



**PERSON SPECIFICATION – Sports Coach**

Person Specification	Essential	Desirable	Recruiting Method
<b>Education and Training</b>	<p>GCSE grade C in Maths and English or equivalent</p> <p>First Aid Certificate</p> <p>Hold a current Level 2 qualification in at least one of the following sports: football, multi-sports, cricket or rugby</p> <p>Knowledge of relevant governing body programmes / practices</p> <p>Demonstrate knowledge of sports development, including club and coach development</p>	<p>Basic Health and Safety Certificate</p> <p>Sports Coaching (NVQ Level 3 or equivalent)</p> <p>Current Level 1 or 2 in other sports</p> <p>Other coaching qualifications</p> <p>Relevant CP, coaching training</p> <p>Knowledge of FUNdamentals activity stage and movement and sports literacy development</p> <p>NVQ 4 or equivalent in sports development, coaching &amp; science</p>	<p>Application</p> <p>Certificates</p>
<b>Skills and Experience</b>	<p>Experience of sports coaching, establishing, delivering &amp; co-ordinating coach programmes for young people</p> <p>Experience of organising sports competitions</p> <p>Excellent planning &amp; organisational skills</p> <p>Ability to provide and facilitate safe and creative play</p> <p>Excellent communication skills and the ability to work to deadlines</p> <p>Ability to work as part of a team</p>	<p>Experience of working with children in a similar environment</p> <p>Experience of coaching in a wide variety of environments including schools, club &amp; community settings</p> <p>Experience of monitoring &amp; evaluating impact of sessions/programmes</p> <p>Experience of leading a team</p>	<p>Application</p> <p>Interview</p> <p>Assessment</p>
<b>Specialist Knowledge and Skills</b>	<p>Ability to develop &amp; implement high quality, varied &amp; creative coaching sessions focusing on a child centred approach</p> <p>Ability to inspire, motivate &amp; encourage children through sport</p>	<p>Ability to work within regulations, policies and procedures</p> <p>Knowledge of a range of issues relevant to education and child development</p>	<p>Application</p> <p>Interview</p> <p>Assessment</p>

	<p>Ability to adapt sessions appropriately dependent on the needs of the children</p> <p>Knowledge and understanding of child development</p> <p>Understanding and commitment to good quality childcare</p> <p>Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people</p> <p>Demonstrates an awareness, understanding and commitment to equal opportunities</p>	<p>Good level of ICT literacy with a knowledge of word processing, spreadsheet and database packages</p>	
<b>Behaviours and Values</b>	<p>Demonstrates a commitment to enabling children to achieve through sports</p> <p>Good understanding of safeguarding, child protection, health &amp; safety and sports</p> <p>Ability to work on own initiative under pressure and maintain high standards of work</p> <p>Flexible attitude to working – ability and willingness to work out of school hours</p> <p>Ability to travel independently</p> <p>To demonstrate the appropriate behaviours regarding confidentiality</p> <p>Work constructively as part of a team demonstrating respect, tolerance and kindness</p> <p>Anticipate and respond to individual pupils, changing approach as required</p> <p>Calm, kind and empathetic</p> <p>Patience and a sense of humour</p>	<p>Know safe and acceptable methods for controlling behaviour of pupils in line with school policies and procedures</p> <p>Demonstrate knowledge of equality in sports</p> <p>Minibus driver's licence</p>	<p>Application Interview Assessment</p>

The Trust is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.