

Briefing Pack for Applicants Recreation Assistant



The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The school will undertake stringent and rigorous checks of identity and qualifications to ensure that we maintain the very highest standards of child protection for our students.

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May we take this opportunity to thank you in anticipation of your application. If, however, you have not heard from us by the proposed date for the interview you should assume that on this occasion your application has not been successful. In that event we wish you every success in any future applications you make.

Section 1: Post Advertisement

Post:	Recreation Assistant
Location:	Handsworth Grange Community Sports College
Pay scale:	NJC Grade 3, point 5: £23,500 to 6: £23,893 per annum
Actual	
Annual Salary:	£6,351.35 to £6,457.57 (under 5 years of service)
Contract:	Permanent, 10 hours per week x 52 weeks per year
Start date:	September 2024

Minerva Learning Trust is an expanding Sheffield based multi-academy Trust with a vision of providing outstanding education for all the students within our schools. The Trust is passionate that all students should see their time at school as happy and fulfilling with their potential developed to the utmost.

Handsworth Grange Community Sports College is an oversubscribed 11-16 school in the south-east of Sheffield. We regard all staff and pupils as part of our family and whilst we have really high expectations of everyone, we maintain a caring and supportive ethos. We strongly believe in work life balance, and we work with our staff to actively promote and improve wellbeing. We are seeking to appoint a well-motivated Recreation Assistant to join our outstanding Sports Centre Team.

Candidates are encouraged to visit the school or have an informal discussion about the role with Jo Robinson/Kyle Wright Sports Centre and School Sports Partnership Managers, arrangements for this can be made via e-mail jrobinson@handsworth-mlt.co.uk or kwright4@handsworth-mlt.co.uk

The closing date is at 9am on Monday 30 September 2024 and interviews will take place week commencing 07 October 2024.

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment, further information can be found in our child protection and safeguarding policy on our statutory information page on our website [Minerva Learning Trust](https://www.minervalearningtrust.co.uk). The successful candidate will be required to complete an Enhanced Disclosure and Barring Service (DBS) check. In line with KCSIE, the trust/school will be carrying out online searches on shortlisted candidates as part of their due diligence.

The application form and information pack are available on the school website www.hgcsc.co.uk
Please ensure that you do not fill in a Sheffield City Council application form in respect of this vacancy, ONLY MINERVA LEARNING TRUST APPLICATION FORMS WILL BE ACCEPTED. Please provide telephone numbers and email addresses for yourself and referees.

Section 2: Letter from the Chief Executive – Bev Matthews

Dear Candidate,

Thank you for your interest in this role within Minerva Learning Trust. Minerva Learning Trust was established in October 2014 with the vision of providing outstanding education for pupils who are from a wide variety of backgrounds across the city of Sheffield. During 2017-18 the Trust expanded and brought together four secondary schools across Sheffield to create a new partnership of schools which supports the education of over 5000 pupils. In September 2020, Chapelton Academy joined the Trust and enhanced the post-16 provision within the Trust in the north of the city and in September 2021, we were delighted that Woodthorpe Community Primary School became the first primary school to join the Trust. We resolutely believe that we are stronger together and that each school within the MAT has individual strengths and we celebrate the diverse and unique qualities of each particular school.

As a Trust our mission, vision and values are central to our work and are the driving force behind all that we do. Our vision of Outstanding Together, Working Together and Learning Together is underpinned by our core values of Inclusion, Independence, Respect and Success. Through our values we foster an ethos of collegiality, we ensure inclusion is at the heart of all we do and we work hard to ensure that every child succeeds, no matter what their background or circumstance.

We recognise that the commitment and care shown by all our staff is fundamental to the success of our young people. As such, we work hard to ensure that staff are supported, encouraged, developed, respected and listened to within an enjoyable and rewarding working environment. Our culture is one of professional trust, respect, honesty and integrity and we want our staff and students to work and learn within an environment that enables them to flourish and to work at their best.

The professional development of staff, including opportunities for research, is a key priority of Minerva Learning Trust. As such, we seek to enrich employee capability and maximise the strength and contribution of each individual who works with us. The Trust believes in investing in the learning and development of its employees through a range of opportunities which are aligned to the needs of the organisation and its young people.

This is an exciting opportunity to join the Trust. If you choose to apply you will be choosing to work alongside a team of dedicated professionals who passionately believe in the power of education to change the life chances of young people.

If you believe you have the experience, skills and ambition to support our aims and contribute to the delivery of the very best for our pupils then we look forward to receiving your application.



Bev Matthews
Chief Executive Officer

Section 3: Letter from the Headteacher

Dear Applicant,

Thank you for your interest in this role at our school. Handsworth Grange Community Sports College is a popular 11-16 comprehensive school located in the South East of Sheffield. Our mission is to provide an exceptional education for every student, every day.

To achieve our mission, we will:

- Provide a broad and balanced curriculum that challenges everyone.
- Provide care and support to break down barriers to learning.
- Improve our students' vocabulary, comprehension and reading skills.
- Demand high levels of progress and achievement from all students.

