



TRC
THOMAS ROTHERHAM COLLEGE

Academy Football Coach

Closing Date: 30 November 2022 at 12:00pm

Interview DATE: w/c 5 December 2022

Responsible to:	Sports Centre Manager
Responsible for:	The Athersley Football Academy
Salary:	Inspire Band J fixed- Casual daily rate: £19.85 per hour plus pro rata holiday pay
Working hours:	Casual zero-hour post

Inspire Trust is a Multi Academy Trust based in Rotherham which includes Thomas Rotherham College, Oakwood High School and Sitwell Junior School.

Thomas Rotherham College is the largest sixth form college provider in Rotherham, South Yorkshire. We have a tradition of achievement and aim to provide a future of opportunity to all our students.

This is an exciting opportunity to join our representative sports team. You will deliver and administrate the football academy contributing to its recruitment and smooth and efficient running.

Candidates must have a good general education, be a qualified Football coach, have excellent footballing links in the community and be able to evidence experience and skills that suggest suitability to discharge the duties as outlined in the Job Description.

Closing date for receipt of applications is Thursday 17 November 2022 at 12 noon. Interviews will be held w/c 21st November 2022. Applicants are required to apply via our online application form which is available on our website at <https://www.inspiretrust.uk/thomas-rotherham-college-vacancies/>

PLEASE NOTE we operate Safer Recruitment and we do not accept CVs or CV attachments. All candidates must complete our online application form in full.

Inspire Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, other workers and volunteers to share this commitment. The Trust is an equal opportunities employer and operates a no smoking policy in all its work places. We undertake to make any reasonable adjustments to a job or workplace to counteract any disadvantages a disabled person may face.

Employees will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers, right to work in the UK, an Enhanced DBS check and a further check against the appropriate barred list.



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**Inspire Trust is committed to...
Educational Social Responsibility
We are committed to a value led
educational provision.**

Inspire Trust is an organisation driven by a desire to provide a truly outstanding and inspirational educational experience for all its pupils and students. Underpinning this aspiration, is an equal commitment to being a wonderful place to work and a valued and impactful community asset.

Since its journey began a decade ago, Inspire Trust has worked tirelessly to develop a strong ethos. Together, within this multi academy trust, we will work to inspire learners to achieve, for today, for tomorrow and into the future.

Through a process of engagement and collaboration, Inspire Trust has further developed this ethos, by encouraging each establishment to define their specific purpose in the development of the young people they support:

- **Inspiring lives, creating possibilities, shaping futures - Sitwell Junior School**
- **Inspired to achieve - Oakwood High School**
- **A tradition of achievement - a future of opportunity - Thomas Rotherham College**

Underpinning this ethos, Inspire Trust has embedded a set of common values that are believed in and shared, by the trusts, staff, pupils, and trustees, these are;

***Respect, Responsibility, Resourcefulness, Resilience,
Reflection, Risk taking and Relationships***



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Job Description and Person Specification

Main Purpose of Job

This post is based in the Thomas Rotherham College and comprises 3 main strands:

Course delivery and recruitment

- To deliver football training to students enrolled on the football academy (possibly including football related qualifications and Level 1 and 2 coaching awards).
- To attend open evening events at the college to promote the football academy.
- To visit partner schools or clubs where appropriate to help raise the profile of the football academy.

Administration

- To liaise with appropriate clubs, leagues and organisations relating to the smooth running of the football academy.
- To follow college procedures on student behaviour and attendance.
- To contribute appropriately towards football students' performance to ensure they are performing well on their academic courses.

Personal development and other duties

- Take responsibility for promoting and safeguarding the welfare of the students.
- To set up and pack away equipment required for the coaching sessions.
- To undertake appropriate training to enable the postholder to perform his/her duties effectively.
- To participate as appropriate in the college appraisal scheme.
- Any other duty which may be reasonably required by the Principal.

