



sportily

PLAY SPORTS
TALK LIFE



Sport and Faith Leader
Sportily North Zone
JOB APPLICATION PACK

Thank you so much for your interest in joining Sportily as a **Sport and Faith Leader for our North Zone**. This information pack provides information about this exciting role, plus some further background to Sportily.

The role itself involves delivering, leading and coordinating our work across our North Zone. Currently this includes work in Innsworth, Longford and Twigworth (New housing areas) and Cheltenham, but we envisage that this may expand further in the coming period. You'll work alongside an experienced and qualified Sport and Faith Coach (full time), a Sports Coach Apprentice (full time), Sessional Workers, Placement Students and local volunteers in delivering our vision here. You'll be supported in your role by a peer group of three other Sport and Faith Zone Leaders and the Sportily Leadership Team.

Introducing Sportily

Fluff it. Duff it. Score it. Smash it. Whatever you do, just give it a go. That's our motto for sport and for life. We're for jumping right in and going on new adventures together, as a team. We are a place for everyone to try different sports, make new friends and explore what life is all about. So we do all sorts of sports and activities, some you'll know, some you might not (heard of Kabaddi?), we hang out, we chat, we eat and we discover new things. What matters is we have a laugh while doing it.

We believe that being more active, like the Christian faith, can change your life forever. And so we're here to get everyone moving and show that things are a lot more fun when we're kicking, diving, riding, rolling, running and jumping around together.

We're passionate about building a network of fun-loving sport and Christian faith groups where everyone is invited to try different sports, make new friends and explore what life is all about.

Will you join our team?

If you have questions about Sportily or this role, what it might look like and how we might see it being successfully fulfilled, please contact us as we'd love to explore this in conversation with you. Equally, if the role excites you, but the location isn't right, please get in touch to discuss similar upcoming and planned vacancies elsewhere in Gloucestershire.

Sportily believes in the transformative 'power of sport' and active lifestyles and recognises that sport and physical activity are a positive way to build integrated communities and help address societal issues such as poor health and wellbeing, social isolation and loneliness delivering holistically healthier futures for all, whilst also providing opportunities for exploring the Christian faith.

Sportily uses the word 'sport' to encompass all forms of physical activity, which aim at expressing or improving physical fitness, mental wellbeing and the formation of social relationships.

The charity is ecumenical and run in partnership with the Church of England in the region, providing opportunities open to all – **"Run by Christians, Open to all"**. You do not need to be a member of a Church of England church to work with us.

Our network of Sportily Sport and Faith Coaches and Leaders work using our 7 spaces framework (See appendix 1), leading sports clubs, residential camps, coaching a variety of sport teams and providing high quality PE lessons, through partnerships with primary and secondary schools. We play sports and invite people to talk about life and explore the Christian faith.



We are striving to see:

- Children and young people's lives, and their communities transformed through sport and physical activity;
- Leadership gifts and vocational calling identified, nurtured and invested in;
- People of all ages, invited to explore and encounter the Christian faith;
- New expressions of church established, for the younger generations, with sport and physical activity at their core.

Within this Sportily is committed to providing the best quality sports coaching and education, with fun and joy being at the heart of all the sessions. 'We bring the energy that gets you moving'

Sportily is committed to increasing the diversity of participation in sport and physical activity along with recruiting and developing a team that reflects the communities we serve.

We welcome applications from all sections of the community and particularly encourage applications from women and people from UK Minority Ethnic backgrounds who are currently under-represented in the organisation.



Introducing the role

We are looking for someone with a passion for engaging with children, young people and families through sport and physical activities and who is excited by our vision and what we do.

This is a fantastic opportunity to work alongside some incredibly gifted team members to really see our work in this area flourish, thrive and grow. You'll develop our brand new work in Cheltenham, oversee the successful launch of our first sports hall premises in Innsworth, explore creative opportunities in new housing estates, engage with local schools, develop young leaders here and pioneer the establishment of opportunities for people of all ages to encounter the Good News and enjoy God together in physically active ways.

What you'll do

Sport and Faith Leader for our North Zone

Sportily operates in five geographical zones, each led Zone by a Sport and Faith Leader.

As leader in the North Zone you will support and manage as a 'peer practitioner', and through this foster the sense of localised team within the North Zone. The team currently consists of an experienced and qualified Sport and Faith Coach (full time) who manages a Sports Coach Apprentice (full time), Sessional Workers, Placement Students and local volunteers.

Within the role you'll also get hands on developing and then delivering a diverse and exciting programme of sport and physical activity sessions to meet local need. Experiment widely is our current philosophy as we #Giveitago together.