Here at Handsworth Grange, we understand the power of education to transform lives, communities, and society. In everything we do we aspire to achieve individual and collective excellence through nurturing every student's unique potential to make sure when they leave and enter the outside world, they are ready to succeed and make an invaluable contribution to the wider society.

We are fully inclusive and have a strong family ethos. Our student population is diverse, and we celebrate our beliefs and cultures which creates a rich, vibrant atmosphere. We have high expectations of everyone, staff, and students alike, and work hard to develop positive relationships to create a firm sense of togetherness. In doing so we promote the following values: Together we:

- Be Brave
- Be Kind
- Be Present

We are currently on a rapid improvement journey and are working collaboratively across the school and the wider Trust to make Handsworth Grange the number one school in Sheffield and the school of choice for both students and staff. We are passionate about our school and the progress of all our students, if you have the drive and determination to make a difference, this is the school to make that happen.

We founded the Minerva Learning Trust; as a result, we work collaboratively and share best practice with other schools in the Trust and local area. As part of that role we work collaboratively and share best practice with other schools in the Trust.

Our students are approachable and friendly. Please come and see for yourself; we welcome visitors to the school.

If you believe you have the necessary skills and experience to join our organisation and help us achieve our mission then we look forward to receiving your application.



Suzy Mattock
Headteacher

Handsworth Grange Community Sports College's Cultural Fit

Working in a school where you are not aligned with the culture and ethos can be a challenging and often miserable experience. So... we both need to have alignment if you come to work here!

- We live by the values of caring for each other, laughing with each other, learning from each other and celebrating with each other.
- We believe that the needs of children come first.
- We believe that every child has ability, character and potential to improve.
- We believe that we all have a professional obligation to improve so that we can provide the best educational experience possible for our children.
- We believe that every child deserves a hero and that for some of our students "if we won't, who will?"
- We believe in a culture of the possible, where we can all make progress beyond what anyone could have imagined.
- We believe that hard work and positive relationship are the key to success for staff and students.
- We believe in growing our own staff through quality support and CPD.
- We believe that truly great teaching is that which improves students' progress.
- We believe an evidence informed approach to teaching and learning helps us identify what works best in the classroom.
- We believe that feedback should be timely and respond to the needs of individual students.
- We believe that good literacy and numeracy skills are essential to students making progress and that we have a duty to teach these skills as part of our curriculum.
- We acknowledge that we all make mistakes and learn from them to make us better.
- We are dedicated to preparing our children to thrive in the next stage of their education.



Suzy Mattock
Headteacher

Section 4: Job Description



Minerva Learning Trust Job Description



Minerva Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

POST TITLE	Recreation Assistant
GRADE/SALARY	NJC Grade 3, point 5: £23,500 to 6: £23,893
HOURS/WEEKS	10 hours per week x 52 working weeks
LOCATION	Handsworth Grange Community Sports College
RESPONSIBLE TO	Sports Centre and School Sports Managers
RESPONSIBLE FOR	Supporting the Sports Centre Managers to develop and maintain high standards. Maintain efficient systems and procedures, making sure they are adhered to and kept up to date on a regular basis.
PURPOSE OF THE JOB	By providing direct assistance to the Sports Centre Managers you will be responsible for developing and maintaining the high standards in the Sports Centre at Handsworth Grange School. This will be achieved by maintaining efficient systems and procedures and making sure they are adhered to and are kept up to date on a regular basis. To ensure that all sections of the community are able to enjoy the maximum range of activities in a safe and clean environment.
RELEVANT QUALIFICATIONS	Level 2 Gym Instructor or equivalent

SPECIFIC DUTIES AND RESPONSIBILITIES

The post-holder, must at all times, carry out his/her duties and responsibilities within the spirit of Minerva Learning Trust and School policies and within the legislative framework applicable to academies.

MAIN DUTIES

- Conduct inductions to the facilities, with particular attention to Health and Safety requirements, safe execution of exercise, facility orientation and emergency procedure.
- Conduct individual goals counselling sessions with members, providing advice on realistic goals, commitments, exercise, diet and any other ethical and relevant matters.
- Produce individually tailored exercise programmes for members to a suitable standard through regular reviews to update exercise programmes, and the use of an Exercise Adherence strategy.
- To continually encourage and motivate our clients in the pursuit of their fitness goals through regular reviews to update exercise programmes, and the use of an Exercise Adherence strategy.
- Conduct fitness assessments as required.
- Keep accurate records of all counselling sessions held with clients, documenting and filing as required.
- Analyse client list every 14 days; perform remedial action to those who fall into the high-risk category (no visit for 14 days).
- Must make sure that all equipment used is maintained correctly.
- To ensure a clean, maintained and safe environment for the safety, comfort and enjoyment of its users.
- To effectively run all aspects of the Sports Centre and be flexible with the rota in times of holiday and sickness.
- Organise and administer incentive schemes for all Sports Centre users as directed by the Sports Centre Manager.
- Class teaching as required.
- Administer First Aid where required.
- To undertake any other duties which may be assigned. As and when required, to help out in other areas of the centre.
- Courtesy to guests and members of staff is expected at all times.
- To ensure club rules are enforced to members and staff.
- Conduct a needs analysis based membership sales tour.
- Responsible for handling cash from membership sales and secondary spend.
- To assist members and visitors with their queries and direct them to the relevant personnel within the sports centre in a courteous and helpful manner.
- To arrange hospitality where appropriate.
- To undertake general clerical duties typified by the following:
 - Telephone answering service
 - Filing
 - Mailing
 - Stationery
 - Accounting
 - Office machinery operation
 - To undertake general text processing typified by the following:
 - Word Processing
 - Audio transcription
- To operate established and new technology-based office equipment.

