

PHYSICAL ACTIVITY & HEALTH COACH / MANAGER

RECRUITMENT PACK

March 2024



MOVE MORE

EVERY CHILD THRIVES

A MESSAGE FROM OUR CEO

Thank you for your interest in becoming part of the Move More trustee team.

We are passionate about empowering every child, irrespective of their circumstances, to thrive. We promote an active and healthy lifestyle that positively influences various aspects of a child's life through an holistic approach which has sustainable lifelong benefits. We acknowledge that the surroundings in which children grow play a crucial role in enhancing their outcomes. Consequently, we actively support families, schools, and communities in establishing nurturing, positive, and stimulating environments for children and young people.

Our charity is at an exciting stage of development. Building on solid foundations of growth since our constitution in 2017, we are looking forward with enthusiasm to take the charity into its next chapter.

We have recently finished the development of our new strategy and we are passionate to have even more impact on children's health and wellbeing across Gloucestershire and neighbouring areas. We have big plans moving forward, including:

- Finding a new home for Move More, as we have outgrown our current home;
- Further developing provision for children with a special educational need or disability;
- Building our community work to better serve a more diverse group of children and young people; and
- Expanding our family-based work, as the impact of this programme shows it makes a real sustainable difference.

Alongside these operational priorities, we strive to ensure the quality of our delivery continues to be of a high standard. We are therefore looking for people who are passionate about improving outcomes for children through a healthy and active lifestyle and can deliver high quality, engaging sessions to a wide range of children.

This recruitment pack sets out what we are looking for in a **Physical Activity Coach or Manager** and some of the benefits of working for Move More. Our people are very important to us, our staff are the face of our charity and who make a direct positive impact on children, it is therefore important that our staff are supported and challenged within their role and their career journey.

If you believe in our vision of 'Every Child Thrives', our values and have the skills and experience to fulfil the role, then we would love to hear from you!

