

Appointment of up to 5 Non-Executive Directors, Sport for Confidence CIC #PlayYourPart

Sport for Confidence CIC was founded in 2015 by Lyndsey Barrett and Steve Mitchell. Lyndsey had spent 18 years working in the NHS, and had proven (through evidence and lived experience) that the idea of placing occupational therapy practice into leisure facilities had huge potential. She had already been working in a Basildon leisure centre from as early as 2010. Mitch is the son of a speech and language therapist who spent her career trying to use sport and activity to support patients with head injuries and those recovering from strokes – he continues to work extensively around skills, workforce and leadership across the sport and physical activity sector. Together they navigated Lyndsey through a 6-month sabbatical from the NHS, and launched the business as a social enterprise limited by shareholding. Along with our 3rd shareholder and mastermind behind the brand (Dan Black), the 3 have overseen the business grow from 1 OT and 1 coach in 2015 to now employing over 22 staff, working across 12 different leisure facilities, and supporting thousands of clients and participants across Essex and 3 London boroughs to lead a more active lifestyle.

Sport for Confidence CIC (SfC) is a unique, pioneering and multi award-winning social enterprise which places Occupational Therapists (OT) into leisure facilities, schools and active environments to support and deliver meaningful physical activity or sport sessions to anyone that faces barriers to participation. The partnership between the leisure centre and the SfC team sees dynamic OTs plying their expertise and knowledge in mainstream environments to ensure that reasonable adjustments are made alongside breaking down any barriers that currently exist so that sport and physical activity becomes truly inclusive for anyone.

The SfC OT team design, in partnership with a coach or instructor, weekly specialist physical activity sessions at centres which cater for any facing any barrier to participation. Alongside this the OTs use their skills to help clients individually with aspects that cannot be achieved in a group setting, for example, 1:1 transfer practices, breathing techniques, anxiety management or social skills development.

SfC coaches and instructors play an imperative role alongside the OTs to ensure all of the sessions delivered cater for anyone that walks in the door, creating adaptive, active and most importantly fun, memorable sessions! Additionally, the team work closely with a range of organisations in a consultancy format to share their knowledge and expertise about inclusive sport/physical activity. We are embarking on an ambitious workforce and people development plan to build a ground-breaking learning platform to upskill, educate and mentor the next generation of OTs, coaches, sports development professionals and leisure staff, sharing our insight into the world of whole system approaches, inclusivity and service user involvement.

Following an incredibly exciting period of growth and investment during 2020, including a 2-year grant agreement from Sport England, **we are looking to expand our boardroom expertise with the appointment of up to 5 new Non-Executive Directors.** As we transition on our journey from ambitious start up, to an SME with growing pains, into a credible authority with a recognisable and trusted brand, we are looking for some additional firepower and unique skills to help the business in its next iteration of growth, geographical expansion and sustainability.

As a small team of Directors, we believe we have built the foundations for an ambitious period of growth over the next 5 years, with our first business plan and a clearly articulated financial narrative to accompany our aspirations – helped in no small part by a partnership with Sporting Capital.

Person Specification

You will be an individual of great integrity and enthusiasm with a passion for inclusion and social change coupled with an interest in helping to make the sport and physical activity sector more inclusive for

people with long term conditions, learning disabilities or anyone from society who needs help, support and guidance to break down barriers to regular participation in mainstream sport and physical activity.

We would like to hear from candidates from variety of professional backgrounds but particularly welcome those with experience in:

- Finance and accountancy;
- Olympic or Paralympic athletes looking to use their platform for good as part of a transition plan in building a career away from or alongside elite performance;
- Leadership and systems change within Allied Health Professionals;
- Inclusion advocacy and leadership from across leisure and sports coaching;
- Legal and governance.

You will be able to devote the necessary time and effort needed to support our growth and enjoy thinking strategically and creatively to support our transition and growth from an SME to a credible authority and trusted brand. You would ideally understand the governance requirements necessary to run a CIC (aligned to the Code for Sports Governance), along with the willingness to learn as our exciting journey progresses.

These roles will initially be **expenses only** and we commit to open dialogue for a move towards paid roles and/or shareholding in the CIC in the next 2 years – dependent on business performance. In line with our Articles and mindful of the Code for Sports Governance, appointment terms will initially be for 3 years. You will be expected to contribute c.4-6 days per annum. The majority of meetings will be held in Essex, and in the short term, via digital means through Zoom or Teams.

If you are interested, please contact our Executive Chair (Mitch) via phone 07968 364189 or email mitch@sportforconfidence.com for a conversation and to receive a NED recruitment pack. These are available in word or PDF formats, but please specify if you have particular accessibility requirements.

The application process will be detailed in the recruitment pack, but will include a CV (paper or digital) and a short covering letter (one side of A4 or creative pitch/vlog), explaining how you meet the person specification, with the closing date for applications midnight on Friday 2nd October 2020. Interviews will take place in w/c 12th October 2020 with appointments in place before the end of 2020.

Recruitment into these roles will be undertaken in line with our **Safer Recruitment** and **Equal Opportunity** policies.

Sport for Confidence CIC is an equal opportunities employer and is therefore committed to promoting equality of opportunity and diversity and to tackle any forms of discrimination within our working environment, whether on grounds of race, gender, sexual orientation, gender re-assignment, disability, age, class, religion or belief. We therefore welcome and encourage job applications from people of all backgrounds.

We are committed to protecting the privacy and security of your personal information. If you would like to see a copy of our Data Protection policy, please contact Sam Lehman at hr@sportforconfidence.com.

Sport for Confidence CIC is committed to safeguarding the welfare of our staff, their employers, our partners and the communities in which each of these operate. Successful candidates will be asked about any previous convictions, cautions, reprimands, including those that are considered 'spent' as defined by the Rehabilitation Offenders Act 1974 (Exceptions) Order 1975 (Amended 2013). Appointment to this role is conditional upon a satisfactory Enhanced DBS Check (with children's barred list check) x2 suitable references and a declaration of Good Character.