



# Pilates Instructor

Flexible, ad hoc hours as agreed with post holder

**JOB APPLICATION PACK**

Thank you so much for your interest in joining Sportily as a **Pilates Instructor**. This information pack provides information about this exciting role, plus some further background to Sportily. If you require full time work, please contact us as there may be further opportunities with us that could be explored in addition to this role.

**The role itself** involves delivering a range of Pilates sessions for our existing and growing Pilates community.

Sessions are primarily based in and around Gloucester, but we are also exploring opportunities across our Gloucestershire network.

Hours are flexible – as an ad hoc worker we'll work with you to develop a timetable of regular sessions that work for you and our client base. It might be just 1 session per week, or up to 10 and beyond – you decide and we'll develop plans together.

You'll be a qualified Pilates instructor, have a Christian faith and be interested in exploring ways to integrate the two.

## 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 other upcoming 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.



▼  
**For the first-timers, the can't-catchers, and the kick-it-outers.**  
**For the slam-dunkers, the back-of-the-netters, and the hole-in-oners.**  
**We bring the energy that gets you moving.**

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 a qualified Pilates instructor with a passion for building community, supporting people and inviting people to engage with the Christian faith.

At the heart of this role you'll deliver high quality Pilates sessions in a range of locations, with a range of different target groups.

You'll be supported by our Central Zone Leader and the wider Sportily Team.

*(Please see the note at the top of page 2 for more details)*

- **Application Pack**



## What you'll do

### Our vision for Sportily Pilates

Over the past two years we've developed a Sportily approach to Pilates and delivered a wide range of Pilates sessions across our network – almost 500 sessions in total. Everything from Parent and Baby Pilates to All-ability Pilates, from school based Pilates for secondary school students to Reformer Pilates wellbeing days.

In some locations these sessions are now an established part of the wider Sportily programme in that location, whilst elsewhere the Pilates session is our main activity in that area. A wonderful Sportily Pilates community has formed and we are keen to invest in this.

*"I love attending the class! In the past, I haven't had the confidence to start classes, let alone continue to attend. I believe that the low price, the fact it was aimed at mums, and that it was run by a Christian charity is what drew me in and Abbie is definitely the reason I have continued to attend!"*

We don't want Pilates sessions to simply be places where groups of people can participate in positive physical activity, we believe these sessions can be transformational, helping those who participate to be a part of community, to experience restoration, to encounter the Christian faith and to discover beauty.

We are looking for an Instructor to help us develop this further by delivering high quality sessions that fit within our ethos and approach alongside other Pilates and Yoga instructors who we work with.

## What you'll be like

You'll be a qualified Pilates instructor, have a Christian faith and be interested in exploring ways to integrate the two. You'll love connecting with people and be someone who brings the energy that gets people moving.

**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. We can also provide additional or further CPD training if required.

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, workers 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.

You'll be supported in your role by the Sport and Faith Leader for the Central Zone who will be your Line Manager, the Sportily Leadership Team and the Support Team which includes admin staff and our Marketing and Communications Officer. Across Gloucestershire we serve together as 'Team Sportily', no one is left to feel isolated.

Sportily is a Living Wage employer and will pay you the equivalent of 38 days leave per year, based on each hour you work.

Sportily is committed to operating an ethical 'bank' system for Sessional workers and ensuring that those who work with Sportily in this way are afforded the same support and respect as our other employees.

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.



**Richard Witham**  
Co-CEO





## Job Description and Person Specification

<b>Job Title</b>	<b>Pilates Instructor</b> (Sportily 'Bank' Sessional worker)
<b>Line Manager</b>	Sport and Faith Leader in the Central Zone
<b>Key Relationships</b>	Sport and Faith Team employees Sport and Faith volunteer teams in Sportily locations Local schools and charity/community sector partners Local church leaders and volunteers
<b>Hourly rate</b>	£13.60/hr (£15/93/hr with annual leave payment – see below)
<b>Pension</b>	Sessional workers are defined as 'workers' for the purposes of pensions auto-enrolment. No pension provision is made unless the level of earnings of the postholder require them to be auto-enrolled as an eligible job holder.
<b>Annual leave</b>	Additional 17.1% of hourly rate paid.  This represents a pro rata calculation of the annual leave, Public and Bank Holiday entitlement of full-time employees.
<b>Working arrangements</b>	There is no obligation on the part of Sportily to offer or provide work to you or on you to accept any work so offered.  Work will be offered and arranged through your line manager.
<b>Requirements</b>	This post is subject to an Enhanced Disclosure and Barring Service Check.