In our North Zone we've been active in the new housing areas of Innsworth, Longford and Twigworth since 2017 delivering a wide range of exciting sports ministry and recently launched in Cheltenham in September 2024. We are also actively exploring other new growth opportunities within this zone.

Across our network we deliver everything from breakfast clubs to holiday camps, afterschool clubs, youth sports clubs, residential trips, leadership development sessions, varied schools based work (PE, PlayLeaders, ActiveRE), Pilates sessions, ActiveTots, detached pop up sports sessions and places where people can explore the Christian faith and discover together what it looks like to encounter and enjoy God through physical activity as an act of worship.

In Cheltenham you'll take a lead on developing our work with a focus on community and primary school sports coaching in Benhall and Leckhampton, secondary school work with All Saints CofE Academy and establishing strategic partnerships within the town.

In Innsworth we are about to sign the lease on a community sports hall facility owned by Gloucestershire County Council. The existing Sport and Faith Coach will develop and lead a varied programme of activity from this building as well as making it available for community hire. This will be our first premises and is an exciting opportunity to try a new way of working, potentially leading to further similar opportunities in the future.

This role isn't simply running what's been done before or done elsewhere, we want you to bring your creativity and experience and work with local stakeholders to build pioneer a programme and deliver an exciting range of community and school-based sport and physical activity provision and seek out new opportunities for growth. You'll also lead on developing partnerships, investing in the team and maintaining relationships with local churches, schools and stakeholders.

You'll work closely with, and be supported by, the Sportily Leadership Team and zone leaders from our other zones. Our



Support Team also provides administrative backup across everything from HR to finance and marketing.

We understand that a multifaceted role can seem daunting, especially when laid out like this. We want to reassure you that our expectations are realistic, we are not looking for a super-human who will work every hour of every day, and that you'll be working as part of a supportive team which will ensure you have sufficient time and resources to make a tangible difference across all three areas of the role, without feeling burnt out and stretched too thin.

What you'll be like

We are looking for someone who loves to use sport to connect with people and is passionate about sharing the Christian faith in innovative ways beyond the walls of traditional church.

You'll be someone who brings the energy that gets people moving and approach everything you do with a fantastic sense of fun. You'll be committed to investing in, supporting and developing individuals within a team. You'll work hard, but thrive off seeing things develop and grow, and seeing children and young people enjoying being active, learning new skills and creatively encountering Jesus Christ through sport and physical activity.

We know that when people read Job Descriptions they can sometimes downplay to themselves their own abilities, skills and experience and therefore choose not to apply. Perhaps you're thinking that this sounds like a really exciting role, but you're not sure you have the skills and experience we're looking for.

If that's you, please get in touch for an informal chat about the role. Tell us what your strengths are, be honest about where you feel you may be lacking in experience or training, and if you are the right person to join us we can work together to invest in you and all that you can bring to Team Sportily.

If you're excited by the job, please don't be put off applying or making contact, we really would love to hear from you.

How we'll support you

We are proud to provide excellent opportunities for everyone who serves with us as employees and volunteers, investing in training and development and doing all that we can to ensure everyone in our team is able to use fully utilise their gifts, skills and potential.

We run an ongoing programme of training and development which includes accredited sports training options and pioneering ministry. We also invite all employees to identify training and development needs specific to them.

➤ [Application Pack](#)



You'll be supported in your role by Richard Witham (Co-CEO) who will be your Line Manager, the Leadership Team and the Support Team which includes admin staff and our Marketing and Communications Officer, as well as local ministers and congregations. You'll also work with a fantastic team of local volunteers, as well as employees, partners, local Christians, and workers from elsewhere in the network – we serve together as 'Team Sportily', no one is left to feel isolated.

Sportily is a Living Wage and Living Pension employer committed to ensuring that individuals receive appropriate remuneration for the work they undertake and their performance within their role. Salaries are reviewed annually and we'll make employer pension contributions of up to 15%.

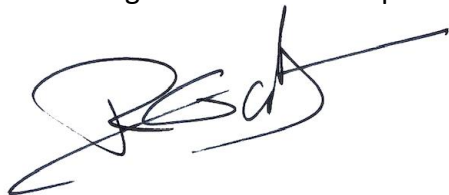
We believe that periods of rest and restoration are important and provide full time employees with 30 days annual leave per year, with bank/public holidays in addition to this.

