



Blackburn Rovers **Community Trust**

'Inspiring change in **our** community - **together**'

Job Specification

GYMNASTICS AND EDUCATION PRACTITIONER

Official charitable arm of Blackburn Rovers Football Club

Ewood Park Stadium, Blackburn, Lancashire, BB2 4JF, United Kingdom
rovers.co.uk | @brfctrust | 01254 508139





Organisation	Blackburn Rovers Community Trust (BRCT)
Position	Gymnastics and Education Practitioner (full-time or 2 x part-time roles)
Salary	£26,000 per annum / £26,000 pro rota
Location	Blackburn Rovers Football Club, Ewood Park Stadium, Blackburn, BB2 4JF
Type of Contract	Full time – permanent
Additional Benefits:	• 25 days (full-time) annual leave + bank holidays • Flexible working location/arrangements (where possible) • Pension scheme • Generous sick pay scheme • An internal staff wellbeing group to support staff welfare • Continuous personal development opportunities • Additional pay for working matchday and community initiatives • Official Blackburn Rovers staff uniform/tracksuit • Access to a multi-faith prayer room • 50% discount on food and drink during the week in Blues Bar, Ewood Park • Complimentary lunch on pay day at Blues Bar • Access to complimentary staff match tickets • Free parking at Ewood Park



“Inspiring change in our community - together”

What we look for:

At Blackburn Rovers Community Trust, we strive to create an environment where each and every employee has the potential for personal growth and where their impact directly drives success on and away from the pitch.

As the official charity of a prestigious professional football club, we are committed to building careers and are always look for people who:

- Think ahead and are not afraid to generate innovative ideas
- Value and respect themselves and others, build relationships, collaborate across the Community Trust and club and prioritise the Community Trust's achievements rather than their own
- Get things done efficiently and effectively, deliver to the highest standards and take responsibility

Life at Blackburn Rovers Community Trust:

Our staff and volunteers are our most important and greatest assets and we provide a vibrant, enjoyable and rewarding work environment.

The Community Trust operates out of two main core sites:

- Ewood Park (Darwen End Stand and the Blackburn Rovers Indoor Centre)
- Our Lady and St John's Catholic College

Supporting the two core sites, we operate from a number of schools, community centres and grassroots settings.

Who we are:

Blackburn Rovers Community Trust (BRCT) is a successful award-winning charity that is continuing to grow as a sustainable dynamic organisation that positively impacts on the local community. We employ over 45 full-time staff and engage with over 40,000 people annually. We are dedicated to providing the best possible services to local people through a variety of programmes which aim to upskill, create opportunities and improve the health of those we serve.





Our Vision, Mission and Values

Given the needs that our charity has identified within the local area, we have formulated a strategy to ensure that these requirements are met by our charity, providing support and opportunities for those who need them the most.

Our Values

We have a dedicated and determined group of staff who are all committed to ensuring that our values are embedded in everyday thinking, from planning to fundraising to delivery. It is essential that all connected with Blackburn Rovers Community Trust share in these values to assist us in achieving our ambitions of:

- Building positive partnerships with like-minded organisations.
- A pro-active style in progressing the impact and quality of our work.
- An open and honest approach to working with all parts of our community.
- To ensure that anyone who wants to engage with the Trust can do so.

Our Vision is to:

Inspire change
Raise aspirations
Invest in futures
Improve health & wellbeing
Provide sports opportunities
Build a more inclusive community

Our Core Values:

Innovation
Creativity
Individuality
Inclusivity
Diversification
Proactivity
Ambition
Determination
Principles
'Family'

Our Pillars:

Encouraging Achievement
Enhancing wellbeing
Fulfilling potential Success through sport

1.	Job Title	Gymnastics and Education Practitioner
	Salary	£26,000 per annum / £26,000 pro rota
	Hours of Work	Full-time - You will be expected to work a minimum of 37.5 hours per week, excluding lunch breaks. 33 days annual leave including bank holidays.
	Location	Blackburn Rovers Football Club, Ewood Park, Blackburn, BB2 4JF Schools in surrounding Blackburn with Darwen area
	Responsible To	Head of Children and Young People Services
	Contractual Status	Full Time – permanent / Part-time
	Closing Date	Monday 3rd August (Please be aware that this vacancy may close early if enough suitable applications are received, early application recommended)
	Interview Date	w/c 3rd August (Please be aware that interviews may be earlier if enough suitable applications are received, early application recommended)
2.	Overall purpose of the Job	At Blackburn Rovers Community Trust, we believe that every child and young person should have the equal opportunity to be safe, lead a healthy life and be able to thrive and achieve their full potential. To deliver high-quality Gymnastics and Education sessions and intervention delivery within the primary school age group of Lancashire. Whilst delivering for Blackburn Rovers Community Trust, you will support individuals to develop their abilities to their potential and enjoy physical activity which will encourage them to sustain activity levels. Practitioners will also promote positive healthy lifestyle choices and deliver educational messages through sport. The postholder will have a responsibility to mentor teachers to help grow confidence and enhance quality of PE in schools, in order to assist schools in sustainably developing this area. The postholder will deliver against KPI's from the Premier League Primary Stars programme and the EFL Trust Joy of Moving projects. The role requires an individual with experience of working in a school/community setting and a good knowledge of the type of young people targeted.
3.	Duties and Responsibilities	To be responsible for the following: Planning and delivering high quality gymnastics lessons/sessions that cover a range of skills and techniques.