Dan Derrick

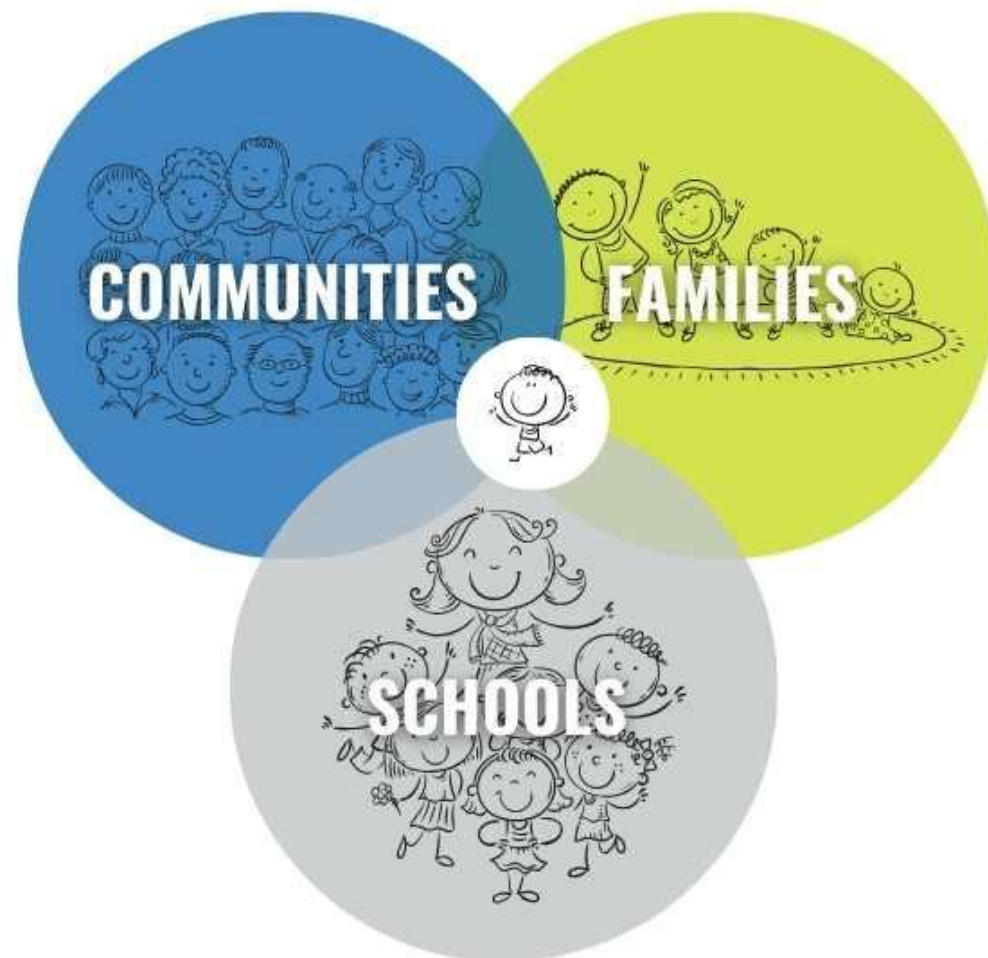
CEO

WHAT WE DO

We are passionate about empowering every child, irrespective of their circumstances, to thrive. We advocate an active and healthy lifestyle that positively influences various aspects of a child's life through a holistic approach which has sustainable lifelong benefits.

We recognise that the surroundings in which children grow play a crucial role in enhancing their outcomes. Consequently, whilst holding children at the centre of our work we actively support the three main environment's that impact children. By supporting schools, families and communities we seek to establish nurturing, positive and stimulating environments that will enable all children and young people to live an active and healthy lifestyle.

In striving towards our vision of 'Every Child Thrives' our work is diverse in its approach and involves engaging with multiple stakeholders. Subsequently, we work with a wide range of children and therefore have a variety of programmes and approaches to suit their needs. We also recognise that a greater focus on children experiencing inequalities is required to ensure that all children can be physically active within supportive environments and experience the physical, social and mental wellbeing benefits in order to thrive.



THE MOVE MORE WAY



The Move More way was created following consultation with the whole staff team and the board of trustees. It highlights our shared values and demonstrates the behaviours which will influence our decision making and impact our work daily.

We are proud to live by the Move More way, which involves adhering to the following principles:-



CHILD AT HEART

We hold the child at the heart of the decisions we make and the way we work.



WORK TOGETHER

We work together and support each other as a team, as well as working collaboratively with other organisations as the current challenge is larger than any one person or organisation.



MAKE A DIFFERENCE

We strive to create lasting, meaningful impact with empathy and compassion.

THE CHALLENGE...



Our children are...
**BECOMING
UNHAPPIER**



45% of parents are concerned about their child's mental health.

18%

of children aged 7 to 16 have a probable mental health disorder.



The number of children in England needing treatment for mental health problems has risen by 39% in a year.

97%

of teachers are concerned about the mental health of young people in their school.



Our children are...
**BECOMING
UNHEALTHIER**



The prevalence of overweight (including obese) children across Cheltenham and Tewkesbury increases from reception (23.3%) to Year 6 (31.2%).



Children and young people from the most deprived areas in Gloucestershire are twice as likely to be classified as overweight or obese when compared to those from the least deprived areas.



Less than half (47%) of young people in England are meeting minimum physical activity levels.



Our children are...
**MORE
DISTRACTED**

78%

of parents believe that children are spending too much time online and not enough time with each other in person.



Over 3 in 5 (62%) of parents believe that digital distractions mean that their children are spending less time being active.



Almost half (46%) of 7-8 year olds and 38% of 9-11 year olds agree they spend more time online or watching TV than they do talking to their family.



Our children are...
**EXPERIENCING
GREATER
INEQUALITIES**

And the most disadvantaged in society face the highest barriers...



Children with disabilities are twice as likely to be lonely compared to their non-disabled peers (72% compared to 36%). They are more likely to feel they have no one to talk to, to feel left out and to feel alone.



Children and young people from lower income families are less likely to be active, are twice as likely to be living with obesity, and have less positive attitudes towards physical activity.



The gender gap is re-emerging, with a 5% gap between girls and boys classed as active.