Key information

Job title	Sport and Faith Leader
Salary	£34,000 - £36,500
Pension	12% employer and 2% employee contributions, with an additional 3% employer contribution available to match up to the first 3% of additional employee contributions.
Annual leave	30 days per year plus Bank / Public holidays (pro rata)
Working arrangements	Based in our North Zone working primarily out of Cheltenham and Innsworth.
Deadline	20 January 2025. 12noon
Interviews	30 January 2025 in Innsworth, Gloucester

If this role and our vision is something that excites you and you believe that you have the skills, experience and motivation required, we would very much like to hear from you and we look forward to receiving your completed application form. Please submit your application by email to joinus@sportily.org.uk.

If you would like to arrange an informal conversation with me about Sportily and the various elements of this role, please email richard.witham@sportily.org.uk and I would be delighted to arrange a time for us to speak.



Richard Witham
Co-CEO





Job Description and Person Specification

Job Title	Sport and Faith Leader
Line Manager	Richard Witham (Co-CEO)
Key Relationships	Sport and Faith Team volunteers in the Sportily location Sportily Leadership and Sport and Faith teams Local schools and charity/community partners Local church leaders and volunteers
Responsible for	Sport and Faith Coaches, Trainees, Apprentices and Sessional Workers in the North Zone. Sport and Faith Team volunteers
Requirements	This role carries an occupational requirement that the postholder is a practicing Christian within the provisions of the Equality Act 2010. This post is subject to an Enhanced Disclosure and Barring Service Check. Sportily will appoint under the CofE safer recruitment national framework.
Date of issue	December 2024

Context for this role

As Sportily, we are creating a network of fun-loving sport and activity groups, where all children, young people, and their families can try different sports, make new friends and encounter the Christian faith with others.

Some evening and weekend working will be required to fulfil this role.

Sportily is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment, to work within the policy and procedures of the relevant safeguarding policy and are required to attend all relevant safeguarding training. This post is subject to a satisfactory Enhanced Disclosure and Barring check. Appointment will be made under CofE safer recruitment framework.

Purpose of this role

To serve as Zone Leader supporting and managing the Sport and Faith Team in the Zone.

To deliver high quality sport and physical activity-based sessions in community and/or school settings with a focus on Cheltenham and North Gloucester.

To pioneer, develop and lead an expression of the Sportily seven spaces framework that sees:

- Children and young people's lives, and their communities transformed through sport and physical activity;
- Leadership gifts and vocational calling identified, nurtured invested in;
- People of all ages, invited to explore and encounter the Christian faith;
- New forms of church established, for the younger generations, with sport and physical activity at their core.

Location and Dimensions

Sport and Faith Leader based operating across the North Zone in supporting and managing the Sport and Faith team here and in coordinating and delivering activity here.

Due to the nature of our work, this is an essential car user post and mileage for work purposes will be reimbursed as an expense.

Responsibilities

Sport and physical activity based new worshipping community	<ul style="list-style-type: none">• Develop, lead and coordinate the provision of innovative programmes of sport and physical activity, that also contribute to the building of active communities• Lead sport, physical activity and faith based school lessons, after school club sessions, community sports sessions, holiday clubs and physical activity based work with children, young people and their families• Design, pilot and grow new aspects of sport and physical activity based work with children, young people and their families• Ensure the provision of opportunities, naturally integrated into the activity programme, through which people of all ages can explore the Christian faith and the difference Jesus can make to the challenges and adventures of life, and be invited to respond to the Good News• Engage relationally, spiritually, evangelistically and pastorally with participants, sharing the Christian faith and discipling others through words and action• Pioneer and Lead the emergence of a contextually relevant new worshipping community using the Sportily 7 spaces framework, primarily focused on younger generations who have had no significant engagement with church, with sport and physical activity at their core
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Leadership development	<ul style="list-style-type: none"> • Lead and coordinate the delivery of the Sportily Leadership Development Programme within the Sportily Zone • Create opportunities for children and young people to grow leadership confidence and capability through sport and physical activity • Build, lead and invest in the development of a team of Sport and Faith Volunteers in the Zone
Financial sustainability	<ul style="list-style-type: none"> • Pursue the journey towards financial sustainability for Sportily in locations across the Zone from a blend of giving, earned income and grant funding • Explore and establish opportunities for income generating activity • Work with the Leadership Team to explore potential opportunities for growth into new locations within the zone
Zone leadership	<ul style="list-style-type: none"> • Support and manage Coaches, Trainees, Sessional Workers and Apprentices as deployed to the Zone • Provide or ensure the provision of 121 line management and oversight as appropriate for each individual <p>To be supported in these responsibilities by the Leadership Team</p>
Partnership, learning and networking	<ul style="list-style-type: none"> • Work in close partnership with the local churches and their leadership ensuring join up, collaboration and mutuality in both planning, development and delivery • Work to ensure the churches and local Christians are fully informed of, engaged with and invited to support Sportily's work here • Ensure full participation in the Sportily monitoring, evaluation and learning processes - providing reports and information as requested • Support the wider work and development of the Sportily network
Other responsibilities	<ul style="list-style-type: none"> • Promote and communicate the activity programme of Sportily so as to increase engagement • Develop active partnerships, and explore new working opportunities, with churches, schools, other community organisations and stakeholders • Ensure that all activity undertaken operates within a secure health, safety and safeguarding framework, in line with Sportily policies, processes and expectations • Work alongside others to build a culture and practice of prayer to support the activity of Sportily • Be conversant and comply with all Sportily policies and operating practices • Engage with personal training and development opportunities • Undertake other duties, or hold other network wide responsibilities, as can be reasonably requested and expected

