

Briefing Pack for Applicants Sports Coach



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: Sports Coach
Location: Handsworth Grange Community Sports College
Pay scale: NJC Grade 5, Point 15-20 £23,953 - £26,446 gross per annum pro rata
Actual Annual Salary: (Under 5 years of Service) £17,719 – £19,563*
Contract: Permanent 32 hours x 39 weeks per year
Start date: As soon as possible

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 Ofsted rated Outstanding School. We are above average nationally for pupil progress. We have been nationally recognised for our work with Pupil Premium. 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 are the founding school within the Minerva Multi Academy Trust. 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 Sports Coach to join our outstanding Sports Centre Team.

* The successful applicant will also have the opportunity of working an additional 5 hours per week to support within the sports centre, which would attract an additional actual salary payment of £2,655- to £2,708 per annum.

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@hgcsc.co.uk or kwright@hgcsc.co.uk

The closing date is Monday 8 August 2022 at 9am and interviews will take place week commencing 8 August 2022.

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. The successful candidate will be required to complete an Enhanced Disclosure and Barring Service (DBS) check.

Further information is available by contacting Alison Keeton- Headteachers PA via e-mail akeeton@hgcsc.co.uk

The application form and information pack is available on the school website www.hgcsc.co.uk

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, Chapeltown 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.

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:

- Care for each other
- Laugh with each other
- Learn from each other
- Celebrate with each other
- Are safe, responsible and respectful

We have a tradition of strong academic performance, in particular in English, Mathematics and Technology. For the last 4 years we have achieved above average Progress 8 scores and we are currently ranked 4th highest in Sheffield. We are proud of the achievements of our disadvantaged students who have the highest levels of progress in the City.

In October 2017 we were judged to be 'Outstanding' by Ofsted and as a result we founded the Minerva Learning Trust. 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.



Nick Parker
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.

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	Sports Coach
GRADE/SALARY	Grade 5, Point 15-20 £23,953 - £26,446 pro rata Actual Annual Salary - £17,719 – £19,563 (Under 5 years of Service)
HOURS/WEEKS	32 hours 39 weeks
LOCATION	Handsworth Grange Community Sports College
RESPONSIBLE TO	Sports Centre and School Sports Partnership Managers
RESPONSIBLE FOR	N/A
PURPOSE OF THE JOB	<p>To provide high quality coaching for young people across the School Sports Partnership and Trust schools, enabling individuals to develop according to their abilities and encouraging them to sustain activity levels.</p> <p>To deliver a variety of high-quality sports, physical activity and enrichment opportunities, working both in and outside core curriculum time across the Partnership and Trust schools, increasing the participation of young people in sport and physical activity by working closely with partners.</p>
RELEVANT QUALIFICATIONS	Level 2 coaching qualification or Equivalent 3 or more GCEs 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

To contribute to the planning and delivery of high quality physical education, physical activity and school sport across the partnership and Trust schools.

Organising and providing safe and purposeful coaching sessions.

Liaising with partnership colleagues and relevant partners for successful implementation and delivery.

Create and promote a positive image of the service across all schools within the partnership and Trust.

To support PE Coordinators in developing high quality Physical Education, Physical Activity and School Sport in their school including promoting appropriate CPD for teachers within the partnership.

Provide support for PE Coordinators to develop curriculum maps, schemes of work and lesson plans.

Guiding and encouraging young people to make appropriate decisions about further participation in sport at a level appropriate to their ability.

Assessment and identification of the needs of individuals and groups.

Coordinate and deliver competition and festival opportunities where appropriate.

Ensure equitable access of delivery for all.

Encourage all schools to ensure that young people take part in a minimum of 2 hours high quality physical education per week, and encourage 60 active minutes per day in line with current guidance.

Undertake relevant monitoring and evaluation of projects and sessions.

Carry out regular equipment audits both with SSP equipment and school equipment to ensure safety levels.

To create and maintain effective relationships with appropriate external partners.

To assist in proactively gaining customer feedback to ensure ongoing satisfaction and aid retention.

Support schools in planning and delivering sports days and health weeks.

To assist in the planning and delivery of high quality competition across the partnership and Trust schools.

To contribute to raising standards of teaching and learning in PE School Sport across the partnership and Trust to ensure and facilitate the whole school impact of PE & Sport.

To deliver a range of sporting opportunities that are structured, safe, progressive and fun.

Deliver sports leader training to develop, deploy and support young people as coaches, leaders and officials.

To assist in identifying talented young people and encouraging their further development particularly through the creation of strong school to club links.

To take positive steps to identify and overcome barriers to participation amongst young people from disadvantaged backgrounds, ensuring that all young people have access to PE and sporting opportunities across the partnership and the Trust.

To assist in monitoring and evaluating the impact of the provision on improving the participation of young people within sport and physical activity.

Establish robust data tracking and monitoring systems to help support PE Coordinators track progress in-line with their school's PE and School Sport Premium.

To ensure that safe operating procedures are adhered to at all times.

To ensure safeguarding is given paramount importance and adhered to at all times to ensure a safe provision.

To ensure the facilities remain safe, clean and tidy and undertake any cleaning duties as required.

To assist with promoting local sporting opportunities to young people across the partnership and the Trust.

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.

Section 5: Person Specification



Minerva Learning Trust Person Specification



Post title: Sports Coach

Minimum Essential Requirements	Method of Assessment
QUALIFICATIONS AND TRAINING	
Level 2 Coaching Qualification or equivalent/Experience	AF/I
KNOWLEDGE AND EXPERIENCE	
Has knowledge/experience in coaching or teaching sport	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	AA/AF/I
Ability to motivate others	AF/I
Reliable and punctual	AF/I
Be proactive and work on your own initiative	AA/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@hqcsc.co.uk by the closing date.