



# **EDUCATIONAL PRACTITIONER**

## **WHO ARE WE?**

Football Beyond Borders is an education charity which uses the power of football to inspire young people from disadvantaged communities to achieve their goals and make their voices heard through our behaviour for learning programme.

We use football as an engagement tool to tackle low educational attainment, poor behaviour and lack of positive aspirations for the future. We work across a range of schools in both a mainstream setting and in specialist provisions, with a particular focus on Key Stage 3 boys.

## **WHY JOIN US?**

We think this is the best place in the world to work. You'll be working with young people and with staff and volunteers who are deeply passionate about everything that we do. You are joining a rapidly growing organisation, working with 600 young people at more than 45 schools.

You are also joining our mission to use the power of football to create an inclusive society. We are fighting for a world in which all young people have the opportunity to become the best possible version of themselves.

This is an incredible role full of variety, excitement and working daily with passionate young people who love being a part of the FBB Family.

## **EDUCATIONAL PRACTITIONER (LONDON): ROLE DESCRIPTION**

**Reports to:** Head of FBB Schools

**Start date:** Late August 2019

**Location:** HQ in Brixton, delivery at partner schools across London

**Hours:** Full-time, 40 hours a week

**Salary:** £23,720 to £27,652 (dependent on experience)

**Benefits:** Up to 3% matched employer contributors' pension

**Deadline:** Midday on Friday 3rd May

**1st interview:** W/c 6th May

**2nd interview:** W/c 13th May



## **MAIN DUTIES:**

1. Lead on the delivery of up to 8 FBB Schools programmes at our partner schools managing a caseload of 80 students.
2. Lead on the ongoing evaluation and monitoring of individual sessions, participant performance and programme outcomes.
3. Track, draft and submit progress reports on the students contained in your FBB Schools programmes.
4. Manage the team of staff members and volunteers on each of your FBB Schools programmes.
5. Working closely with our Head of Interventions and our specialist therapeutic team to design and develop specific interventions for at risk students on your programme.

Any other duties that may arise according to the needs of FBB and this role.

## **KEY RESPONSIBILITIES:**

The role will be based around the delivery of our FBB Schools programme in partnership with primary and secondary schools across London. This will involve delivery of between 7 and 8 sessions per week along with reward visits. You will be working with inspiring young people who are passionate about football and love being a part of FBB.

The FBB Schools programme will involve a combination of classroom based delivery from our project based, football-themed FBB Curriculum and pitch based delivery from our constraints-led, game based Coaching Curriculum.

You'll also support the delivery of our remarkable rewards, meaning you'll need to make room in your diary for trips to Wembley, the Emirates, Stamford Bridge as well as events with leading sportswear brands and high profile professional footballers.

The successful candidate will have a passion for working with young people, and will have a minimum of two years experience delivering educational sessions to adolescents. Our multi-disciplinary delivery team is made up of a combination of qualified teachers, youth workers, behavioural specialists and counsellors so it's likely that the successful candidate will have a background in one of these areas.

The key parts of the FBB Schools programme are contained in the final page of this document. Please review this before submitting your application and feel free to contact us if anything is unclear.

## PERSON SPECIFICATION

### EXPERIENCE AND KNOWLEDGE

#### ESSENTIAL

- Experience of delivering educational sessions to young people aged between 10 and 16
- Experience of measuring student progress and responding accordingly
- An understanding of the learning and behavioural needs of pupils of all academic abilities
- Experience of managing and monitoring the progress of multiple projects / classes simultaneously

#### DESIRABLE

- Qualified teacher status
- Qualified FA coach
- Qualifications related to Youth Work and / or Counselling
- Experience of interventions to support young people with social and emotional challenges
- Experience of interventions to support SEND students

### CHARACTERISTICS AND SKILLS

#### ESSENTIAL

- Ability to build positive rapport and effective working relationships with colleagues and young people
- Ability to work independently and proactively with minimal supervision
- A hunger to learn and an ability to respond to feedback and learn from your mistakes
- Ability to lead, inspire and motivate
- Willingness to respond to feedback and learn from mistakes
- Passion for social justice and young people

#### DESIRABLE:

- An interest in and knowledge of football.
- A commitment to using sport as a vehicle to support young people to achieve their goals.



## **SAFEGUARDING STATEMENT**

FBB is committed to adopting a safe recruitment process and follows the NSPCC safer recruitment procedures that have safeguarding at their heart and aim to discourage unsuitable applicants.

The successful applicant will be expected to comply with all of FBB policies, in particular:

- Equality and Diversity
- Health and Safety
- Safeguarding

## **DISCLOSURE**

The appointment is subject to an enhanced DBS check.

## **SHORTLISTING, INTERVIEWS & REFERENCE CHECKING**

Only those applicants who meet the right criteria will be taken through to interview stage.

Shortlisted candidates will be interviewed. References from the previous and current employer will be taken up for shortlisted candidates. Please let us know about the sensitivity of taking up references prior to interview.

## **TO APPLY**

Deadline for the receipt of written applications is midday on Friday 3rd May

Please submit a written application form of no more than 2 sides of A4 in minimum 11 point font on the following 3 areas:

1. Why you are passionate about supporting young people to achieve their goals both at school and in wider life.
2. Why you want to do this job and work for FBB.
3. How your skills and experience relate to the role advertised.