Almost half of parents (47%) say that the cost of living crisis has had a negative impact on the number of opportunities their children have to be physically active and take part in sport.



Children and young people with Black, Asian and other ethnicities are the least likely to be active.

STRATEGIC PLAN 2024-2027



VISION:

Every Child Thrives



MISSION:

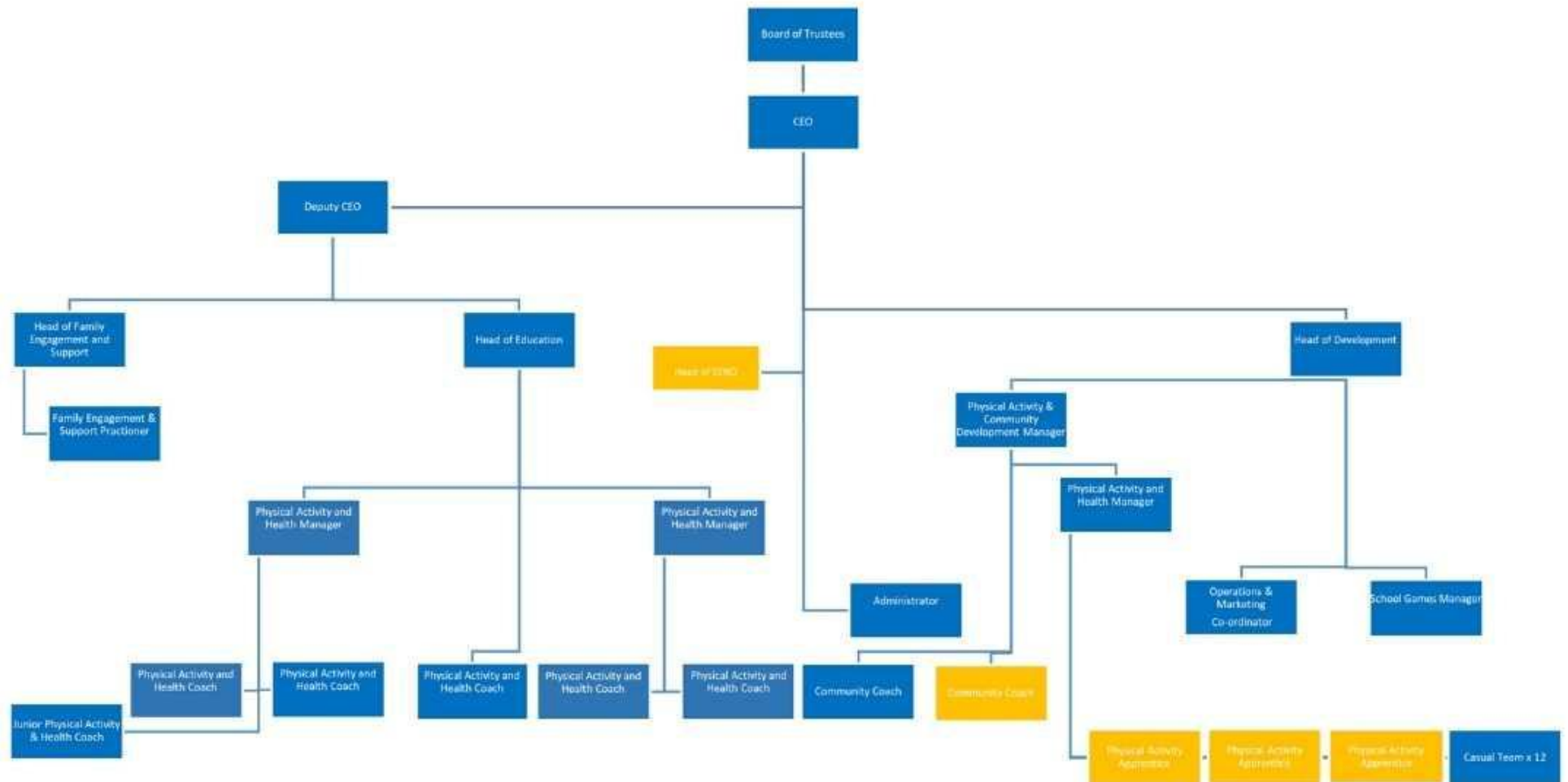
To empower children within Gloucestershire and the surrounding area, irrespective of their circumstances, to reap the many benefits of an active, healthy lifestyle, fostering lifelong behaviours fundamental for their overall well-being.



