



Job Title:	Sports Development Coach
Salary:	£14.46 -15.04 per hour
Location:	BLGC site and Community
Reports to:	Play, Youth and Sports Manager
Contract:	Permanent
Hours:	21 hours across 3 or 4 evening sessions a week

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 4,500 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 and a Football facility that provides fundamental football skills and emphasises the importance of inclusivity and teamwork.

In 2024 BLGC became a certified Great Place to Work

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.

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 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.

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 the difference.

Excellence

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

About the role

If you're passionate about the power of sport to change lives, this is the role for you. As Sports Development Coach, you'll use sport and physical activity to engage and inspire children and young people, helping them to build confidence, teamwork, and a sense of belonging. You'll lead the design and delivery of inclusive, high-quality sports programmes across BLGC sites and community settings. You will ensure that every young person, regardless of ability or background, has the opportunity to participate and thrive. You'll work closely with colleagues to create joined-up opportunities that promote physical health, emotional wellbeing, and positive social development.

Main Responsibilities

Sport Programme

- Coordinate and lead the development and delivery of a diverse, inclusive sports programme across BLGC site(s).

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- Engage children and young people in sport, developing positive relationships and promoting participation for enjoyment, wellbeing, and personal growth.
- Coordinate sports sessions, leagues, and tournaments that promote teamwork, resilience, and respect.
- Ensure opportunities are accessible to all young people, including those with additional needs or from disadvantaged backgrounds.
- Showcasing achievements through case studies, celebrations and recognition of young people's progress

Leadership

- Act as a role model, promoting positive behaviours, inclusion, and BLGC's values.
- Line manage and guide a team of staff, volunteers and young leaders ensuring the safe and effective delivery of sports that meet the interests of current members.
- Build partnerships with local clubs, schools, and community organisations to enhance sports opportunities and pathways.
- Support data collection, evaluation, and reporting on participation and outcomes.
- Provide support for session coordinator as required on safeguarding during sessions (working closely with the Designated Safeguarding Lead) and on behaviour management, ensuring BLGC remains a welcoming, safe and inclusive environment for all young people.
- Provide time and space for 1:1 check ins with sports workers.
- Work collaboratively with BLGC Coordinators to ensure a joined-up, holistic approach to youth provision.

Operational Responsibilities

- Maintain full compliance with all organisational policies including safe working practices, Health & Safety, equality and diversity ensuring activities are safe, accessible and inclusive for all.
- Provide support across the wider Youth Club offer, including evenings, weekends, school holidays and occasional residential.
- Undertake any other work requested by your line manager

Who this role is for

This role would suit someone who:

- Comes from a sports, youth work and community background.
- Is confident in motivating and guiding a team of part time staff.
- Enjoys hands on coaching rather than being office-based work.

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- Feels comfortable working evenings in lively youth settings.
- Believes every young person deserves an opportunity to thrive regardless of their background
- Wants to develop leadership skills while staying rooted in Sports based Practice.

Person Specification

Selection Criteria A=Application / I=Interview	Essential ✓	Desirable ✓	Method of Assessment ✓
Qualifications			
Degree or recognised qualification in Sports Development and coaching, Physical Education, or Youth & Community Work		✓	A
First Aid certificates (or willingness to obtain)		✓	A
Experience			
Minimum of two years' experience delivering sports or physical activity programmes for young people aged 8–19.	✓		A
Evidence of a strong commitment to young people and ability to engage and build positive relationships	✓		A/I
Experience plan, deliver and evaluate sports projects or community initiatives including collecting data and reporting on impact/outcomes.	✓		A/I
Experience of managing group behaviour and responding appropriately to challenging situations	✓		I
Experience developing inclusive environments that encourage participation and wellbeing for all groups i.e. SEND, Girls Only		✓	A/I
Experience of working collaboratively with schools, community sport, and local authorities		✓	I
Experience of escalating safeguarding concerns and completing relevant actions.	✓		I
Knowledge			
Understanding of the role of sport and physical activity in promoting health, wellbeing, and youth development	✓		A/I
Understanding the challenges faced by young people and issues facing their lives	✓		A/I
Understand the impact of trauma and adverse childhood experiences of children and young people		✓	A/I



Working knowledge safeguarding, risk assessment, and inclusive practice	✓		A/I
Knowledge of youth participation and the Lundy model		✓	A
Skills and Abilities			
Ability to plan and lead high quality sports sessions	✓		A/I
Able to adapt and change working styles based on the young people's views and needs	✓		A/I
Ability to assess and manage risks to ensure safe working environment	✓		A/I
Ability to motivate and engage young people in sporting activities	✓		A/I
Special Requirements			
A willingness to cover events, holidays and staff absence in the evenings and weekends	✓		I

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:

- 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.

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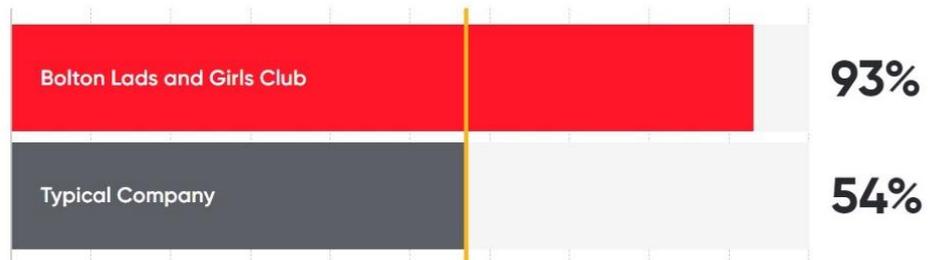




Company Culture at Bolton Lads and Girls Club

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.