Excellent standards of behaviour, respect and learning depend upon the 'tone' set by all members of the Trust community. We build upon our strengths – together!

For the purposes of this Job Description and Person Specification, Trust is Inspire Trust and all Academies working within the Trust. All duties outlined below are the responsibility of the post holder who will be accountable for delivery. Where there is specific connectivity with another post, or the lead responsibility for an activity lies with another member of staff, this is stated and will be expanded on in the Service Framework and Development plan where appropriate.



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Role Specific Duties and Responsibilities of the Post

(including Leadership, Accountabilities and Operational Activities).

A = Accountability (which means being responsible for something to somebody)

L = Leadership (guide, direct and influence the outcomes of)

O = Operational (day-to-day management and control of these activities)

1. Course Delivery and Recruitment	A	L	O
To deliver football training to students enrolled on the football academy (possibly including football related qualifications and Level 1 and 2 coaching awards).	✓	✓	✓
To attend open evening events at the college to promote the football academy	✓	✓	✓
To visit partner schools or clubs where appropriate to help raise the profile of the football academy	✓	✓	✓
Administration			
To liaise with appropriate clubs, leagues and organisations relating to the smooth running of the football academy.	✓	✓	✓
To follow college procedures on student behaviour and attendance	✓	✓	✓
To contribute appropriately towards football students' performance to ensure they are performing well on their academic courses.	✓	✓	✓
Personal Development and other Duties			
Take responsibility for promoting and safeguarding the welfare of the students	✓	✓	✓
To set up and pack away equipment required for the coaching sessions.	✓	✓	✓
To undertake appropriate training to enable the postholder to perform his/her duties effectively	✓	✓	✓
To participate as appropriate in the college appraisal scheme.	✓	✓	✓
Any other duty which may be reasonably required by the Principal	✓	✓	✓



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2. Generic Duties and Responsibilities

Comply with all Trust policies and procedures and work in accordance with the Code of Conduct for Staff.

All employees will be asked to work at their level on pupil/student interventions to meet the needs and targets of the Trust. For support staff this will include First Aid (training will be provided).

Be aware of and support differences and ensure all pupils, students and staff have equal access to opportunities to learn and develop.

Participate and contribute to Appraisal and the development of Service Delivery Plans and Operational Schedules.

All employees will undertake regular and routine continuing professional development (including attendance and contribution to internal Training and Planning events) to ensure that they develop and recognise their own strengths and areas of expertise and use these to achieve and support others and the aims of the Trust.

Be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person in accordance with policy.

Contribute positively to the overall ethos / aims of the Trust including participation in appropriate networks and projects.

Establish constructive relationships and communicate with others (inside and external to the Trust).

Organise and support Academy and Trust events as requested.

Any other reasonable and appropriate duties as directed by Senior Staff at any Trust Academy.

All staff are required to work in a way that encourages a positive work environment that is solution focused and proactive for all. As a senior support staff holder, you will support, mentor and act as a role model for all staff.



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Person Specification

The Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, other workers and volunteers to share this commitment.

Key to abbreviations: MoA Method of Assessment, AF Application Form, R References, I Interview, CQ Certificate of Qualification, OT Occupational Testing, DBS Disclosure and Barring Service Check.

1.	Essential	MoA
Appropriate coaching qualification	✓	AF, CQ
Successful experience in coaching football	✓	AF, I
Current first aid qualification		AF, CQ
Evidence of having taken effective advantage of relevant formal and informal professional development opportunities throughout education, training and career		AF, I
Ability to control budgets and resources effectively and efficiently	✓	AF, I
Demonstrates effective experience of working with young people, community groups and relevant outside agencies	✓	AF, I
Current Football refereeing qualification		AF, I
2.	Essential	MoA
Demonstrates effective communication both verbally and in writing	✓	AF, R
Full driving licence and willingness to drive the college minibuses to fixtures/training		AF, R, I
Demonstrates effective communication in group, interpersonal and intrapersonal situations	✓	AF, R, I
Demonstrates effective leadership and membership of teams together with high level team building and maintenance skills	✓	AF, R, I
Demonstrates evidence of effective management and development skills	✓	AF, R, I
A working style which is outcome-orientated, yet is consultative, facilitating and motivating students to achieve high standards	✓	AF, R, I I
Ability to plan and deliver engaging and developmental coaching sessions	✓	I, R



