

# Special Provision Partnership



## Instructor - Sport and Fitness

Grade 7

### Job Description

#### Purpose of Post

As Sport and Fitness Instructor you will take the lead role in the coordination, development and delivery of activities, campaigns, events and programmes aimed at engaging pupils in sporting and fitness activities. You will introduce pupils to a range of activities including, for example, athletics, dance, games, gymnastics and swimming and support children to access enrichment activities, competitions and tournaments. You will work with a wide variety of organisations and establish appropriate networks to ensure safe and effective provision at a range of settings.

Your focus will be on planning and delivering well-constructed and well-planned learning that helps pupils develop personal skills such as team building and resilience. Your goal will be to engage pupils in activities that encourage them to obtain and sustain a healthy and active lifestyle.

You will be expected to initiate, develop and support the delivery of schemes, campaigns, events, courses and activities aimed at increasing the number and variety of sustainable opportunities, and reducing inequalities for pupils within the school. This will include competitive opportunities on an ongoing basis. Working in partnership, you will establish new, and improve existing links between individuals, agencies, organisations and voluntary groups involved with the provision and development of outdoor activities.

In order to support and develop sustainability within the Partnership, a key role will be the development of support staff to support the delivery of sessions and promote opportunities for pupils to take part in engagement activities and activity related qualifications. You will provide effective supervision, mentoring and support to staff, coaches and volunteers as required in order to maintain efficiency in the development and delivery of activity programmes. You will also assist with the identification of training needs.

Marketing and promotion are important, and you will be expected to assist with the development and implementation of marketing and promotional plans. You will ensure take up of opportunities is equitable at all levels, and is accessed by traditionally under-represented groups, by ensuring activities and programmes are marketed and promoted appropriately. You will also be expected to attend and/or make presentations to committees, working groups and other public and community meetings and events as required.

You will lead, or assist as appropriate, with the development and implementation of administrative systems and procedures associated with the various schemes in order to ensure safety, effectiveness, efficiency and value for money.

It is expected that you will work with all relevant internal and external agencies, and individuals to create a clear, flexible plan to govern the development of projects related to the development of outdoor activities, as well as wider school developments, and monitor progress against objectives.

You will be responsible for monitoring expenditure and income associated with your area of responsibility and will maintain awareness of potential external and internal sources funding to support the development and delivery of engagement activities.

Monitoring pupil progress will be key to ensuring that impact and quality can be demonstrated, and that performance indicators are met. The evidencing and tracking of progress will be your responsibility, and you will undertake/assist in the preparation of reports as appropriate. You must ensure that accurate records of

participation and performance in engagement programmes are maintained and progress reports are prepared as required.

### Key Result Areas

- Safe, effective and enjoyable programmes of sports and fitness related activity are developed and delivered to meet Partnership and pupil needs
- Individuals and groups access appropriate sports and fitness activities on a weekly and ongoing basis (including afterschool and, on occasions, weekends)
- Participation in physical activities increases across the school for key population and target groups
- Pupil progress and personal development is tracked, and progress is evidenced over time
- Pupils achieve relevant certification and accreditation
- Effective partnership working takes place to meet joint priorities with appropriate delivery

**Responsible to:** Head of School

**Employee Supervision:** Support Staff

Knowledge, experience and skills:	E/D
E = Essential                  D = Desirable	
<p><b>Experience</b></p> <ol style="list-style-type: none"> <li>1. Experience of working in a relevant field or related environment to provide a detailed working knowledge of relevant areas. E</li> <li>2. Experience of working with children with Social Emotional and Mental Health difficulties. E</li> <li>3. Experience of developing, leading, monitoring and reviewing a range of physical activities and programmes overcoming barriers to learning. E</li> <li>4. Experience of working effectively within a multi-disciplinary assessment and/or support context for children. D</li> <li>5. Experience of staff/volunteer supervision. E</li> <li>6. Experience and confidence in engaging with partners and the public to understand Partnership needs and deliver appropriate programmes and services. E</li> <li>7. Experience of presenting information and production reports. E</li> </ol> <p><b>Knowledge</b></p> <ol style="list-style-type: none"> <li>8. A detailed understanding of the area of work and post for which you are applying. E</li> <li>9. Knowledge of the engagement strategies required to support pupils with SEND. E</li> <li>10. Understanding of relevant technical areas including health and safety and the management of risk. E</li> <li>11. Understanding of financial processes including budget monitoring and ability to secure external funding. E</li> <li>12. Understanding of HR processes linked to the line-management of support staff. E</li> <li>13. Knowledge of relevant legislation and initiatives and their relationship to improving outcomes. D</li> <li>14. An understanding of inclusion and potential barriers to engagement that may face children with SEN. D</li> </ol> <p><b>Skills</b></p> <ol style="list-style-type: none"> <li>15. Ability to drive a minibus. E</li> <li>16. Ability to understand and manage challenging behaviours. E</li> <li>17. Ability to establish positive professional relationships with children, their families and multi-disciplinary teams. E</li> <li>18. Ability to lead and motivate staff. E</li> <li>19. Ability to work under own initiative, demonstrating skills linked to innovative thinking. E</li> </ol>	

<p>20. Ability to demonstrate exceptionally effective communication skills, both oral and written, at all levels.</p> <p>Qualifications:</p> <p>21. Appropriate technical qualifications including National Governing Body awards in relevant areas.</p> <p>22. GCSE English/Maths grade A to C or equivalent.</p> <p>23. Commitment to all CPD offered.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>
<p>Behaviours and expectations:</p> <p>All staff members are expected to adhere to and promote professional standards including the Trust and Academy's code of conduct and values.</p>	
<p>General:</p> <p>The post holder will be expected to undertake any other duties, commensurate within the grade, at the discretion of the Senior Leadership Team and develop and promote high standards of professional conduct throughout the Academy and the wider Trust community.</p> <p>You will be expected to carry out your duties in line with the Academy's policies, procedures and relevant legislation. You will be made aware of these in your appointment letter, statement of particulars, induction, ongoing performance management and development through school communications.</p> <p>You will be required to work at any premises which the Trust currently has or subsequently acquires or at which it may, from time to time, provide services.</p> <p>You will be expected to travel throughout the borough and wider area and will, therefore, have access to a vehicle with appropriate Business Insurance. There may be a requirement to transport pupils from time to time, subject to appropriate risk assessments being in place.</p> <p>You will be expected to attend and participate in a wide variety of meetings as well as training and development activities to support Trust, Academy and your own professional development.</p> <p>All staff, regardless of their position, are expected to undertake TeamTeach training and work within "good practice" guidelines using a range of positive handling strategies, gradual and graded, involved in holding, guiding and escorting safely, from least intrusive to more restrictive holds.</p> <p>As part of your wider duties and responsibilities you will be required to promote and actively support the school's responsibilities towards safeguarding. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It isn't just about the very old and the very young, it is about everyone who may be vulnerable.</p> <p>The post holder must be willing to undertake an enhanced Disclosure and Barring Service check. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.</p>	

12 February 2020