## **APPLICATION TIMELINE:**

Deadline for applications: midday on Friday 3rd May

First round interviews: w/c 6th May

Final stage interviews: w/c 13th May

Start date: w/c 26th August 2019

Please also submit a CV that includes:

- Equality and Diversity
- Health and Safety
- Personal details including current address, contact details & N.I number.
- Education and Training history including details of all qualifications.
- Details of 2 referees, including your current employer.
- A description of your employment history, including reasons for leaving a post and explanations for any employment gaps.

**If you have any questions about the role, please contact Viktorija Pociute:**

**[vpociute@footballbeyondborders.org](mailto:vpociute@footballbeyondborders.org)**

**Please submit the application and CV to:**

**[vpociute@footballbeyondborders.org](mailto:vpociute@footballbeyondborders.org)**

See next pages for FBB Schools Programme principles.



## **FBB SCHOOLS PROGRAMME PRINCIPLES:**

Our FBB Schools programme exists to transform the behaviour for learning and attitude to learning of students who love football but are disengaged at school. Our work builds on the strengths and potential of our young people through putting their passion for football at the heart of their learning.

Our programme is built on the following four theoretical foundations:

- Attachment Theory
- Adolescent Neuroscience
- Hegemonic Masculinity
- Humanistic Therapy

This is a two year, weekly intervention delivered in partnership with primary and secondary schools across London. The programme is targeted at Key Stage 3 students, primarily boys, who are disengaged at school and come from economically disadvantaged backgrounds.

We know from the evidence that Key Stage 3 is the crucial time to work with disengaged boys in order to prevent them from being excluded.

We believe real change can only be sustained through an embedded and holistic approach to our young people's development. We work to become deeply embedded in the lives of our participants and in the communities we are based in. We do this through working with our participants both in their schools and through our community based evening and holiday programmes.

This integrated approach is supported through intensive parental and teacher engagement achieved through parents' evenings, teacher showcases and weekly text and phone updates.

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## **KEY ASPECTS OF THE FBB SCHOOLS PROGRAMME:**

There are five parts to our FBB Schools programme, each of which is explored in more detail in the following pages. These five parts are:

- 1. Football-themed, project based learning classroom curriculum** which works to develop the attitude to learning of our participants. Our students learn to believe in themselves as learners and become excited about learning as a tool for empowerment and growth.
- 2. Target setting, reward visits and end of year tours** which work to develop the resilience and attitude to learning of our participants. Our students broaden their horizons and develop positive habits to drive sustained behavioural change.
- 3. Constraints-led, game-based football coaching curriculum** which works to develop the teamwork, leadership and resilience of our participants. Our students learn to overcome challenges, learn from mistakes and support their team mates.
- 4. Reflective practice and tailored social and emotional interventions** which work to develop the social awareness and self-awareness of our participants. Our students learn to identify and share their emotions and to develop effective coping mechanisms.
- 5. Parental and school engagement through meetings, calls and showcases** which work to develop the self-awareness and social awareness of our participants. Our students learn to make explicit links between FBB and their school and home life.

## **PROGRAMME STRUCTURE:**

Our FBB Schools programme exists to transform the attendance, behaviour and attitude to learning of students who love football but are disengaged at school. It is delivered to groups of between 12 and 18 students on a weekly basis over a 2 year period.

**Weekly Classroom Based Sessions (38 sessions):** The FBB Curriculum is designed to maximise learning and engagement by putting a young person's passion for football at the heart of their learning. Each half-term contains a different project theme – football commentary, Messi vs. Ronaldo, Dream XI – which is designed to provide students with engaging tasks focused on developing their factual and creative writing skills, their oracy and their reading comprehension.



**Weekly Pitch Based Sessions (38 sessions):** The principle of transferability is at the heart of our coaching philosophy. We do not exist to create elite football players, but to develop soft skills in our participants. We do this by delivering our sessions in a constraints-led approach and player-led environment. Our coaching methodology is constructed to provide the participants with opportunities for progression of the principles needed in the wider world of Teamwork, Resilience and Leadership - our core values.

**Half-termly (6 reward visits):** reward and enrichment visits. Students who show commitment to the programme and who meet their targets for behaviour, school attendance and academic performance are given the opportunity to attend remarkable enrichment opportunities. These have included meeting their football heroes like Arsenal's Alex Iwobi and Manchester City's Raheem Sterling, attending Premier League and international matches, and going behind the scenes and playing matches at top stadiums like Wembley and the Emirates Stadium.

**Annually (1 annual tour):** annual enrichment and reward tour. Students who meet their targets throughout the year are invited to participate in our annual football exchanges to Scotland, Wales and northern England. On these tours, participants stay with, train with and play against professional youth sides along with taking part in unique educational exchanges. These have included designing and conducting debates with their exchange partners on divisive issues in football such as racism and making a short film about their visit.

## **FOR MORE INFORMATION:**

Visit our website  
[www.footballbeyondborders.org](http://www.footballbeyondborders.org)