

Sports Coach

JOB DESCRIPTION & PERSON SPECIFICATION

Issue Date: May 2023

DETAILS OF POST

Job Title:	Active Trowbridge Community Sports Coach
Department:	Leisure Services
Current Salary FTE:	£21,968 - £23,194 per annum
Scale Point / NJC Scale:	6 – 9
Hours of work:	37 hours per week on a rota basis with occasional weekend and evening work
Status:	Permanent Contract
Responsible to:	Active Trowbridge Manager
Based:	Trowbridge Town Council, The Civic Centre, St. Stephen's Place Trowbridge, BA14 8AH

Contacts:

The post holder should expect to have contact with:

- Town Council Councillors and employees
- Members of the public
- Education officers and school staff
- Community organisations and their representatives
- Suppliers
- Other Council service users

JOB PURPOSE

The main purpose of the role is to:

Act as Community Sports Coach for Trowbridge Town Council. Leading and coaching fun, inclusive and engaging activities that help people of all ages to change their behaviour and maintain and physically active lifestyles.

This involves:

Using the training and qualifications achieved to assist the Leisure Services Department in providing sports and leisure activities in and around Trowbridge.

MAIN DUTIES & RESPONSIBILITIES

- Being able to support and assist with the review of education and school's sports programmes, both circular and extracurricular activities.
- Understanding school policies and procedures and ensure at all times they are adhered to
- Assist the Leisure Service's Senior Team in establishing links with local groups including schools, clubs, youth groups and others in an attempt to combine resources and offer more sporting or activity-based locations
- Support work with clubs and other community groups and, through high quality coaching, ensure that young people are retained in sport
- Support outreach work throughout the town, identifying hopes of young people to help shape the future of provisions.
- Be a positive role model, creating a positive and fun environment in which to motivate and encourage young people to participate in sport or other physical activity
- Effectively mentor and support casual staff and apprentices where appropriate
- Maintain current knowledge of relevant National Governing Body programmes, policies and practises
- Develop and maintain effective working relationships with all partners and community organisations, attending meetings as and when necessary
- Assist in promoting and organising community projects where young people work with, and offer support to, older people's events and activities

- Encourage participation in our community in our town events including, but not exclusively, Active Festival, Christmas Lights Switch On, and 999 Service Day
- You will be expected to take part in the departments community outreach and may be asked to wear non work uniform with fancy dress on occasions.
- Undertake administrative duties as necessary, e.g., maintain accurate attendance registers, carry out risk assessments and collate information.
- Liaise with clients to build a positive relationship
- Assist in maintaining equipment and resources held by the Council to allow staff to complete their tasks to the highest standard
- Abide by and follow child protection guidelines laid down by the Council and/or those clubs where activities are provided
- Act responsibly in managing your own health and safety and that of anyone else who may be affected by your actions/omissions
- Work in a confidential and professional manner and uphold the good reputation of the Council; in doing this you should abide by the Council's policies and procedures

PERSON SPECIFICATION: SPORTS COACH

	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> • 5 GCSE qualifications including Maths and English • Experience of coaching and playing number of sports • NGB Level 2 in any sport or a childcare qualification 	<ul style="list-style-type: none"> • Other coaching qualifications • Relevant child protection, equity and coaching disabled performers training • First Aid qualification • Full Driving Licence
Experience	<ul style="list-style-type: none"> • Minimum of a year's experience of sports coaching; establishing, delivering and coordinating coaching programmes for young people (including those with disabilities) • Organising sports competitions 	<ul style="list-style-type: none"> • Coaching in a wide range of environments, including schools, club and community • Mentoring, supporting and encouraging coaches and teachers • Working with voluntary and Statutory sections and community groups • Developing school/club links • Working to performance targets • Monitoring and evaluation of sessions/ programmes
Knowledge & Understanding	<ul style="list-style-type: none"> • Knowledge of relevant governing body programmes, policies and practices • Development and implementation of high quality and creative coaching sessions (focusing on a young person centred approach) • Commitment to equal opportunities 	<ul style="list-style-type: none"> • Relevant knowledge and experience of sports development, including club and coach development • Good understanding of child protection, child development, health & safety and sports equity principles / policies / procedures (training will be given)
Skills & Aptitude	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills; able to communicate with people at all levels • Confident and highly motivated • Ability to inspire, motivate and encourage young people through sport • Excellent planning and organisational skills • Ability to adapt sessions appropriately dependant on the needs of young people • Flexible attitude to working; willing to work evenings and weekends 	<ul style="list-style-type: none"> • Good level of ICT literacy with knowledge of word processing, spreadsheet and database packages • Ability to work efficiently on own initiative, under pressure whilst maintaining a high standard of work

GENERAL INFORMATION FOR ALL POSTS

Safeguarding

Trowbridge Town Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment. All applicants will be subject to a full disclosure and barring service check before appointment is confirmed.

The post holder will, on occasions, be expected to:

- Participate in the Town Council's annual performance reviews
- Attend additional training and development courses identified as a requirement for furtherance of the position or the post holder's personal development
- Attend meetings or events which may fall at evenings or weekends
- Undertake any other reasonable duties that the Town Council may ask of you.

Equal Opportunities

All employees have a responsibility to understand and abide by the obligations laid down by Trowbridge Town Council's Equal Opportunities Policy

Health and Safety

- Act responsibly in managing your own health and safety and that of anybody else who may be affected by your acts or omissions
- Act responsibly showing regard for the environment at all times and adhere to the Council's Policy
- Work responsibly to ensure that, on a day to day basis, work is conducted within the framework of all local and legislative health, safety, environmental and welfare guidelines and policy

Confidentiality

The post holder is required to work in a confidential and professional manner and to uphold the good reputation of the Town Council

Data

To see how we handle and store your data please view our privacy notice

<https://www.trowbridge.gov.uk/your-council/privacy/>

The aim of this job description is to show the general purpose and level of responsibility of the post; it sets out the main duties of the post as at the date of issue

Due to the changing nature of the business, such duties may vary and develop from time to time without changing the general nature of the post or level of responsibility. Such variations are a common occurrence and would not, of themselves, justify the revaluation of a post

BENEFITS OF WORKING FOR TROWBRIDGE TOWN COUNCIL

Career Development:

- A wide range of training and development opportunities

Financial Wellbeing:

- **LGPS Pension Scheme** is a defined pension that keeps pace with any cost of living increase. Your monthly pension contributions are boosted by tax relief and additional employer contributions. Based on your income, Trowbridge Town Council currently contributes 18.7% into the defined benefit scheme.
- Access to **AVC** (Additional Voluntary Contributions) savings schemes with **Prudential**. Any payments you make are deducted from your salary with full tax relief.

Health & Wellbeing:

- Generous **Holiday Allowance** (23* days plus bank holidays and two additional local days**), with option to buy extra days.
- Access to **Employee Assistance Programme** counselling service for you and your family
- **Health & Wellbeing Cashplan** – financial assistance for dental or medical issues.

Staff Discounts:

- Retailer discounts with **My Staff Shop** offering access to thousands of deals, savings and benefits to a range of online and retail discounts for a range of everyday expenses from groceries to holidays and fitness.

Flexible Working:

- Opportunity to apply for flexible working on completion of probationary period

* *Subject to completion of probationary period*

** *Currently 23 days per year*