Attributes	Essential attributes, desirable where noted
General	<ul style="list-style-type: none"> • Actively investing in growing as a disciple of Jesus Christ and participating, in good standing, in the life of a worshipping community either Anglican or affiliated to either Churches Together in Britain and Ireland or the Evangelical Alliance • Strongly supportive of Sportily aims and ethos • Committed to sharing the Good News of Jesus Christ with others • Demonstratable ability to inspire trust and confidence in others • Committed to the protection and safeguarding of children, young people and vulnerable adults
Qualifications and training	<ul style="list-style-type: none"> • Educated to degree level (<i>desirable</i>) with extensive relevant experience • Level 2 Certificate in Coaching (Sport and Physical Activity), or similar qualification, or willingness to undertake this post-appointment • Management training, qualification, or experience • Youthwork, theology or teaching qualification (<i>desirable</i>) • Full UK Driving Licence
Knowledge, experience, skills and abilities	<p>Experience of:</p> <ul style="list-style-type: none"> • Working with children and young people • Sharing Jesus with those not of a faith background • Leading, managing and working with volunteers • Promotion and communicating • Building effective partnerships with stakeholders such as churches, schools, leaders and community organisations (<i>desirable</i>) • Working effectively on own and as part of a team - ensuring consistency of short-term actions and long-term goals • Strong interpersonal skills - building and motivating individuals and teams • Planning, organising, prioritising, meeting deadlines and reporting effectively on work undertaken • Communicating and influencing effectively with a wide variety of audiences • Computer literate and conversant with digital communication channels
Personal qualities	<ul style="list-style-type: none"> • Visionary and strategic • Innovative, entrepreneurial, pioneering, motivated and confident • Demonstrates initiative and perseverance – anticipates situations, problems and opportunities and takes appropriate action • Takes personal responsibility for professional and spiritual growth • Able to operate as a reflective practitioner and to share learning with others • Approachable and helpful, with good interpersonal skills • Listens, coaches and gives clear, honest and constructive feedback • Confidential, trustworthy, respectful, considerate, generous, and patient



Appendix 1: Sportily framework

Sportily 7 Spaces

At Sportily we do life together in 7 spaces.

Each space is not always a physical place or an activity, but a space in which we find ourselves together. Within the 7 spaces we do sport and physical activity and discover fullness of life.

- **CONNECT:** A space to meet, hang out, play and have fun
Building relationships, knowing each other and spending time together in play
- **EAT:** A space to eat, share and laugh
Sharing openly, eating together and being refreshed
- **SERVE:** A space to make a positive difference in the world
Helping others, serving the community and taking action to enact change
- **EXPLORE:** A space to explore faith
Learning and discovering more about the Christian faith
- **ENCOUNTER:** A space to encounter God together
Coming together to pray, worship and encounter God
- **CONTRIBUTE:** A space to help make decisions
Listening and participating in decisions that are made
- **GROW:** A space to discover myself
Understanding my identity in God and living out #EverydayFaith

Sportily locations provide the context through which the Christian faith can be explored, fullness of life experienced and new worshipping communities emerge, centred around sport and physical activity, within our seven spaces framework.

Sportily's impact strategy centres around a belief in the transformative power of physical activity and the Christian Faith to bring holistic health, wellbeing and fullness of life to individuals of all ages and entire communities.

The Sportily seven spaces model is drawn from and inspired by George Lings: Seven Sacred Spaces, Church Army 2015. Our framework for the establishing of new worshipping communities is also inspired by Brian Sanders' work on Micorchurches.

