sportily
PLAY SPORTS
TALK LIFE



Sport and Faith Leader (East Zone Leader)

Full-time (37.5hrs)

JOB APPLICATION PACK



Thank you so much for your interest in joining Sportily as a **Sport and Faith Leader in our East Zone,** overseeing and developing our work across our Thameshead, Cirencester and Cotswold locations. This information pack provides information about the role, plus some further background to Sportily.

This role involves leading, delivering and co-ordinating our work across our East Zone. Currently this includes:

i. Established work in Thamesmead with a very strong local advisory group working alongside the Benefice. This includes extensive work in a number of primary schools as well as community initiatives and the youth club in Kemble.
ii. The developing work in Cirencester which includes activity groups and young sports leader training courses in secondary schools and at the Old Department Store.
iii. Work in the surrounding Cotswold villages and market towns, often linked to their village schools and catchment secondary schools.

Our work in this zone has been grown significantly in the last 12 months and significant opportunities for further development have arisen.

We're looking for an energetic leader, with a passion for sports coaching, working with children and young people, building new expressions of Christian community and creatively pioneering new things.

You'll be someone who peruses opportunities, gives things a try, pivots when necessary, brings enthusiasm to all that you do and is motivated by the Sportily vision and ethos.

We very much want you to bring your gifts and skills to the role and to shape it around the possibilities you see, take us to new places and we'll back you 100%.

The team in this zone includes a Level 4 Sports Coach Apprentice and a team of Sessional Workers and volunteers. As the scale of delivery grows and is developed, so will the team.

You'll be supported in your role by a peer group of four other Sport and Faith Zone leaders and the Sportily Leadership and Support Teams.

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 children, young people and their families 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 faith groups where everyone is invited to try different sports, make new friends and explore what life is all about.

We're also passionate about seeing new Christian communities emerge from the work we are going connecting with children, young people and their families who are not part of the traditional church. This is exciting, challenging and pioneering.



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 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, 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 genuinely welcome applications from all sections of the community and actively 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 and deliver our work in villages and market town hubs across this zone. This will include lots of engagement and delivery with local schools (primary and secondary), developing young sports leaders and pioneering the establishment of opportunities for people of all ages to encounter the Good News and enjoy God together in physically active ways. You’ll pioneer new things, be supported in every step and we promise it’ll be fun.

What you’ll do

Sport and Faith Leader for our East Zone
Sportily operates in five geographical zones, each Zone lead by a Sport and Faith Leader.

As leader in the East Zone you will support and manage as a ‘peer practitioner’, and through this foster the sense of localised team within the East Zone.

This team currently consists of a Level 4 Sports Coach Apprentice, sessional workers and local volunteers. It is envisaged that team will grow as new opportunities are identified and could include a network of people whom we train and support to deliver activities within their communities.

Within the role you’ll be hands on developing and 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.





Thameshead

Thameshead is an established location in our network, situated in the South Cotswolds where we operate across nine village contexts including Kemble, Rodmarton, Sapperton and Coates directly to the east of Cirencester. The area is home to the source of the River Thames, hence the name 'Thameshead'.

Sportily Thameshead has been established for over a decade and is blessed by strong partnership support from the local churches in the area and a committed team of volunteers. A focus of our work here is on engagement with local primary schools where we run afterschool sports clubs, our ActiveRE programme, as well as running a wide variety of community activities including Kemble youth club. We also explore different ways of being church and growing new Christian Communities.

A Location Advisory Group provides support, guidance and input into the delivery and development planning for the location. This group is a hugely supportive collection of local stakeholders who are a real blessing to the work in Thameshead.

Cirencester

Cirencester is the ‘capital of the Cotswolds’, a beautiful, growing and vibrant market town of 20,000 people, with good road links, an strongly independent shopping town centre, a significant historic link to its Roman origins and a wonderful charm. There are two Church of England Primary schools, (plus two others), two secondary schools a large Sixth Form College and The Royal Agricultural University is an important part of the town.

In the coming years 2,300 homes are to be built on the eastern side of the town, and Sportily, with the local churches, will look for opportunities to serve and connect here as the development grows.

In the last 18 months we have run a programme of fitness classes for all ages and abilities and an Active Tots group out of the Old Department Store venue.

We’ve also run youth sessions at the local skate park and worked with both the primary and secondary schools. We run regular HAF sessions and deliver our young leaders training programme for teenagers.

Cotswolds

Through seeking out partnerships and new opportunities we’ve delivered a popular secondary school girls boxing club and off curriculum sports days, primary school afterschool clubs and a weekly youth club with sports activities.

This work stretches out from Cirencester to the Cotswold villages and smaller market towns nearby.



This really is a wonderful context in which to work, in a role which really does offer a unique opportunity to both pioneer something new, and further develop an established foundation, building and expanding the team to enable this.

Across the zone you'll build new community sports-based activity programmes, work with schools, explore faith with children, young people and families and pioneer new worshipping communities using our 7 spaces framework (See Appendix 2).

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.

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.

Richard Witham (Co-CEO) who will be your Line Manager, the Leadership Team, other Zone Leaders and the Support Team which includes admin staff and our Marketing and Communications Officer.

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. This is pro-rata for part-time employees.

Key information

Job title	Sport and Faith Leader
Salary	£36,000-£38,000
Pension	12% employer and 2 % employee contributions, with an additional 3% employer contribution 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 Thameshead and Cirencester locations with an appropriate office base provided as needed
Deadline	7 December 2026, 9am
Interviews	16 December 2026 in 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 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 volunteer team in the Sportily location Sportily Leadership and Sports 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 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	Nov 2026

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 East Zone. To deliver high-quality sport and physical activity-based sessions in community and/or school settings across the Zone. To pioneer, develop and lead expressions 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 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 (a new worshipping community).

Location and Dimensions
Sport and Faith Leader for Sportily East Zone. Working with local churches, volunteers and the Location Advisory Groups to develop and deliver the Sportily Plan 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 at 55ppm.

Responsibilities	
Sport and physical activity based new worshipping communities	• 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

Financial sustainability	• Pursue the journey towards financial sustainability for the Sportily location from a blend of giving, earned income and grant funding • Explore and establish opportunities for income generating activity in the Sportily location • Work with the Leadership Team to explore potential opportunities for taking operational responsibility for and/or ownership of community facilities and services by Sportily
Leadership development	• Lead and coordinate the delivery of the Sportily Leadership Development Programme within the Sportily Zone and location • 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 Sportily location and Zone
Zone leadership	• Support and manage Coaches, Trainees, Sessional Workers and Apprentices as deployed to the Zone • Provide support, advice and guidance to those team members who have lead responsibilities for Sportily locations within the Zone • Provide 121-line management and oversight as appropriate for each individual • To be supported in these responsibilities by the Leadership Team
Partnership, learning and networking	• 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	• Promote and communicate the activity programme of the Sportily location 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	• 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	• Educated to A-level, NVQ Level 3 or equivalent qualification • Level 2 Certificate in Coaching (Sport and Physical Activity), or similar qualification, or willingness to undertake this post-appointment • Management training, qualification, or experience *(desirable)* • Youthwork, theology or teaching qualification (*desirable*) • Full UK Driving Licence
Knowledge, experience, skills and abilities	Experience of: • 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 • 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	• 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

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.

