

Sports Instructor

Job Description

Grade: GRB - *Subject to Job Evaluation*

1. **Job Purpose**
 - 1.1 To provide support for sports and activities during the school day and in after-school clubs. To deliver the curriculum in particular areas of specialism.
2. **Key Responsibilities**
 - 2.1 Work to assigned timetable and follow guidance from the leadership group about the basic role, complying with school policy and ethos.
 - 2.2 Assist with supervision of students on a daily basis.
 - 2.3 To implement assessments following the criteria set out in the P.E. Staff Handbook
 - 2.4 Ensure that the use of working time is well-balanced to ensure support for pupils academically, personally and socially.
 - 2.5 Ensure that some dedicated time is allocated each day to classroom or PE support to enable pupils and class-based staff to recognise the value of mentoring in supporting personal, academic, social and physical progress.
 - 2.6 Keep some flexibility of timetable to enable swift response to new referrals or short term needs.
 - 2.7 Use the school systems to ensure good communication about sports activities, in order to keep the sports profile high and to keep staff informed where there are changes to timetables.
 - 2.8 Work closely with other sports staff to ensure a consistent approach.
 - 2.9 Be flexible enough to respond to the individual short-term needs of pupils, parents or staff.
 - 2.10 Keep in close contact with parents and staff, particularly in discussion about the progress of pupils, physically, personally and socially.
 - 2.11 Keep records of pupils attending after-school clubs, communicating well with classroom and administrative staff, lead teachers and parents to facilitate good liaison.
 - 2.12 Help pupils develop positive attitudes to learning through support inside and outside the classroom.
 - 2.13 Support and/or encourage pupils to take part in programmes or initiatives, especially during break-times, including a full programme of lunchtime and after-school activities.
 - 2.14 Be able to demonstrate good quality relationships with staff, pupils and parents, particularly in discussions about the progress of pupils.

- 2.15 To take part in school events to add a sports perspective, enabling the school community to recognise its value.
- 2.16 Develop and maintain a bank of suitable resources.
- 2.17 To take responsibility for sports equipment in out-of-hours programmes.
- 2.18 To ensure all tasks are carried out with due regard to Health and Safety.
- 2.19 To adhere to the ethos of the school
 - 2.19.1 To promote the agreed vision and aims of the school
 - 2.19.2 To set an example of personal integrity and professionalism
 - 2.19.3 Attendance at appropriate staff meetings and parents evenings
- 2.20 Any other duties as commensurate within the grade in order to ensure the smooth running of the school

3. **Supervision Received**

- 3.1 Supervising Officer's Job Title:
- 3.2 Level of supervision:

- ~~1. Regularly supervised with work checked by supervisor~~
- 2. Left to work within establishment guidelines subject to scrutiny by supervisor
- ~~3. Plan own work to ensure the meeting of defined objectives~~

4. **Supervision Given** (excludes those who are indirectly supervised i.e. through others)

Post Title	Grade	No of Posts	Level of Supervision (as in 3.2 above)

5. **Special Conditions**

- 5.1 None

Person Specification

Method of Assessment (MOA)

AF Application Form	C Certificate	I Interview	T Test or Exercise	P Presentation
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Criteria	Essential	MOA
Education/Qualifications NB: Full regard must be paid to overseas qualifications.		AF/C
Experience Relevant work and other experience		
Skills & Ability e.g. written communication skills, dealing with the public etc.	*Delete if not applicable *An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by Part 7 of the Immigration Act 2016	
Training		
Other		

All staff are expected to understand and be committed to Equal Opportunities in employment and service delivery

All staff at BCC understand and are committed to Equal Opportunities employment and service delivery.

As a Disability Confident Committed Employer, we take positive action to ensure people living with a disability or a long-term health condition feel supported, engaged, and able to fulfil their potential in the workplace.

People with a disability telling us on their application form they wish to participate in the scheme and who can then demonstrate in their application that they meet the essential criteria for the role will be shortlisted and offered an interview.

Safeguarding

Everyone has a responsibility to safeguard the welfare of children, young people, and adults at risk, whatever the role of the individual, or Birmingham City Council service or Directorates they work in.

Birmingham City Council will work with the appropriate statutory bodies when an investigation into child abuse or a safeguarding adult's investigation is necessary.

The Council is committed to safe recruitment practices and recognises that this fits into an overall corporate approach to safeguarding across a range of functions that need to operate together to be effective. This applies to employees, volunteers, work placements, elected members, licencing, school transport arrangements and any other regulated positions.

The Council's safe recruitment process includes pre-employment vetting which involves establishing full employment histories; proof of identity; satisfactory references; health assessment; checks of qualifications; asylum and immigration checks; and criminal record checks with the Disclosure and Barring Service.

The Council's website will contain links to the current versions of safer recruitment policies that are in force.

In line with the has an overarching responsibility for safeguarding and promoting the welfare of all children/young people and adults in its area. All BCC employees are expected to:

Work in a way that prevents and protects service users from abuse.

- To be aware of the signs of abuse or neglect.
- Recognise the signs of abuse and neglect; and
- Record and report any concerns or incidents.
- Record and report any concerns or incidents.

At Birmingham City Council (BCC), we are committed to creating an environment and culture that promotes equality, diversity, and inclusion; making sure BCC is a place for people to be their best, authentic selves.

We welcome applications from people of all backgrounds, including those with caring responsibilities and flexible working options will be considered. We are building up our vibrant staff networks for peer-led support, with safe spaces for those who need it and offer access to our talent programmes to support everyone in reaching their aspirations and fulfilling their potential.