OBJECTIVES:

- 1 Educate children with the knowledge and skills to lead an active and healthy lifestyle whilst supporting their personal, social and emotional development.
- 2 Instil a passion for being active in every child through providing high quality, enjoyable and inclusive opportunities.
- 3 Support families, schools, and communities in creating caring, positive, and engaging environments for children that address their physical and emotional needs.
- 4 Continue to grow as a resilient, sustainable charity that is responsive to change.
- 5 Increase the visibility of the charity and champion children's wellbeing through advocacy, influencing and evidencing our impact.

STAFF STRUCTURE



ROLE DESCRIPTION

ROLE: Physical Activity & Health Coach / Manager

SALARY: £22,658 - £27,688

LOCATION: Offices are currently based at All Saints' Academy, Blaisdon Way, Cheltenham GL51 0WH. However, you would be expected to travel across Gloucestershire & South Worcestershire where required.

HOURS: Full time - 37.5 hours per week

ROLE PURPOSE: To improve children's experience and knowledge of health, physical activity, sport and physical education through the delivery of outstanding provision.

The role has the potential to be a coach or manager position, dependant on the skills and experience of the applicant, the manager position would also be responsible for effectively line managing staff and/or programmes and to act as a senior member of the Move More team.

SPECIFIC FUNCTIONS:

- To plan, organise and deliver high quality sports coaching sessions within primary schools and community settings in various forms (ie. morning club, lunchtime clubs, after school clubs).
- To deliver high quality PE lessons within primary schools whilst upskilling teachers and teaching assistants responsible for the class (Teacher CPD in PE).
- To support lunchtime and after school activities, family based health work and intervention programmes to enhance the pupils' awareness, knowledge and choices to further improve and sustain their overall health and wellbeing.
- To deliver age appropriate, health awareness lessons (theoretical and practical based), delivering key messages around benefits of: physical activity, healthy eating and sleeping, and wellbeing.
- To deliver specific interventions for identified children i.e. those most at risk of disengaging from physical activity, being or becoming obese or children with poor fine/gross motor skills.
- To deliver the balanceability learn to cycle programme for reception/KS1 children.
- To be a Camp Leader and deliverer on holiday camps.
- To support and help deliver Move More's vision and organisational goals.
- To actively promote the work and public image of the charity, by always maintaining high standards of personal appearance and adopting a friendly, professional approach to the public.
- To undertake other duties, as specified by the Head of Education or a member of the Senior Management, which are appropriate to the level and general responsibilities of the post.

ROLE DESCRIPTION CONT

KNOWLEDGE AND UNDERSTANDING

- A clear vision and understanding of how physical activity, PE and school sport positively impact the development of healthy lives for young people.
- A confident and proficient sports coach across many different sports/activities.
- Sound knowledge and understanding of child development, health factors and how to share key, child centred messages through fun and engaging programmes.
- Knowledge of disability sport and inclusion strategies to promote the involvement in physical activity, PE and sport to all.
- An up to date understanding of the current school sport landscape, health, obesity and wellbeing national concerns.

EXPERIENCE

- Extensive experience of working with primary aged children e.g. within curriculum PE lessons, after school clubs, holiday camps.
- Experience of line managing and mentoring staff.
- Experience of the management, organisation and delivery of programmes.
- Experience of working across a range of different sports and physical activities.
- Experience in developing innovative and informed solutions to the challenges faced by pupils, as well as supporting the ongoing motivation to sustain healthier lifestyle habits.

QUALIFICATIONS

- A Minimum Level 2 NGB Coaching Award.
- A sports related degree or teaching qualification would be desirable.
- Possible courses attended e.g. Safeguarding & Child Protection, Paediatric First Aid.
- Evidence of professional development relevant to the role.
- Current driving license (use of own transport essential).

