**SMART Multi Academy Trust**

**Person Specification – Sports Coach**

**Part A: Application Stage**

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

**Essential**

|  |  |
| --- | --- |
| 1 | Enthusiasm and passion for sport |
| 2 | Prior Experience in a coaching role |
| 3 | Knowledge of the National Curriculum for PE |
| 4 | Ability to teach a wide range of sports and physical health activities.  |
| 5 | Able to produce accurate and up to date records and reports  |
| 6 | Able to undertake observations and assessments of pupils.  |
| 7 | Able to work within and apply all relevant school policies and schemes of work.  |
| 8 | Evidence of running and monitoring sports programmes. |
| 9 | A degree or equivalent in a sport related subject Level 2/3 coaching qualification  |

**Desirable**

|  |  |
| --- | --- |
| 10 | Experience of advancing progress of pupils of relevant age within a learning environment |
| 11 | Prior experience of working with pupils from across the primary age range (5-11)  |
| 12 | Current First Aid Certificate |
| 13 | Membership of a leisure related professional body.  |

**Part B: Assessment Stage**

Items 1 and 2 of the application stage criteria and the criteria below will be further explored at the assessment stage:

**Essential**

|  |  |
| --- | --- |
| 1 | A good insight into current sporting issues.  |
| 2 | Ability to work successfully both independently and as part of a team.  |
| 3 | Caring, supportive, nurturing  |
| 4 | Commitment to equal opportunities and anti-discriminatory practices.  |
| 5 | Willingness to become involved in school/trust projects and activities.  |
| 6 | Able to offer a range of out of school activities.  |
| 7 | Reliable, punctual, organised, forward thinking.  |
| 8 | Committed to achieving further professional development.  |
| 9 | Enthusiastic and confident, able to develop the respect from pupils and other staff.  |
| 10 | Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: * + - motivation to work with children and young people
		- ability to form and maintain appropriate relationships and personal boundaries with children and young people
		- emotional resilience in working with challenging behaviours
		- attitude to use of authority and maintaining discipline,
 |
| 11 | * + - Able to plan and deliver sports sessions that show clear progression of skills taking into account differing needs within the group.
 |
| 12 | * + - No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.
 |

**Desirable**

|  |  |
| --- | --- |
| 13 | Experience of managing large groups of children  |

The following methods of assessment will be used:

|  |  |  |  |
| --- | --- | --- | --- |
| **Method** |  | **Method** |  |
| Interview | Yes | Presentation | No |
| Lesson Observation | Yes | Structured discussion with pupils | No |
| Other (specify) | Yes/No | Other (specify) | Yes/No |

**Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

|  |  |
| --- | --- |
| 1  | Enhanced Certificate of Disclosure from the Disclosure and Barring Service  |
| 2  | Additional criminal record checks if applicant has lived outside the UK  |
| 3  | Barred List check |
| 4  | Right to Work Check |
| 5  | Medical clearance |
| 6 | Two references from current and previous employers (or education establishment if applicant not in employment)  |

SMART Multi Academy Trust is an exempt charity and company limited by guarantee registered in England with company number 10257723. The company's registered office is Wyndham Primary School, Montagu Avenue, Newcastle upon Tyne NE3 4SB.