- To provide general clerical support where appropriate.
- To provide clerical support at appropriate meetings/committees.
- To collect and record appropriate statistics.
- To train in the use of computer systems / equipment as necessary and appropriate
- To undertake any recognised training as necessary in accordance with a planned programme of development.
- Any other tasks identified by Sports Centre Manager.

Such other duties as may from time to time be necessary and which are compatible with the nature of the post.

It should be noted that the above list of principal duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only. The Job Description is current as at the date shown below. In consultation with you it is liable to variation by management to reflect or anticipate changes in the job.

SAFEGUARDING

- To be aware of and work in accordance with the school's child protection policies and procedures in order to safeguard and promote the welfare of children and young people and to raise any concerns relating to such procedures which may be noted during the course of duty.

OTHER SPECIFIC DUTIES

- To play a full part in the life of the school community, to support its mission and ethos and to encourage staff and students to follow this example.
- To actively promote the school and Trust's policies.
- To be courteous and provide a welcoming environment.

GENERAL

1. To be aware of, and comply with, Trust and school policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
2. The above duties are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Headteacher and Local Governing Body.
3. This job description will be kept under review and may be amended via consultation with the individual, Headteacher and Local Governing Body as required. Trade Union representatives will be welcome in any such discussions.
4. Undertake any necessary training courses, or training as appropriate for the post.
5. Attend meetings as and when required.

Section 5: Person Specification



Minerva Learning Trust Person Specification



Post title: Recreation Assistant

Minimum Essential Requirements

Method of Assessment

QUALIFICATIONS AND TRAINING

Level 2 Gym Instructor or equivalent

AF/I

KNOWLEDGE AND EXPERIENCE

Has knowledge and experience of delivering individually tailored exercise programmes and classes

AF/I

Has knowledge/experience of working with outside agencies

AF/I

Experience of working in a busy environment

AF/I

PROFESSIONAL DEVELOPMENT

Willingness to partake in continuous professional development

AF/I

QUALITIES AND ATTRIBUTES

Ability to manage time effectively and work unsociable hours

AF/I

Confident and Outgoing

Good interpersonal skills demonstrating the ability to form good working relationships

AF/I

Excellent verbal and written skills

AF/I

Good organisational skills

AF/I

Able to deliver in a variety and range of environments

AF/I

Ability to prioritise actions

AF/I

Ability to motivate others

AF/I

Reliable and punctual

AF/I

Be proactive and work on your own initiative

AF/I

A genuine interest in sport

AF/I

Good general fitness

AF/I

Access to transport/willingness to travel

AF/I

EQUAL OPPORTUNITIES AND SAFEGUARDING

An understanding of safeguarding issues and promoting the welfare of children and young people.

AF/I

A commitment to safeguarding students.

AF/I

Suitability to work with children.

AF/I

A commitment to equal opportunities.

AF/I

Ability to recognise discrimination and willingness to put Equality Policies into practice.

AF/I

Key: AA = Assessed activity
AF = Application form
I = Interview
R = Reference

Section 6: The Appointment Process

These notes are intended to guide you when making an application.

1. The Application Form
Complete the application form neatly, fully and accurately, including exact dates. The form may be typed or handwritten but if you do write it by hand please make sure that it is legible and that you use black ink. Indicate clearly on the front page the post you are applying for. You are requested to submit a concise application.
2. Education and Training
State your qualifications and any training you have undertaken relevant to the post.
3. Present Appointment
Make it clear what your present post is, which establishment you work in and who your employer is
4. Previous Appointment
When completing this section, it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work.
5. Referees
Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.
6. The Supporting Statement/Letter of Application
The supporting statement or letter is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post. You should take particular care to demonstrate how you meet the person specification included as part of these details. **Please limit your supporting statement to two sides of A4 in size 11 font.**
7. Arrangements for Interview
Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and some support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the school website prior to attending the interview.
8. The Interview
Candidates will be invited to spend a day visiting the school during which time they will have the opportunity to meet staff and students and see the school at work. Interviews are likely to take place in the afternoon.
9. Feedback
Feedback is offered to those candidates who are shortlisted and not recommended for appointment. It is hoped that this information will help you with future applications.
10. Selection for Appointment
Selection is made conditional upon the successful candidate meeting the Trust's requirements for health, physical capacity and conduct.
11. Arrangements for Applications
When you have completed your application, the completed form and covering letter should be e-mailed to akeeton@handsworth-mlt.co.uk by the closing date.