

# QUEST ACADEMY



## Sports Coach and Tutor

Salary: C24 – D28; FTE 26228.16 – 29158.39, Actual 22434 – 24940.34

Closing Date : Wednesday 2<sup>nd</sup> July 2025, 9:00am

## REASONS TO WORK AT QUEST ACADEMY:

- ◆ Supportive, forward thinking Multi Academy Trust (MAT).
- ◆ Sponsored by MacIntyre Charity who have a strong reputation nationally as a high-quality person-centred establishment.
- ◆ Friendly and caring atmosphere.
- ◆ Staff who work collaboratively, share resources and ideas.
- ◆ A successful, stable school – judged 'Good' by Ofsted
- ◆ Positive, enthusiastic and dedicated staff team.
- ◆ Ideas are sought and welcomed.
- ◆ Wellbeing of staff is considered.
- ◆ A unique, innovative learning environment that is child centred.
- ◆ The Leadership team is approachable and supportive.
- ◆ Great opportunities for staff development and significant emphasis on staff CPD.
- ◆ Wonderful learners and supportive families.
- ◆ Innovative curriculum and bespoke holistic assessment.

Quest Academy is a special academy which provides 100 places for children aged 7 –17 years who have social, emotional and mental health needs and/or an autistic spectrum condition.

We recently achieved the “Family First Quality” award which is a national award given to academy’s who are able to “demonstrate how families lie at the heart of everything they do.” We have also achieved the accolade of being an Eco School.

In February 2022 we had our First Ofsted inspection judged ‘Good’. We are very proud of the achievements recognised in the report and in particular the outstanding judgement we received for personalised learning and the impact we have had on the lives of our children so that they are “Ready for Life”.

### **We are looking to appoint someone who:**

- ◆ Has experience of working with learners with SEND.
- ◆ Is a confident classroom practitioner
- ◆ Has a passion for making a difference and is willing to go to the extra mile
- ◆ Has a compassionate approach
- ◆ Understands the importance of working together with stakeholders
- ◆ Shares the same vision and values as the academy
- ◆ Views change as an opportunity to build upon the academy’s current successes
- ◆ Is innovative and willing to try out new ideas
- ◆ Has high expectations of themselves and others

**Our Quest: working together, nurturing individuals, celebrating uniqueness, unlocking potential, friendships and memories. “Ready for Life”**

# QUEST ACADEMY



Interactive Immersive Classroom



Soft Play



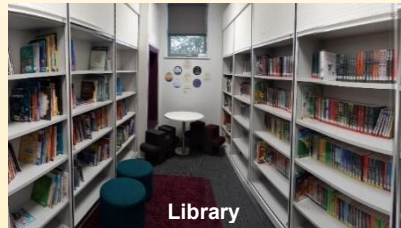
Sensory Room



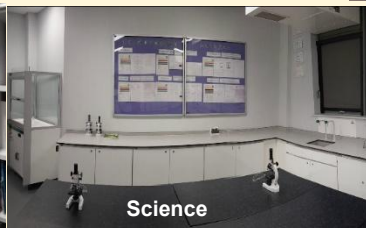
Therapy Room



Reception/ Cafe



Library



Science



Food Tech



Teacher Walls



## Our Mission-

To create a school community where everyone can “**be who they are and become who they are not yet**”.

## Our Ethos-

We use the Spanish word **Querencia** to describe the way we work together, creating a sense of belonging through mutual trust and connectivity.

## Our Core strategies-

Planning, **Accountability**, **Communication** and **Empowerment**.



## STAFF BENEFITS

- ◆ Free onsite Gym or a discounted local gym.
- ◆ Easy access to Rugby railway Station and close to the M6, A5 and M1.
- ◆ State of the art technology and facilities in a brand-new building.
- ◆ Access to the Employee Assistance Programme to support health and wellbeing.
- ◆ Cycle to Work Scheme upon successful completion of probation period.
- ◆ Pension scheme with generous employer contributions.

