic tool to support individuals to work on identified performance skills. Interventions are varied and creative with a focus on occupational outcomes which are transferrable to the individual's daily routine and home life.

Coaches will improve a participant's experience of sport and physical activity by providing specialised support and guidance aligned to their individual needs. All of our coaches follow the professional standards set out by [CIMSPA](#) and work in partnership with our Occupational Therapists.

- Coaches can, and do, have an inspirational effect on individuals, groups and communities.
- They lead the planning, preparation, delivery, continuous evaluation and review of a series of physical activity sessions.
- They ensure the culture and environment is designed to meet a participant's welfare needs and allow them the opportunity to achieve their goals and meet their aspirations. The participant's development as a person is central to the Coach's activity. This means tailoring to the participant's needs and taking an inclusive approach.
- They work with participants, and a range of others such as assistant coaches, colleagues, volunteers, parents, those with lived experience, carers paid and unpaid, social workers and health professionals, to ensure the experience is the very best it can be.

Key Responsibilities:

Coaching role

- Plan, prepare, deliver and continually evaluate inclusive, safe and effective coaching sessions for a range of participant using appropriate equipment and methods
- Create and develop session plans that include progressions, adaptations and laughter
- Warm, welcoming and interactive with any individual that walks through the door
- Develop relationships with participants through excellent communication skills, technical knowledge and acting on feedback to enhance the participant experience
- To work closely with the Occupational Therapist to share ideas, seek support, check and challenge
- Have a participant focused approach to delivery
- To seek further development to continue to learn and improve by liaising with the Lead Coaches
- Work closely with local sporting organisations to build relationships and offer pathways for individuals to transition from Sport for Confidence sessions to alternative mainstream groups
- Understand the welfare needs and positively manage participant behaviours.
- Daily briefs and debriefs with the delivery team to reflect, praise, enjoy and learn from
- Maximise the participant experience through understanding their needs to support participation retention
- Adhere to relevant industry legislation and organisational policies and procedures in line with organisational guidelines and best professional practise.
- Manage risk throughout physical activity sessions
- Delivery of the following: Boccia, Track (walking/running group), Table Top, Cricket, Multi-sports, Gentle Exercise, Love to Move, Kurling and support with trampolining, swimming & gym.

Outside of coaching

- Promote service within the local area through networking.
- To attend weekly MDT meeting with Sport for Confidence staff.
- Take part in supervisions and mandatory & CPD training requirements
- Liaise and connect with the national Sport for Confidence team
- To contribute to service development through innovative ideas and creation of resources
- Advocate and influence the effects of sport and physical activity
- To complete participation numbers for statistical purposes through registers.
- To participate in audits, data collection, research and evidence-based practice.
- Be involved/supportive when presented opportunities through our specialist provision department.
- Keep outlook calendar up to date.

- Supervise students when appropriate
- To comply with policies and procedures regarding annual leave, sick day and time owing.
- CIMSPA membership and commitment to follow the following standards: coach, working with disabled people, working with inactive people and working with people with long term health conditions.

Our Values



Person Centred – adopting a person centred approach with every participant we support to promote choice and independence and by involving the voices of the participants with service development ideas.

Passionate – we are passionate about people and passionate that sport and physical activity has the power to make a difference in people’s lives.

Innovative – it’s in our nature to think differently and use our collective intelligence to be innovative in our models of practice.

Caring – we commit to creating a culture of kindness, a caring and respectful environment for our participants, employees and providers.

Inclusive – we strive to design and embed an inclusive blueprint throughout the whole organization which creates opportunities for all individuals to participate in physical activity and accomplish personal goals.

Who are we looking for?

Someone brilliant, kind, and confident!

Ideal Criteria

- A minimum of 1 qualification in coaching, any Sport's National Governing Body qualification desirable.
- Willingness to learn and develop as a coach.
- A great communicator and individual that matches our values.
- Passionate, enthusiastic and innovative!
- Dynamic and brave!
- Previous experience working as a coach in any type of setting

Desirable

- Experience with working with disabled people and or those with long term health conditions
- Experience of working within leisure centre environments.
- Ability to travel to multiple locations
- Keen to develop and learn more about the power of physical activity as a promotion tool for good health and prevention tool for ill-health.

Apply!

If you are interested in the role, please do get in touch through our careers@sportforconfidence.com email account.

We would like to see a CV and cover letter, but also open to video entries and or other accessible means of declaring an interest!

If you would like to discuss the job over the telephone, please contact:

Jake Turner, Operations Director, 07566200070.