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| **Name:** | |  | | | | | | | | | | **Date:** |  | | |
| **Job Title:**  **Sports Coach – Primary Phase** | | | | | | | | | | | | | | | |
| **SALARY INFORMATION:** | | | | | | | | | | | | | | | |
| **Hours:** | 30 | | **Weeks:** | | 39 | **Band:** | 5 | **Point:** | |  | **Allowances:** | | | SEN | |
| **Hours of Work:** | | | | Mon – Thurs: 8.20 – 3.05  Fri: 8.20 – 2.15 | | | | |  | | | | | |  |

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| **The School**  Elms School is a day special school for pupils aged 6 to 16 years. All pupils have a statement of Special Educational needs. Most have complex behavioural, social, emotional and mental health difficulties and additional learning difficulties, such as ADHD, adolescent psychiatric problems, attachment disorder issues along with challenging behaviours. The BESD pupils have deep-seated and long-term emotional needs, but are functioning at a higher academic level. A high percentage of pupils also have Autistic Spectrum Disorders.  The school has been assessed as Good following an Ofsted inspection in October 2017.  Many pupils travel from a wide area across Kent to attend Elms School  **Employment**  The post holder is expected to work within the rules and regulations laid down in the current “Kent Scheme” manual. The Head Teacher will take notice of advice given by professional associations.  The post holder will demonstrate a commitment to the aims, vision, development plan and policies of the school. In return the management are committed to support in the training and development of all members of staff. We aim to provide staff with the skills they need to fulfil their duties so that we achieve the highest standards in all we do.  The post holder will share responsibility for identifying their own individual training needs and will demonstrate a commitment to work collaboratively and co-operatively to fulfil these. |

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| Deployed by: PE Teacher/DHT Teaching and Learning  Accountable to: Headteacher  Appraiser: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

**PURPOSE OF JOB**

* To support the PE teacher in delivering lessons across the school
* To cover PE lessons in the event of the absence of the PE teacher as required.
* Be flexibly deployed according to the changing needs of the school, including cover lessons if needed.

**PROFESSIONAL DUTIES**

* Assume Sports Coach responsibilities as directed by the Head of Education.
* Support the PE teacher in delivering high quality PE lessons.
* Support the PE teacher in assessing the progress of pupils within their lessons.
* Provide cover for the PE teacher as required
* Act as a role model and establish clear framework for discipline in line with established policies, anticipate and manage behaviour to promote pupils’ self-control and independence to ensure good behaviour and respect for others is maintained.
* Use detailed knowledge and specialist skills to support pupils’ learning, establishing productive working relationships, promoting inclusion and working to support pupils consistently whilst recognising and responding to individual needs. This will ensure equality of opportunity and ensure learning outcomes are achieved for all pupils.
* Understand and comply with policies and procedures relating to child protection, equal opportunities, health, safety, security, confidentiality and data protection, reporting concerns to an appropriate person to maintain a safe and secure learning environment.
* Contribute to the overall work/aims of the school and establish constructive relationships and communicate with other agencies/professionals, to support the achievement and progress of pupils
* Participate in training and other learning activities as required and attend relevant meetings to ensure own continuing professional development.

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| Agreed By ……………………………….  Job Holder | Approved By ………………………………………..  Manager |

**Person Specification: Sports Coach**

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

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|  | **CRITERIA** |
| **1. SKILLS, KNOWLEDGE & APTITUDES** | * An outstanding practitioner * A thorough understanding of various behaviour management techniques * Good communication skills * An ability to relate well to children, staff, parents and others * A sound knowledge of assessment, recording and reporting procedures * Thorough knowledge of the difficulties faced by pupils with SEMH * Knowledge and understanding of how children learn. * Sound knowledge of the games and skills taught as part of the PE curriculum |
| **2. QUALIFICATIONS & TRAINING** | * Evidence of on-going professional development * Minimum of GCSE grade C in PE/Sports Science |
| **3. EXPERIENCE** | * Experience in working with pupils with SEMH difficulties * Proven track record of an ability to engage with and motivate challenging pupils. |
| **4. PROFESSIONAL CONDUCT** | * A flexibility of approach to a variety of issues * Willingness and ability to listen and inspire confidence in colleagues * Ability to motivate and support colleagues * Professional integrity * A passion for making a difference to children and willingness to go the extra mile * Emotional resilience and a good sense of humour. |
| **5. VALUES & ETHOS** | * A desire to promote the Fundamental British Values and the SMSC agenda * A belief that every child has potential and promise to succeed and progress |