## HOW TO APPLY

Full details of this vacancy can be found on the academy's website:

<http://www.thequestacademy.org/home>

You can contact the academy at:

[quest.office@macintyreacademies.org](mailto:quest.office@macintyreacademies.org)



## AT QUEST ACADEMY WE BELIEVE:

- In a strong sense of community placing the child and their family at the heart of everything we do.
- That our learners deserve an outstanding education.
- In the need to be ambitious for learners' futures.
- In growing our own teachers and leaders for tomorrow.
- That happy staff and learners supports everyone to be the best that they can be.
- Believe in being outward facing.

## OUR CORE VALUES

- **Compassion:** We focus on the positives.
- **Ambition:** We challenge ourselves (learners, families, staff and academy's) to go further.
- **Partnership:** we are better when we work together.

### Recent comments from Parents:

"Can't find fault with the academy, it exceeds our expectations and communication is excellent" "The academy is excellent and supports my child and its parents in whatever way possible. Highly commended."

## OUR CURRICULUM

Our overriding aim is to ensure that our learners become:

- ◆ Successful learners
- ◆ Confident individuals
- ◆ Responsible citizens

We place equal emphasis on our learners developing the skills and knowledge from the four areas of our holistic curriculum:

- ◆ Academic
- ◆ Skills for Life
- ◆ Engagement
- ◆ Wellbeing



MacIntyre Academies Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All positions will require an enhanced Disclosure and Barring Service check and registration with the DBS Update Service together with all other relevant recruitment checks including obtaining references. This post includes engaging in regulated activity relevant to children and is exempt from the Rehabilitation of Offenders Act, 1974 and the amendments to the Exceptions Order, 1975, 2013 and 2020. Further information about filtering offences can be found in the DBS filtering guide. DBS filtering guide- GOV.UK ([www.gov.uk](http://www.gov.uk)). It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. Referees will be asked to assess the suitability of candidates to work with vulnerable adults, children or young people and will be verbally verified. Individual Safeguarding policies for MacIntyre Academies' can be found on our website under 'Essential Information' and candidates will be asked about this as part of the recruitment process.



Putting children and families first



## Sports Coach & Tutor (September 2025 Start)

**Reference No(s):** QA SC 062025

**FTE Salary:** C24 – D28; FTE 26228.16 – 29158.39, Actual 22434 – 24940.34

**Hours:** Full Time, TTO

**Location:** Quest Academy, Rugby

**Interviews:** Thursday 10<sup>th</sup> July 2025

**Be part of a team that is passionate and committed to making a positive difference to the lives of the pupils and their families; in an innovative academy in Rugby, for children and young people with autism and/or social, emotional and mental health needs.**

### About Us

In September 2019, MacIntyre Academies Trust opened a new and exciting Academy in a purpose-built state of the art building in Rugby, Warwickshire for children and young people with social, emotional and mental health needs and/or autism, aged between 7 years and 17 years. The academy has specialist facilities including a sensory room, therapy room, interactive immersive classroom, soft play room, recording studio and photography suite. We are very proud of our holistic curriculum which enables the pupils to benefit from blended therapy in the classroom. We have a café located at the front of the academy where parents can meet and the pupils can display the items they have made within the academy which will be available to purchase. We are passionate to support our pupils and families from the local community to ensure the best outcomes.

Whilst the new building was being constructed the academy was located in a modern academy building on the outskirts of Nuneaton and opened with 30 pupils in September 2017 rising to 55 pupils in September 2018 and currently 97.

MacIntyre Academies is sponsored by MacIntyre Charity, which over the last 50 years, has developed a strong reputation nationally, as a high quality, person centred organisation.

At Quest Academy, we are dedicated to providing a nurturing and inclusive educational environment for learners with Autism Spectrum Conditions (ASC) and those with Social, Emotional and Mental Health (SEMH) difficulties. We cater for children between the ages of 7 and 19 (learners currently transition at 16)

We are committed to working together, nurturing individuals, celebrating uniqueness, unlocking potential, friendships and memories. ***Ready for Adulthood!***

Our mission is to create a supportive and inclusive school community where every individual, regardless of their unique abilities and needs, is encouraged to embrace their true self and is empowered to become the best version of themselves. We are committed to providing a safe, supportive, and nurturing environment that prioritises the well-being of each learner, tailored to their strengths and challenges. This commitment extends to parents, carers, staff, and all who visit. By fostering an atmosphere of support, collaboration, and well-being, we aim to enable learners to reach their fullest potential and grow into confident, compassionate, and positive members of society.