SKILLS AND ATTRIBUTES

- Have a passion for the job, for working with mainly primary aged children and a drive for excellence.
- Highly motivated, able to demonstrate excellent communication and interpersonal skills that can be adapted to best suit a range of needs and audiences.
- Strong organisational skills with the ability to prioritise and meet conflicting deadlines.
- To be flexible, creative and innovative in overcoming barriers for positive change.
- The ability to create positive working relationships with a large range of professionals, organisations & individuals.
- The ability to have a supportive and empathetic approach to line management whilst maintaining expected standards.
- The ability to work independently or as part of a team.
- An ability to work in partnership, delivering high quality, front line services that are flexible and responsive to need and change.
- The ability to demonstrate the desire and passion to make a real difference to the lives and life-chances of children and young people, linking their school with their families.
- Proficient user of databases and Microsoft Office packages.
- Willingness to take on coaching based projects as they arise throughout the year.

WORKING FOR MOVE MORE

STAFF BENEFITS

As well as having a positive impact on children each and every day and working for one of the largest children's physical activity providers in Gloucestershire, Move More Staff also have the following benefits:

- 6% employer pension contribution (employees contribute 2%).
- Perkbox membership - employee discounts at a wide range of stores, free counselling sessions and wellness sessions.
- Cycle to Work Scheme.
- 50% off Move More Camps for 2 children of your choice.
- Mileage costs covered at 45p per mile.
- Free Canterbury Move More uniform.
- 25 days annual leave + bank holidays.
- Sick pay.
- Professional development opportunities.
- Offices based at All Saints Academy, easily accessible and free parking.
- A company laptop.

A DAY IN THE LIFE OF A PHYSICAL ACTIVITY AND HEALTH COACH - SAM T

08:30 Collect Van from our offices and drive to local primary school

09:15 - 11:30 Deliver balanceability session to 3 consecutive groups of 10 reception children

11:30-12:30 Return van, have lunch and drive to afternoon session

12:30-13:00 Deliver physical activity 'Fizzy' intervention during lunchtime

13:10-14:00 Deliver a year 2 multiskills lesson whilst working with the class teacher

14:00-15:00 Deliver a year 6 CPD session in tag rugby

15:15-16:15 Key stage 2 after school quicksticks hockey club.

For a manager position you will also have timetabled time to fulfil your line management duties. All Staff have weekly planning time scheduled. Weekend and Evening work will be required at times also.



RECRUITMENT PROCESS

HOW TO APPLY

Please apply using the official application form. This can be downloaded at: <https://www.move-more.org/get-involved/vacancies/>

CVs will not be considered.

For further information regarding the role, please contact Sam Rowson (Head of Education), samrowson@move-more.org

Applications should be sent to claire@move-more.org or via post to: Claire Cook, Move More, All Saints Academy, Blaisdon Way, Cheltenham, GL51 0WH

TIMELINE

Closing date: This is a rolling recruitment window, candidates are encouraged to apply as soon as possible.

Interviews: Agreed upon application.



www.move-more.org

COMMITMENT TO CHILD PROTECTION & SAFEGUARDING

Move More is fully committed to the safeguarding and protection of all children and therefore operate safer recruitment practices which sits alongside our Safeguarding and child protection policy.

As part of the safer recruitment process we will:

- Ask candidates to complete an application form rather than a CV so we have all the information we need.
- Ask candidates to complete a self-disclosure form which gives candidates the opportunity to confidentially disclose any relevant criminal convictions, child protection investigations or disciplinary sanctions on record.
- We will call for at least 2 references, one of which must be the current/previous employer. We use a standard form which will also check a candidate's suitability to work with children and young people.
- We will check all qualifications (educational and professional) and identity paperwork.
- We will undertake publicly available online searches.
- As Move More staff work with children in regulated activity all staff will be subject to an Enhanced Disclosure and Barring Service check. If you have been a resident overseas for 3 months or more over the past 5 years, we will also check candidates' criminal record within that country.
- The interview process consists of a face to face interview as well as a practical session with children.
- All new staff will participate in an induction process which includes child protection training.
- Move More's Safeguarding and Child Protection policy is reviewed and staff are updated on an annual basis.