

Vision:

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

Job Description

Job Title: Coach - 15 hours - part time

Location: Saffron Walden (Essex).

Closing date: 20th December 2024

Responsible To: Head of Coaching

Accountable To: Operations Director

Contract	Permanent
Time	7.5 hours per day (9-5) in the following locations: Wednesday – Saffron Walden, Essex. Friday – Saffron Walden, Essex.
Salary Range	£22,868 - £24,292 FTE depending on experience
Location(s)	Saffron Walden, West Essex & at times, Chelmsford HQ office
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! ○ Occupational sick pay ○ Enhanced parental leave & family friendly benefits ○ Excellent training opportunities including two specific dedicated weeks to CPD annually ○ Flexible working ○ Two volunteer days yearly ○ Dog friendly office ○ Eyecare scheme ○ Free flu vaccination ○ Employee Assistance Programme

About Sport for Confidence

Sport for Confidence (CIC) centres the needs of people and communities furthest away from sport and physical activity. We work locally and nationally [in spaces and places] making use of the combined expertise of participants, occupational therapists and sports coaches, working together to ensure systems and services are able to meet the needs of diverse communities.

This combined skill set is ideally suited to address barriers to accessing sport and physical activity, tackling inequalities and providing the best possible experience for people and communities to engage with physical activity in a way that is relevant and meaningful to peoples' lives.

We recognise and value the unique contributions of people, their environment(s), occupation and participation when using physical activity to promote good health and prevent ill health. We believe everyone should have the opportunities to experience physical activity and sport which offers empowerment, choice and belonging.

Occupational Therapists at Sport for Confidence provide practical support to empower individuals to facilitate recovery and overcome barriers preventing them from doing the meaningful activities that matter to them. Engagement in these meaningful activities can promote and enhance performance in daily life skills as well as improve physical health and wellbeing.

Sport for Confidence places Occupational Therapists into non-traditional spaces, however the scope of practice remains the same, utilising the same skillset, passion and core values to make a difference to any individuals in any place. Occupational Therapists have expanded their role across many spaces in the UK. The value and impact of Occupational Therapy is becoming increasingly and widely recognised to meet the complexity of need that frequently requires more than a medical approach as well as an earlier stage than secondary care. Occupational Therapists working in these non-traditional settings can work proactively to support individuals earlier to reduce occupational deprivation which can significantly diminish health, wellbeing and quality of 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 professionals 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
- Provide cover as and when appropriate
- 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 a range of different activities including, but not limited to – Multisport, Boccia, Dance, Love to Move, Football, Netball, Cricket, Basketball and others.

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.
- Overtime likely available

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:

Korun Mehmet, Head of Coaching, 07596859344.

Equality, diversity and inclusion (EDI) statement

Equality, diversity and inclusion is at the core of Sport for Confidence's vision to continue developing high quality services and to be an organisation where people feel valued at work.

We are committed to ensuring that our organisation is an environment that support and values diversity and promotes equality of opportunity.

We recognise that by respecting and valuing people's differences, this includes all protected characteristics under the Equality Act 2010 [[Protected characteristics](#)] as well as other vulnerable groups, we become an equitable and inclusive organisation for our participants, staff, volunteers and our communities.

Sport for Confidence actively seeks to recruit a workforce that reflects the diversity of the communities that we work in, and we ensure that our recruitment processes are fair and inclusive.

Sport for Confidence is proud to stand firm against all forms of prejudice and discrimination, and actively seeks to challenge both prejudice and discrimination in our communities through our everyday work.

Safeguarding statement

Sport for Confidence holds, as one of its highest priorities, the safeguarding of all who use its services and who work or volunteer for us.

We ensure that everyone who is connected to our organisation is safe and protected from abuse and exploitation. This includes taking action to prevent abuse and mitigate the risks of this occurring, as well as ensuring that any allegations of abuse are taken seriously and anyone experiencing abuse is protected and their welfare promoted.

Sport for Confidence acknowledges that one of its fundamental commitments to safeguarding is that we recruit safely.

We are committed to recruiting suitable people by complying with all statutory legislative requirements and guidance.

We follow a rigorous selection process to discourage and screen out unsuitable applicants by:

- Exploring any gaps in employment, or where a candidate has changed employment or location frequently and ask candidates to explain this
- Verifying their identity
- Verifying their right to work in the UK
- Verifying their professional qualifications
- Obtaining Disclosure and Barring Service and other pre-employment compliance checks (as appropriate)
- Obtaining professional references
- Carrying out further additional checks as appropriate
- All successful candidates will be subject to the Sport for Confidence probation procedure.

General Data Protection Regulation (GDPR) Statement

Sport for Confidence takes its obligations under GDPR and applicable data privacy law seriously and is committed to protecting the privacy and security of all information we hold.

It is very important to us to ensure that all the personal information you provide to us is treated with the utmost respect and your data privacy rights are safeguarded, all in accordance with our GDPR Privacy Notice and policy. If you would like more information, please email: The Sport for Confidence Team: info@sportforconfidence.com