**Quest** is a place where everyone belongs—a space where learners are nurtured, empowered, and protected, both physically and emotionally. It is a place where each learner's true self is embraced, allowing authenticity to flourish. In this supportive environment, creativity is inspired, and resilience is cultivated, enabling every student to grow, learn, and thrive.

The Principal wishes to appoint an enthusiastic and dedicated Sports Coach, who also has responsibility for a small tutor group – the post holder will work with all learners from Key Stage 2 – Key Stage 4. This is an exciting opportunity to be part of a team that will enhance the school experience for all. You will need to be reliable, committed and have experience. You should also be caring, trustworthy and an excellent role model for our learners with clear motivation to work in a school that seeks to be the best that it can be, amongst staff, learners, parents and governors who are all dedicated to learning and continual improvement.

Quest Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to Enhanced Disclosure and Barring Service check.

**The Principal encourages candidates to visit Quest Academy.**

School visits can be arranged via email to [laura.thackaberry@macintyreacademies.org](mailto:laura.thackaberry@macintyreacademies.org)

## Benefits

– Our people are at the heart of our success

- A competitive salary
- Excellent pension scheme
- Family Friendly policies
- Wellbeing, Bereavement and Menopause policies
- Enhanced Sick Pay
- Wellbeing initiatives in your setting
- Full induction
- Training and development and the support of a trained line manager and dedicated senior leaders
- Access to further professional development
- Cycle to Work Scheme
- Annual MAT Life Day to take for that special occasion
- Annual Flu Jabs
- Free eye tests through Specsavers
- An Employee Assistance Programme to Support your health and wellbeing and access to various perks including discounts Tesco, Cineworld, Go Ape and many more
- Death in Service
- Long Service Recognition
- Recommend a Friend Scheme - £100 Voucher
- Trained Mental Health First Aiders
- Enhanced DBS Certificate (Paid for by MacIntyre Academies)
- Self service portal to facilitate leave and amend personal information
- We have an active employee engagement programme which includes Termly 'You are Awesome' awards, an annual Employee Big Thank you Day, Annual CPD Trust wide conference.
- Access to Blue Light Card/ Discounts for Teachers which offers thousands of amazing discounts online and on the high street for social care staff/ Teachers and support staff

*MacIntyre Academies Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All positions will require an enhanced Disclosure and Barring Service check and registration with the DBS Update Service together with all other relevant recruitment checks including obtaining references. This post includes engaging in regulated activity relevant to children and is exempt from the Rehabilitation of Offenders Act, 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Further information about filtering offences can be found in the DBS filtering guide: DBS filtering guide - GOV.UK ([www.gov.uk](http://www.gov.uk)) It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. Referees will be asked to assess suitability of candidates to work with vulnerable adults, children or young people and will be verbally verified. Individual Safeguarding Policies for our Academies can be found on our website under 'Essential Information' and candidates will be asked about this as part of the recruitment process.*

*In line with the update to KSCIE 2022 MacIntyre Academies will carry out an online search of the candidate once the shortlisting process has been completed as part of their due diligence. This may involve a google search of the candidate's name, looking at the top three search results over the past three years. If any incidents or issues are identified that are publicly available online this will be explored with the candidate at interview stage.*

**Job Title:** Sports Coach & Tutor

**Location:** Quest Academy, Anderson Avenue, Rugby, Warwickshire, CV22 5PE

**Position Type:** Full-Time – Term Time Only

**Salary:** FTE C24 26228.16 - D28 29158.39 / pro rata actual 22434-24940.34

**Reports To:** Extended Leadership Team

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#### **Job Overview:**

Quest Academy is seeking a dedicated and enthusiastic Sports Coach to join our team, specialising in working with young people who have social, emotional, and mental health (SEMH) needs. The successful candidate will play a crucial role in promoting physical health, teamwork, and personal development through sports and physical education activities.

