



**Innovate**  
Multi Academy Trust  
*Aspiration, Inclusivity, Kindness, Resilience*

## **Job Description Sports Coach Innovate Multi Academy Trust**

**RESPONSIBLE TO:** IMAT Sports Lead

**WORKING HOURS:** 32.5 per week/39 weeks

**SALARY SCALE:** Grade C-E

### **Purpose of the Job**

Teaching a specific sports activity to children between the ages of 4-11. Working to specific schemes of work, running clubs and organising inter-school sports fixtures.

### **Working environment**

The work takes place at the six schools or at sports facilities in the local area. You will need to be able to drive to travel between schools.

### **Main accountabilities**

- Demonstrate the techniques in group sessions
- Provide coaching to adults to develop skills and teamwork
- Set up and run team activities relevant to the subject including sports fixtures
- Work with teachers to deliver lessons
- Work with teachers to maintain records of pupil performance
- Conduct joint assessments with teachers against the standards and award certificates such as Sportsmark
- Organise and run sports clubs during school hours and after school

### **Planning, Organising and Controlling**

The teaching has to be structured to ensure that the children are ready for assessment to the standard by the end of the term. The work must be pre-planned with this in mind.

### **Communicating and Influencing Skills**

The work focuses on the children in groups and requires the ability to command attention and to control behaviour. The Sports coach needs a range of good



behaviour management skills and be comfortable and confident leading a whole class of children.

**Accountability and job impact**

The jobholder is jointly accountable with the class teacher for the results achieved by the class. They can decide which methods to use and are expected to adjust their technique to the age and ability level of each class.

**Additional Work Elements**

Both indoor and outdoor areas of schools will be used

## Person Specification Sports Coach

	Essential (E) Desirable (D)	Assessed by Application (A) Interview (I) Observation Task (O)
<b>Education &amp; Training</b>		
GCSE 'C' or above in English and Mathematics (or equivalent)	E	A
Sports coaching qualification	E	A
Evidence of relevant CPD	E	A, I
First Aid qualification or willingness to train	E	A, I
<b>Knowledge/Experience/Skills</b>		
Basic understanding of child development	E	A, I
Experience of working with children in a sports coaching capacity	E	A, I
Experience of working with children in a school setting and understanding classroom roles and responsibilities	D	A, I
Ability to be creative with children and inspire and enthuse and challenge them in their learning	E	A, I, O
Evidence of high expectations for all children	E	A, I, O
Ability to relate well to children and adults	E	A, I, O
Training in behaviour management and different strategies to deal with challenging behaviour	D	A, I, O
Demonstrate an understanding of sports skills progression	E	A, I, O
Can use ICT effectively to support and motivate learning	E	A, I, O
Keep and maintain accurate records	E	A, I
<b>Personal and Professional Characteristics</b>		
A positive and energetic approach to work	E	A, I
A positive role model and support to children and a commitment to equal opportunities	E	A, I, O
Ability to communicate effectively and form & maintain good relationships with all stakeholders	E	A, I
Ability to self-evaluate learning needs and actively seek learning opportunities	D	A, I
An inclusive attitude to all	E	A, I, O
Understanding of how to keep children healthy and safe	E	A, I
A willingness to or evidence of participation in the wider school activities	E	A, I

An open minded and flexible attitude to problem solving	E	A, I
A commitment to own professional development	E	A, I

**Job Description Reviewed June 2025**