### 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.

*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 deliver high quality Pilates sessions in community and/or school settings, in support of the development of expressions of the Sportily seven spaces framework across the network.

Working under the direction of the Sport and Faith Leader or Coach in each location, to support the network, across its locations to see:

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 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

Sportily operates a 'bank' system of workers who support our work on an ad hoc basis.

Individuals on these agreements have the flexibility to undertake work with Sportily, when it is available and when it is convenient for them. No commitment is made by Sportily as to the availability or regularity of work offered to those on Sessional worker agreements. Sessional workers are completely free not to take work when it isn't convenient to them, without there being any penalty for this.

Sportily is committed to operating an ethical 'bank' system for sessional workers and ensuring that those who work with Sportily in this way are afforded the same support and respect as our other employees.

Work may be offered at various locations served by the organisation across its geographical area. Work will be agreed in advance with your line manager.

Sessional workers may claim expenses, including travel expenses to the location of their work, but will not be paid for time spent travelling to the location of their work

### Responsibilities

Sport and physical activity and enabling new worshipping communities	<ul style="list-style-type: none"><li>• <b>Plan and deliver high quality Pilates sessions in a range of locations and contexts, with a range of different target groups, as strategically identified with the wider Sportily Team. This may include delivering new offerings or delivery in new locations or contexts</b></li><li>• <b>Work with the Sportily team to provide opportunities, naturally integrated into the activity of sessions, through which people of all ages can encounter the Christian faith</b></li><li>• Working within and in support of the Sportily seven spaces framework</li></ul>
Leadership development	<ul style="list-style-type: none"><li>• Support the delivery of the Sportily Leadership Development Programme across the network by working with young leaders and volunteers</li><li>• Create opportunities within sessions for children and young people to grow leadership confidence and capability through sport and physical activity</li></ul>



Learning and networking	<ul style="list-style-type: none"> <li>• Participate in the Sportily Learning monitoring and evaluation processes as requested</li> </ul>
Other responsibilities	<ul style="list-style-type: none"> <li>• Promoting and communicating the activity programme of Sportily locations so as to increase engagement</li> <li>• Work effectively with Sportily Sport and Faith Trainee Coaches, Leaders and Volunteers to deliver programmes of activity in Sportily locations</li> <li>• Carry out all activity within a secure health, safety and safeguarding framework, in line with Sportily policies, processes and expectations</li> <li>• Be conversant and comply with all Sportily policies and operating practices</li> <li>• Engage with personal training and development opportunities as offered</li> </ul>

Attributes	Essential attributes, desirable where noted
General	<ul style="list-style-type: none"> <li>• Fully supportive of the vision and objectives of Sportily</li> <li>• Demonstratable ability to inspire trust and confidence in others</li> <li>• Committed to the protection and safeguarding of children, young people and vulnerable adults</li> </ul>
Qualifications and training	<ul style="list-style-type: none"> <li>• <b>Qualified Pilates instructor</b></li> <li>• Educated to A-level, NVQ Level 3 or equivalent qualification</li> <li>• Youthwork, theology or teaching qualification (desirable)</li> <li>• Full UK Driving Licence to enable transport between delivery locations with equipment as needed.</li> </ul>
Knowledge, experience, skills and abilities	<p>Experience of:</p> <ul style="list-style-type: none"> <li>• Working with children and young people</li> <li>• Sharing Jesus with those not of a faith background</li> <li>• Working with volunteers</li> <li>• Building effective working relationships with stakeholders such as churches, schools, leaders and community organisations</li> <li>• Working effectively on own and as part of a team</li> <li>• Strong people skills</li> <li>• Planning, organising, prioritising, meeting deadlines and reporting effectively on work undertaken</li> <li>• Communicating and influencing effectively with a wide variety of audiences</li> <li>• Computer literate and conversant with digital communication channels</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Creative, motivated and confident</li> <li>• Demonstrates initiative and perseverance – anticipates situations, problems and opportunities and takes appropriate action</li> <li>• Takes personal responsibility for professional development</li> <li>• Approachable and helpful, with good interpersonal skills</li> <li>• Listens, coaches and gives clear, honest and constructive feedback</li> <li>• Confidential, trustworthy, respectful, self-aware, considerate, generous, and patient</li> </ul>



## 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.*

