STREET LEAGUE

streetleague.co.uk

JOB PACK

#movingintowork

Registered Charity England & Wales Charity No. 1101313 | Scotland Charity No. SC038884

ABOUT STREET LEAGUE

Street League operates in 36 local communities across England and Scotland.

Street League's **vision** is to see an end to youth unemployment in the UK.

We tackle poverty. Using the **power of sport** to help **young people** who need it most **get into education, training and jobs**.

Our incredible team of passionate employees make a difference to the lives of young people in the UK's most disadvantaged communities. In the past 12 months we helped **1,241 young people** into jobs, education and training.

THE NEED

Young people are almost three times as likely to be unemployed as all other age groups combined. We support the young people who need our help the most which means we run our programmes in the areas with the highest youth unemployment rates.

Youth unemployment can have a long-term impact on the physical and mental well-being of a young person with higher chances of being welfare-dependent later in life.

WHERE DO WE WORK?

AYRSHIRE | BIRMINGHAM | DUNBARTONSHIRE
DUNDEE | EDINBURGH | GLASGOW
LANARKSHIRE | LEEDS | LIVERPOOL
LONDON | MANCHESTER | RENFREWSHIRE &
INVERCLYDE | SHEFFIELD | SURREY

HOW DO WE MAKE A DIFFERENCE?

We use the power of sport as a hook to engage young people on our Academy programmes where we teach them vital life and employability skills, and deliver qualifications in well-being, employability, Maths, English, and sport. This award-winning programme enables them to achieve their full potential and move into work, education or training.

Our highly-skilled staff provide one-to-one support to every young person on our Academies, understanding their individual needs and aspirations.

Most young people we support have no prior work experience so we set up work placements, enabling participants to gain valuable experience and put the skills we teach into practice.

We know that getting a job is just part of the journey. Once young people secure a job we go the extra mile, providing six months of in-work support and advice (to them and their employer), thus ensuring a smooth transition into sustained employment.

We're committed to honest, social impact reporting. You can see how we're doing at www.streetleague.co.uk/impact.

JOB DESCRIPTION

POST TITLE: **Youth & Community Coach**

REPORTS TO: Operations Manager

LOCATIONS: Glasgow, Lanarkshire, Renfrewshire and Inverclyde

CONTRACT: Permanent - full time (37.5 hours)

SALARY: **£ 18,641 gross per annum plus benefits**

Summary of Post

The Youth & Community Coach works in partnership with the Progressions Coordinator in delivering and administering Street League's core programmes in their specific local area.

You will be responsible for the delivery of sport sessions on the Street League Academy. The post involves outreach work and you will be responsible for recruiting participants and sustaining them on Street League's programmes to ensure delivery targets are met. Monitoring and reporting are central to the role .

Main Duties and Responsibilities:

Outreach, Retention & Sustainment

- Responsibility to recruit and sustain participants in coordination with Street League's Progressions staff to ensure all delivery targets are met
- Shared responsibility for identifying work experience opportunities and supporting participants within work experience, employment, education or training by providing aftercare
- Shared responsibility for inputting and maintaining M&E (monitoring and evaluation) information by capturing daily attendance, personal development information, outcomes and sustainment and to produce reports as required
- Relationship building and local networking with referral agencies and community partner projects. Also using social media and local media to raise awareness of Street League's work, with support and training provided by our Communications team.

Delivery

- Responsible for the delivery of football, fitness and multi-sports coaching sessions
- Shared responsibility with Progressions staff in the preparation, administration and delivery of the Street League Academy and progression service
- Shared responsibility in the recruitment, supervision, organisation and training of sessional coaches, volunteers and apprentices
- Shared responsibility with Progressions staff for soft skills analysis, overcoming barriers and assisting participants to draw up action plans
- To contribute to the development and implementation of Street League's Practice Framework and to update, develop and share sessions or workshops that are relevant to Street League contracts and funding streams

Administration/Other

- Responsibility for completing all necessary paperwork for each participant on academies including organising travel expenses, timesheets, training allowances, etc. in line with SDS contractual requirements
- Responsible for kit and equipment use, maintenance and safe storage allocated to the delivery team
- To provide First Aid cover for Street Football and Academies and ensure sessions are safe and enjoyable for all

JOB DESCRIPTION (contin.)

Main Duties and Responsibilities (continued):

- Responsibility for health and safety, ensuring that risk assessments are carried out on all venues in which Street League activity takes place and that health and safety procedures and policies are adhered to

- Shared responsibility for the appropriate referral or signposting of participants to agencies for specialist help who require additional support needs such as housing, addiction, etc.

General

- Responsibility and diligence around issues or incidents which may make activity non-inclusive for participants and carrying out the necessary procedures in identifying and dealing with any safeguarding or child protection, diversity or health & safety issues

- To promote equal opportunities at all time in line with Street League's Equal Opportunities, Equality and Diversity Policy

- A flexible approach to the working pattern will be required, as there may at times be a requirement to work outside the normal working week, however sufficient advance notice will given

PERSON SPECIFICATION

Street League has developed the use of selection criteria to aid objective recruitment in line with the Equal Opportunities policy.