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Ability to engender confidence and respect from staff and students	✓	I, R
Ability to relate effectively to managers and external agencies at various levels	✓	I, R
Creativity, enthusiasm, and a sense of humour	✓	I, R
Ability to offer some flexibility in cases of emergencies and to attend meetings	✓	I, R
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	I,R

3. Mandatory Requirements	Essential	MoA
A DBS check at an enhanced level (formerly CRB check) must be undertaken by all candidates and be satisfactory as a condition of employment with Inspire Trust.	✓	DBS Check
School posts are exempt from the Rehabilitation of Offenders Act, 1974; all current convictions, cautions and bind overs must be declared on the application form or provided in a sealed envelope addressed to the Headteacher. The 2013 amendments to the Act allow that minor spent convictions, cautions and bind overs do not need to be declared.	✓	AF/R
References that confirm suitability to work with children, reference must be provided from current/most recent employer. References will not be accepted from members of candidate's families or acting purely as a friend.	✓	AF/R
4. Physical Requirements	Essential	MoA
Health and physical capacity for the role.	✓	I / R
A good attendance record in current employment, (not including absences resulting from disability).	✓	I / R



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5. Effective Behaviours

Managing self and personal skills: Willing and able to assess and apply own skills, abilities and experience. Being aware of own behaviour and how it impacts on others.

Delivering excellent service: Providing the best quality service to all pupils and staff and to external customers e.g. clients, suppliers. Building genuine and open long-term relationships in order to drive up service standards.

Finding innovative solutions: Taking a holistic view and working enthusiastically and with creativity to analyse problems and develop innovative and workable solutions. Identifying opportunities for innovation.

Embracing change: Adjusting to unfamiliar situations, demands and changing roles. Seeing change as an opportunity and being receptive to new ideas.

Using resources: Making effective use of available resources including people, information, networks and budgets. Being aware of the financial position of the Trust and impact of decisions on this.

Engaging with the big picture: Seeing the work that you do in the context of the bigger picture e.g. in the context of what the Trust and each Academy are striving to achieve and taking a long-term view. Communicating vision clearly and enthusiastically to inspire and motivate others. Appreciating the role of others, their impact on you and your impact on them.

Developing self and others: Showing commitment to own development and supporting and encouraging others to develop their knowledge, skills and behaviours to enable them to reach their full potential for the wider benefit of the Trust.

Working with people: Working co-operatively with others in order to achieve objectives. Demonstrating a commitment to diversity and applying a wider range of interpersonal skills.

Achieving results: Planning and organising workloads to ensure that deadlines are met within resource constraints. Consistently meeting objectives and success criteria.

This specification has been prepared in accordance with the requirements of the Trust's Equal Opportunities in Employment Policy. We undertake to consider any 'reasonable adjustments' to a job or workplace to counteract any disadvantages a disabled person may have.

Inspire Trust is committed to providing a safe, secure and supportive environment for all members of staff to support their wellbeing, built from effective relationships. As part of our Staff Wellbeing Strategy we have contracted with the Education Support Partnership and they provide us with an Employee Assistance Programme to support all staff on a range of issues. Our Staff Wellbeing survey in February 2020 shows that we are in the top 10% of educational providers in the country in respect of how our staff view their wellbeing experience at work (all ratings are out of 5). We will continue to work with our staff body to improve and ensure that we remain a really good place to work, in line with this ethos the Trust became an Accredited Living Wage employer as of September 2022.