After a successful year in post, Quest Academy would consider supporting the Sports Coach to complete a teaching qualification.

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#### **Key Responsibilities:**

##### **Program Development:**

- Design and implement tailored sports programs that cater to the individual needs of learners with SEMH needs.
- Adapt activities to ensure inclusivity and accessibility for all learners, considering their physical, emotional, and mental health needs.
- Collaborate with teaching staff to integrate physical education with other aspects of the curriculum.
- Research and implement relevant coaching / sports qualifications for learners if appropriate.

##### **Coaching and Instruction:**

- Deliver engaging and motivating sports sessions, fostering a positive and supportive environment.
- Provide one-on-one and group coaching to develop learners' physical abilities, teamwork, and self-esteem.
- Utilise a variety of coaching techniques to accommodate different learning styles and abilities.
- Support classroom teachers by integrating physical activities into daily routines to enhance learning and behaviour management.

##### **Learner Support:**

- Build strong, trusting relationships with learners to support their social and emotional development.
- Implement behaviour management strategies that are sensitive to the needs of learners with SEMH.
- Monitor and assess learners' progress, providing feedback and support to help them achieve their potential.

##### **Safety and Compliance:**

- Ensure all activities are conducted in a safe and supportive environment, adhering to school policies and health and safety regulations.
- Maintain accurate records of learner attendance, progress, and any incidents.
- Engage with parents and carers to keep them informed about their child's progress and to encourage active participation in their child's physical development, including writing reports to parents and attending parents' evenings.
- Be aware of and follow safeguarding procedures, reporting any concerns to the designated safeguarding lead.

##### **Collaboration and Professional Development:**

- Work closely with colleagues, parents, and external professionals to support learners' holistic development.



- Develop and maintain positive relationships with local sports clubs and organizations to provide additional opportunities for students.
- Participate in staff meetings, training sessions, and continuous professional development opportunities.
- Contribute to the school community by participating in extracurricular activities and school events.
- Plan and coordinate sports events, competitions, and extracurricular activities including whole school sports day and interclass competitions.

#### **Additional Duties:**

- To manage the Sports stores, advising on stock and standard of equipment.
- To ensure equipment is kept in good order.
- To ensure equipment is prepared in advance of lessons or sessions.
- To lead on the organisation and transportation of students to fixtures.
- Assist with the supervision of students during break times, lunch periods, and school trips.
- Provide support during transitions, such as moving between activities or managing changes in routine, to help students feel secure and understood.
- Offer after-school sports clubs or activities to further engage students and promote physical well-being.

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#### **Qualifications and Skills:**

##### **Essential:**

- Relevant coaching qualifications (e.g., Level 2 Coaching Certificate) or equivalent experience.
- Experience working with young people with SEMH needs or in a special education setting.
- Strong understanding of the challenges faced by learners with SEMH needs.
- Leadership skills and the ability to teach learners how to do something.
- The ability to monitor your own performance and that of your colleagues.
- Excellent verbal communication skills.
- To be thorough and pay attention to detail.
- Knowledge of teaching and the ability to design courses.
- The ability to use your initiative.
- Ambition and a desire to succeed.
- To be able to carry out basic tasks on a computer or hand-held device.

##### **Desirable:**

- First Aid certification.
- Knowledge of therapeutic approaches to physical education.
- Additional qualifications in child psychology or special education.

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#### **Personal Attributes:**

- Empathetic and patient with a genuine passion for supporting young people with SEMH needs.
- Creative and flexible in adapting activities to meet individual needs.
- Resilient and able to handle challenging behaviours in a calm and constructive manner.
- Committed to continuous improvement and professional development.

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#### **Application Process:**

- Apply via the MacIntyre Academies website: <https://careers.macintyreacademies.org>
- Quest Academy is an equal opportunities employer and welcomes applications from all sections of the community. We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. An enhanced DBS check will be required for the successful candidate.

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Join us at Quest Academy and make a difference in the lives of young people with social, emotional, and mental health needs through the power of sport.

