

# QUEST ACADEMY



## Sports Coach

FTE Salary £25,061.70 - £28,304.96 (C24-D28)

Actual Salary £21,436.28 - £24,210.37 plus Special School Allowance £750 per annum

Closing Date: Wednesday 3<sup>rd</sup> July 2024

## 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



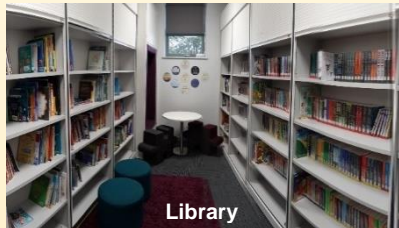
Sensory Room



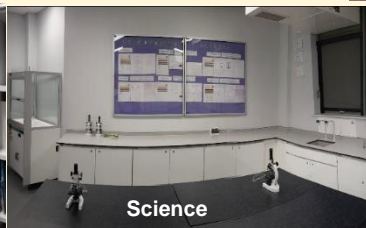
Therapy Room



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



**Job Title:** Sports Coach

**Reference No(s):** 000000233

**FTE Salary:** FTE £25,061.70 -£28,304.96 plus £750 SSA, ACTUAL salary £21,436.28 -£24,210.37, plus SSA £750

**Hours:** 38 hours per week, M 8:15 – 4:45, T, W, TH 8:15 – 4:30, F 8:15 – 3:30; 39 weeks a year (Paid 49.6)

**Location:** Quest Academy

**Interviews:** 5<sup>th</sup> July 2024

**Start Date:** TBC

**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 delighted to have been chosen to set up this new Academy which joined the existing 'Endeavour Academy' in Oxford which opened in 2014 and 'Discovery Academy' which opened in September 2015 and Venture in 2020. 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.

### The Role

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.

### About You

Are you committed to person centred approaches? Want to support families and young people to have a powerful voice? Value the importance of a person-centred transition and curriculum? Have ambition for young people?

We are looking for applicants who have an outstanding track record in promoting and delivering person centred education and support for children and young people who have social, emotional and mental health needs and/or Autism.

It is also desirable for the post holder to be able to drive and have access to their own transport

### Benefits

In return, we can offer you:

- A competitive salary
- A local government pension scheme with 25% employer contribution
- A discretionary regional allowance of £1,000 (pro-rata)
- 34 Days Annual Leave Entitlement (Inc. Bank Holidays and a MAT Life Day)
- Family friendly policies
- Wellbeing, Bereavement and Menopause Policies and enhanced Sick Pay policy
- An Employee Assistance Programme to support your health and wellbeing

- Annual flu jabs
- Cycle to work scheme
- Access to further professional development through the Trust's Leadership Programmes.

We also have an active employee engagement programme which includes termly 'You Are Awesome' awards, an annual Big Thank You Day and a Trust Wide Annual Conference.

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In line with the update to KSCIE 2023 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.

\*Salaries are based on Full-Time-Equivalent and are pro-rata for part time roles. Salaries are dependent on experience with option of additional hours through the extended school provision.

**MacIntyre Academies Trust**

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**LinkedIn:** company/macintyre-academies



# Sports Coach

## Job Description & Persons Specification

### **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.
- To safeguard and promote the welfare of all children and young people in the school by being familiar with and aware of the School's Safeguarding and protection issues, procedures and guidelines and to adhere to them at all times.
- To bring to the attention of a senior colleague any matter of concern over the wellbeing, safety or safeguarding of a person we support.
- To be aware of your responsibilities in accordance with the current Health and Safety at Work Act.
- To be aware of your responsibilities in accordance with the General Data Protection Regulations (GDPR) and be familiar with the content of the MAT Data Protection Policy, Acceptable use of ICT Policy, Password Policy and any other associated policies and procedures.
- To be responsible for your own personal and professional development; undertaking learning and development activities including attending role specific training as required.
- To attend and participate in staff meetings, individual formal supervisions, appraisals, staff debriefings to ensure consistency and good practice.
- To undertake any other reasonable tasks as are required at the discretion of your line manager/ SLT.

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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.