



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.

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.

FBB GIRLS EDUCATIONAL PRACTITIONER (LONDON): ROLE DESCRIPTION

Reports to: Head of Female Participation

Start date: Late August 2019

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

Hours: Full-time

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

Benefits: Up to 3% matched employer contributors' pension

Deadline: Midday on Friday 3rd May

First round interview: W/c 6th May

Final Stage interview: Friday 10th May



MAIN DUTIES:

1. Lead on the delivery of up to 8 FBB Schools programmes at our partner schools managing a caseload of 80 girls
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 support staff members and volunteers on each of your FBB School programmes
5. Work closely with our Head of Female Participation to monitor, evaluate and grow the girls programme
6. Work 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 girls programmes as part of our core FBB Schools programme, in partnership with 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 girls aged 11-13 who are creative, energetic and love being a part of FBB.

The FBB Schools programme will involve a combination of classroom based delivery from our project based FBB Girls curriculum and pitch based delivery from our FBB 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, WSL and Lionesses games, the Emirates, Stamford Bridge as well as events with leading sportswear brands and high profile professional footballers. Our work with girls is growing year on year and this will be an opportunity for you to shape its direction. As such you will work closely with the Head of Female Participation to further develop the bespoke methodology and support the development of adolescent girls.

The successful candidate will have a passion for working with young people. Our multi-disciplinary delivery team is made up of a combination of qualified teachers, youth workers, behavioural specialists and counsellors so it's likely (but not essential) that the successful candidate will have a background in one of these areas.

The key parts of the FBB Schools programme and the bespoke FBB Girls 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 and/or football sessions to young people aged between 10 and 16
- Experience of measuring a young person's progress and responding accordingly
- An understanding of the needs of girls of all abilities
- Experience of managing and monitoring the progress of multiple projects / classes simultaneously

DESIRABLE

- Qualified teacher status and/or qualifications related to Youth Work and / or Counselling
- Qualified FA coach
- 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
- Passion for social justice and young people
- Passionate about the development of adolescent girls

DESIRABLE:

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



RECRUITMENT PROCESS

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: Friday 10th 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.

SEE THE FOLLOWING PAGES FOR THE PRINCIPLES OF OUR FBB SCHOOLS PROGRAMME

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

vpociute@footballbeyondborders.org

Please submit the application and CV to:

vpociute@footballbeyondborders.org



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

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.

Our FBB Schools model has been designed over the past 5 years primarily with boys in mind as they are statistically more likely to be permanently excluded from school. We recognise that boys and girls need bespoke interventions tailored to their needs, which is why our offer for girls has some distinct features and adaptations that allow us to best support girls in secondary schools.

THE FBB GIRLS PROGRAMME

Our FBB Girls programme exists to support girls at school with their journey through adolescence, introduce them to the beautiful game and provide them with a platform to express themselves creatively in the classroom and on the pitch.

The programme follows a similar model to FBB Schools, but in keeping with our principle of placing a young person's interests at the heart of their learning, is not limited to a football-themed curriculum and instead covers topics of music, mental health, social action, youth culture and many more.



Our work with girls starts by looking at the self. We work on our social and emotional competencies through value-based learning schemes of work, developing emotional regulation skills and becoming more aware of our thoughts, feelings and actions.

We then turn to supporting girls with their interpersonal relationships, with the aim of improving group dynamics, raising aspirations and encouraging girls to support one another to fulfil their potential.

Once girls feel empowered and a positive group dynamic has been established, we work with the girls to address questions around identity, youth issues and their place in society. We provide the girls with life-changing opportunities outside of the classroom through our work with partner organisations, empowering them to take up space and make their voices heard.

The FBB Girls programme is a long term intervention delivered in partnership with secondary schools across London. The programme is delivered to groups of up to 18 students, with the ideal age group being Year 7 and 8. It entails weekly two hour sessions divided between one hour in the classroom and one hour on the football pitch.

We also advocate for the involvement of older female students (often Year 11s or 12s) who play a vital role in the girls' lives as relatable role models who the girls can seek support and guidance from throughout.

PROGRAMME STRUCTURE:

A full year programme consists of:

- 38 hours of project based learning classroom sessions divided into 6 x 6 week modules with a public showcase at the end of each module
- 38 hours of beginner girl-centred football coaching focused on the development of the social and emotional competences of our participants
- 6 project showcases delivered in partnerships with our external partners
- 6 remarkable reward visits including a residential tour in the summer

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Group-based intervention in the classroom & on the football pitch (38 sessions): The FBB Girls curriculum is designed as a group-based intervention that recognises that girls need different types of support at different times. We focus on creating a safe for reflection and therapeutic discussion, whilst sharing experiences to build trust. We see the classroom as an opportunity for the girls to take ownership and design sessions that allow their voices to be heard.

On the pitch, we deliver a beginner-girl centred football coaching methodology based on The FA's SMILES principle. We believe a footballing environment should be fun, friendly and safe for beginner girls to try football for the first time.

Engaging, relatable and meaningful projects: In the classroom, we deliver projects that enhance and celebrate creativity, develop new skills such as oracy and debating, ignite their passions, introduce girls to football culture and explore societal issues. We encourage emotional regulation through projects that incorporate elements of mindfulness, undertake values-based learning schemes of work to develop empathy for peers, and embark on social action projects to encourage a sense of agency in the world around them.

Aspirational and team building trips: Twice a term we organise a trip for each group, bringing different school groups together when appropriate. Through these trips we aim to establish positive group norms and improve relationships between different schools, ignite a passion for football and meet inspirational women in various industries in the hope of raising aspirations. We visit WSL and Lionesses games, Premier League and England matches, as well as career insight days into the creative industries.

FOR MORE INFORMATION:

Visit our website
www.footballbeyondborders.org