



- Job Title:** Sports Development Lead
- Salary:** £25,794 - £29,056 Pro Rota
- Location:** BLGC sites
- Reports to:** Play, Youth and Inclusion Manager
- Contract:** Permanent
- Hours:** 25 hours (evenings and weekends)

The Charity

Bolton Lads and Girls Club (BLGC) is a community-based charity driven by a mission to ensure that every child and young person in Bolton has 'the best possible start in life, so that they have every chance to achieve their aspirations, succeed and be happy' (Bolton Vision 2030). BLGC provides innovative and accessible services, to enable children and young people to do what they want, where they want, in an inclusive and integrated environment.

We support children and young people and families, especially those from disadvantaged backgrounds, to live happier, healthier and safer lives. Each year we support around 4,000 individuals through our services across Bolton and the surrounding area, and through our outreach in schools and community settings.

Our offer includes: A Universal Youth Provision providing diverse youth club activities, sports, multi-media, social interaction and arts; a Targeted Youth Service providing critical support to some of our most vulnerable children and young people and families in the community; a Football facility that provides fundamental football skills and emphasises the importance of inclusivity and teamwork; an Education provision providing an alternative curriculum for children and young people who benefit from creative and practical approaches to learning in a supportive and nurturing environment.

BLGC Enriching Young Lives

Infinity 18 Spa Road Bolton BL1 4AG

01204 540100 | info@blgc.co.uk | blgc.co.uk

Registered Charity No: 1051292



Our Vision and Mission

Vision

Every young person in Bolton has the opportunity to be the best they can be.

Mission

We will provide great places to go, positive things to do, and people that care.

Our Key Principles

- Keep things simple.
- Always do the right thing.
- Offer excellent customer service.
- Provide an environment for people to be the best they can be.
- Be exceptional in the moments that matter.

Our Values

Driven

We don't give up and we do whatever it takes. the difference.

Empowering

We enable people to be the best they can be.

Fun

If you enjoy what you do, you do it better! Work is serious and we do it with a smile on our face.

Caring

Genuine people who care make

Excellence

We aim to deliver the highest standards of service and continuously improve through robust quality assurance and innovation.

About the role

You will lead and deliver youth-focused sports and physical activities across our youth club for 8–18-year-old for all abilities. You will inspire, enthuse children and young people to get active, try sports and get moving. You will be experienced in delivering a broad range of sports that use sport as a tool for personal growth, social inclusion, and community engagement. Central to

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your role will be focusing on increasing participation among children and young people, especially girls, young people with SEND and those from BAMER communities.

You will be working directly with the young people during sessions and will take a flexible approach to your working pattern, working a minimum of 4 sessions a week over evenings or the weekend. Being confident and organised are prerequisites to this role and supporting and guiding other sports staff is key to having a high performing team. Having a working knowledge of safeguarding and health and safety are integral to the post.

Duties and Responsibilities

- Develop and lead sports-based programmes that engage children and young people in positive, structured physical activities.
- Engage children and young people through fun, diverse sports and physical activity to understand their needs and encourage participation.
- Target programmes to marginalised groups of young people, girls and young people with SEND.
- Be responsible for collecting outputs, outcomes and feedback to assess impact, track progress, and inform future planning.
- Produce KPI reports on sports programmes for funders.
- Ensure all activities are safe, inclusive, and supportive of diverse needs.
- To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination.
- Deal with issues arising during sessions and ensure a consistent approach to standards around boundaries and behaviors.
- To act as a core member of the team helping to support/cover other core members and role model the values to the wider team.
- Work flexibly across BLGC venues and community settings.
- Report any child protection and safeguarding concerns to the Designated Safeguarding Leads, following safeguarding policies and procedures.
- Promote BLGC's values and act as a positive role model.

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- To understand and adhere to policies and procedures at all times, with particular emphasis on equal opportunities, health and safety and safeguarding.
- Act as a mentor and role model for young people and staff, promoting healthy lifestyles, teamwork, and resilience.
- To undertake any other work requested by your line manager.

Person Specification

Selection Criteria A=Application / I=Interview	Essential	Desirable	Method of Assessment
Qualifications			
At least one level 2 coaching certificate	✓		A
Relevant degree or qualification in Youth Work, Sports Development, Physical Education, or related field		✓	A
Multiple level 1 certifications or equivalent leader or introduction to sports		✓	A
First Aid certificate		✓	A
At least one recognised disability inclusion qualification		✓	A
Skills and Experience			
Minimum of two years' experience of delivering a range of sports with young people 8-18 years	✓		A
Experience working with a children and young people from a range of backgrounds and with a range of abilities	✓		A/I
Experience designing and delivering inclusive sports or physical activity programmes	✓		A/I
Ability to lead and work as a team and motivate others		✓	A/I
Experience of planning and leading activities as well as supporting other staff to do so	✓		A/I

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Experience in Partnership working with schools and community organisations	✓		A/I
Experience in project planning, monitoring and evaluation	✓		A/I
Experience of effectively managing children and young people exhibiting behaviors of concern	✓		I
Knowledge			
Knowledge of youth development principles and the role of sports in improving outcomes in physical health, mental health and wellbeing and social connectivity	✓		I
Knowledge of barriers to participation and how to overcome them		✓	I
Working knowledge of safeguarding	✓		A/I
Demonstrable knowledge of Health and Safety and assessing and managing risk in sports	✓		A/I
Knowledge of the impact of trauma and adverse childhood experiences on children and young people and trauma informed practice		✓	I
Personal Qualities			
Confident, motivated and enthusiastic, with a positive 'can do' attitude	✓		I
Excellent communication and interpersonal skills	✓		I
Committed to a culture of continuous improvement	✓		I/A
Resilient and adaptable to change	✓		I
Flexible and able to work evening and weekends	✓		I/A

In addition, we will need the following:

- Confirmation you are eligible to work in the UK (the successful candidate will be required to provide documentary evidence before a job offer is confirmed).
- Any reasonable adjustments we can make to assist you in your application for the selection process.
- In accordance with our Child Protection and Safeguarding procedures, this position requires an Enhanced DBS.

Why join Team BLGC?

BLGC is a great place to work, we work hard, but we have fun! We change and save the lives of thousands upon thousands of children, young people and families. In addition, we also offer the following:

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- Flexible working opportunities
- Generous leave benefits
- Contributory pension scheme
- On site gym
- Birthday leave
- Enhanced Compassionate Leave
- Enhanced Maternity Pay

In 2024 Great Place To Work® recognised Bolton Lads and Girls Club on the following Best Workplaces Lists.



Company Culture at Bolton Lads and Girls Club

The employee experience below at Bolton Lads and Girls Club, compared to a typical company.

93% of employees at Bolton Lads and Girls Club say it is a great place to work*, compared to 54% of employees at a typical UK based company.



*Responses to the statement "Taking everything into account, I would say this is a great place to work." vs. a typical UK company.

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