		• Contributing to the excellence of teaching and learning and the quality assurance within the curriculum area. • Planning and delivering of school holiday programmes that cover a range of sports and activities. • Ensuring quality assurance procedures are followed and implemented for all schools participating. • Promoting equal opportunities in service delivery and employment. • Acting in accordance with BRCT's corporate objectives and policies and seeking to promote them. • Working alongside local schools and the delivery team to prepare a range of events and competitions. • Supporting occasional weekend delivery of activities, e.g. matchday activities. • Overseeing, reporting and resolving any feedback and/or issues with schools to the line manager. • Monitoring and reporting on activities using the data management system and providing relevant management information to project coordinators. • Contributing to meeting departmental targets and service standards and outcomes. • Attending training/CPD to develop relevant knowledge and skills. • Proactively identifying new opportunities to add to the provisions offered by BRCT. • Linking, where possible, school sessions to local community activities and clubs creating pathways for further development. • Working off site in various school and community environments. • Maintaining awareness of, and acting in accordance with, the provisions of the Health & Safety at Work Act. • Fulfilling other duties as may be reasonably required from time to time.
4.	General	To represent Blackburn Rovers Football Club and Blackburn Rovers Community Trust in a professional manner regarding to dress,

		presentation, personal hygiene, attitude, conduct and professionalism. To be able to work flexible and unsociable hours where the role of the job requires including some evenings, weekends and overnight stays. To contribute to a positive working and learning environment.
5. Person Specification		
	Essential	Desirable
Knowledge, Experience and Qualifications	Recent experience of working in an environment with primary aged pupils. Ability to plan and deliver a variety of consistently high-quality sessions delivering a wide range of different styles, skills and techniques, in gymnastics. Ability to educate and inspire children to take part in physical activities in and out of the school settings. Experience working alongside other teaching/support staff. Teaching/coaching experience at a variety of age groups and abilities. Knowledge of how to positively develop young people in a coaching/ classroom setting. Safeguarding best practices and experience of acting on this knowledge to protect young people.	Involved with sport/arts, through work or pleasure. Leading in a classroom environment. Experience working with hard-to-reach young people. Have knowledge of Blackburn Rovers, Blackburn Rovers Community Trust, football and/or some sport. Understanding of the latest primary education policies. Experience working with similar demographics to the people within the borough of Blackburn; particularly with those from underrepresented groups. Knowledge of National Curriculum at KS1 and KS2. Experience of managing a programme of delivery.
Skills	Proven planning and organisational skills. Good communication skills. Ability to work under own initiative. Ability to adapt to and learn new sessions in response to the needs of service users.	Computer skills including the ability to operate programs such as: Microsoft Word, Excel and PowerPoint at a highly proficient level. Ability to create mini reports for senior staff.

	Innovative and flexible approach to supporting pupils/participants. The ability to work professionally. Good level of IT skills, to input data professionally onto the Salesforce system. Willingness to learn from other coaches' new activities. Ability to respect confidentiality at all times.	
Values	Minimum of Level 2 gymnastics qualification. A-levels (or equivalent). Minimum of five GCSEs that includes English and Maths of a Grade C or above. A valid UK driving licence.	Level 2 sports qualification(s). L3 Teaching Assistant & L4 Higher Level Teaching Assistant specialising in PE Qualification or equivalent. A degree in a relevant subject.

How to apply:

To apply, please email your application form, equal opportunities form and covering letter to recruitment@brfctrust.co.uk. CVs will not be accepted.

Recruitment (recruitment@brfctrust.co.uk)

FAO: Jennifer Calvert
Head of Primary Education
Blackburn Rovers Community Trust
Ewood Park
Blackburn
BB2 4JF

Please note:

The person appointed to this post will, from day-to-day, have contact with children and vulnerable adults, many of whom are under eleven years of age, and several whom may have moderate learning difficulties and/or disabilities. Therefore, the post holder will require an enhanced Disclosure Barring Service check.

Safeguarding Recruitment:

Blackburn Rovers Community Trust and Blackburn Rovers FC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expect all staff to share this commitment. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK. The successful applicant can expect to have their personal information



entered on to a Single Central Record and/or the FA's Whole Game system, which will be shared with key football and other sports governing bodies and organisations where applicable.

Equality, Diversity and Inclusion:

As we are a diverse community trust that respects differences in race, disability, gender, gender identity, sexual orientation, faith, background or personal circumstance we welcome all applications. We want everyone to feel valued and included in the football community and to achieve their full potential. BRCT is opposed to any form of discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.

The document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation.

You can view Blackburn Rovers Community Trust's 2024 Impact Report by clicking [HERE](#).