Personal Characteristics

The Youth & Community Coach is a driven individual who enjoys working in an exciting and challenging, but rewarding environment. Street League is a growing organisation and requires staff who can think on their feet, are willing to accept change and are committed to continuing their professional development. There will be opportunities to work on tasks and projects that are outside the job description and the successful candidate will be passionate and committed to supporting the overall aims and objectives of Street League.

Experience

- Experience of working with challenging participants, challenging behaviour, and those with low self esteem, in particular 16-25 year olds not in education, employment or training
- Experience of delivering sports-related, education or employability sessions
- Experience of creating, planning and delivering client specific and structured sports or training sessions
- Experience of delivering group work sessions as well as working on a 1-2-1 basis with participants
- Experience of working in an environment where safeguarding and child protection is of high importance
- Experience of working to targets, implementing monitoring and recording systems
- Experience of delivering programmes that are focussed on soft skills, mentoring and employability

Knowledge and understanding

- A knowledge and understanding of the third sector and related agencies
- A knowledge of voluntary and career pathways for Street League participants
- A knowledge of suitable training and education programmes for Street League participants
- An understanding of the barriers that face Street League's client group and local authority and government response to these social challenges

Skills and abilities

- The ability to organise and to be self-motivated
- A willingness to undertake continuous personal development
- The ability to communicate effectively both orally and in writing and to be fully competent in the use of Microsoft Office programs and relevant M&E systems/data capture
- To have a confident and calm approach to problems and an ability to use initiative in finding solutions
- At least a GSCE level literacy or numeracy (or equivalent) and the ability to be innovative in the use of existing skills and abilities to deliver literacy and numeracy to Street League participants
- Strong administrative skills

Qualifications

- Appropriate and relevant Sports/Coaching/Football qualification, however exceptions will be made for candidates demonstrating a high level of experience
- Coaching certificates such as FA Level 2, SFA Level 1.3, Gym Instructor Level 2
- Applicants should hold a full clean driving licence with own car (essential)
- An appropriate assessor qualification is desirable

STREET LEAGUE BENEFITS, REWARD AND RECOGNITION PROVISIONS

The information below provides a summary of the benefit, reward and recognition schemes available. Please check your contract of employment, company policies and scheme rules for eligibility and terms and conditions of provisions. Street League reserves the right to withdraw, amend the scheme and change providers as appropriate.

Lifestyle and Protection	**Pension Scheme**	Eligible employees are automatically enrolled in Street League's Group Stakeholder Pension Plan operated by Scottish Widows within three months from their start date. At present, Street League contributes 4% of gross basic salary and employees are required to make a gross contribution of 4% of gross basic salary (this is equal to a net contribution of 3.2% which is deducted from basic salary, with the remaining 0.8% being made up of tax relief from the government). Staff may elect to pay contributions which are higher and Street League will match gross contributions up to a maximum of 6% of your gross annual salary.
	Critical Illness Cover	Critical Illness cover provides you with a tax-free lump sum payment if you or your children suffer a covered critical illness.
	Employee Assistance Programme	Access to a 24/7 confidential helpline and online information, plus five counselling sessions. LifeWorks provides support on everyday issues covering family, money, health and wellness, work and stress.
	Life Insurance	2 x base salary cover after one year of service with the company. Additional coverage provided for senior staff.
	Annual Holiday	25 days leave per year, plus one additional day awarded for each year of service up to a maximum of 3 days
	Cash Health Plan	Core level of cover with Simply Health provided for employees with over one year of service. Dependent children may be added at no extra charge. Option to increase level of cover and extend to spouse/partner. Reimbursement of expenses up to annual limits for dental; optical; tests; specialist consultations; complimentary therapies.
	Car Lease Scheme	Access to a car lease scheme with Fleet Evolution through salary sacrifice on completion of probationary period. Includes servicing, tyres, motor insurance and licencing.
	Enhanced Sick absence pay	Company paid sickness absence in accordance with the sickness absence policy and contract of employment after probationary period completed (6, 9 or 12 months)
	Season Ticket Loan	Interest free loan to cover the cost of your season ticket, repaid from your salary payments
	Enhanced Jury Service	Full salary paid during Jury service minus deduction for expenses received from the court
	Cycle to work	Purchase of a bicyle and/or safety equipment to get to work, tax free and paid for monthly via salary sacrifice up to the value of £1000.

Other	**Staff Conference**	A biennial staff conference to meet staff across the organisation and celebrate success
	Staff Survey	Have your say in the annual anonymous staff survey
	Training & Development	Opportunities to gain skills and receive formal training, participate in working groups (such as curriculum development, quality forums, etc) and undertake CPD.
	International Trips	A limited number of opportunities to participate in international events linked to streetfootballworld