

THE BOXING ACADEMY

POD LEADER VACANCY

CANDIDATE INFORMATION PACK



1 Monteagle Way, Hackney E5 8PH

www.theboxingacademy.co.uk

Context of the role

The Boxing Academy is not a normal school! It is an Alternative Provider that offers a route to GCSEs for Yr 10 and 11 pupils in danger of exclusion, but operates with the ethos and feel of a boxing gym.

The purpose of the school is to provide a high-quality education for children who have failed in (and been failed by) mainstream education; aligning with this vision and wanting to work alongside vulnerable and disadvantaged students is vital. It is important to recognise and realise the implications of these aspects if you are interested in working in this academic environment and taking on this interesting and challenging role.

The Boxing Academy is seeking to appoint a Pod Leader (boxing coach, mentor and learning support professional) to join us on a small team of only 17 staff. The successful applicant will be able to offer support and direction to the young people we work with, both in and out of class. You must have a love of sport; boxers are ideal but if you do not have boxing experience yet, the ability to learn to box and complete a boxing coaching qualification is essential.

Experience of working with children is desirable but emotional intelligence is vital.

Diversity

The Boxing Academy is passionate about diversity and recognise that as individuals we all bring something unique to the role regardless of age, gender, race, beliefs or disabilities which is why we treat all our people equally, without compromise.

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which all applicants must undergo.

Letter from the Principal

Thank you for your interest in the Boxing Academy. We have grown from a small charity running out of a boxing gym to an award-winning Alternative Provision Free School. Our dedicated team of boxers and teachers pride themselves on going the extra mile for our students and turning their lives around, and our outcomes show that we are doing exactly that. We were rated Outstanding by Ofsted in February 2020.

The school has recently relocated to a larger site and is looking to recruit into our Boxing family. The right person will be able to roll with it in even the most difficult times, and will enjoy the company of lively and hilarious young people every day. They will be able to work in a small school environment and be an active part of a staff team that believes in collaboration and mutual respect.

If you want to work in a school where everything is different, then this might be the job for you.

- Anna Cain, Principal

Background of the Boxing Academy

The Boxing Academy was established as a charity and company limited by guarantee in 2007. The Academy addresses a need within the current education system: that the most difficult and disadvantaged students do not receive the level of support that they require in a class of thirty students. It is our experience that these children then become disengaged causing a cycle of exclusion, failure and low self-esteem which often results in permanent exclusion and has profoundly damaging outcomes in the short- and long-term for the pupils, their schools, their families and the wider community. We reverse this cycle by helping the pupils address their issues and giving them the skills they need to succeed in education and build a productive and happy adult life.



Our Students

The lives of most of the children at the Boxing Academy are often chaotic with no consistent adult presence at home. The experience of these children in education has been profoundly negative and they have low self-esteem and poor confidence. As a result, they can become rude, disruptive and unable to comply with any sort of instruction in a school environment. It has been our experience that for the young people referred to the Boxing Academy, the purpose of education is a mystery; indeed, to some the education system seems to be an elaborate punishment. All of them are likely to have additional issues in their lives such as:

- Learning difficulties, especially with literacy and numeracy
- Child Protection concerns which can be due to being abused, neglected or both
- Mental health issues ranging from anxiety to depression
- Speech and Language problems, often undiagnosed, which have a significant impact on behaviour
- A chaotic and unsafe home life, but not enough to meet the 'threshold' which might trigger local authority involvement. This often involves unsupportive or incompetent parenting and a lack of boundaries
- Home lives coloured by drugs or alcohol abuse
- Being at risk of sexual exploitation, through family or community issues

Our unique approach uses an intensive mentoring system within a framework of small class sizes, high-quality teaching, personal learning support and daily exercise in boxing training to help even the most difficult-to-reach children to re-engage with their education. We encourage schools to refer to us at the end of Year 9 when it is not too late to make real breakthroughs and set a child on a course for good GCSEs. This allows us to undertake a proper induction period, make an accurate assessment of baseline levels and provide a generous settling-period which gives the child a chance to 'buy-in' to the placement.

Our approach to boxing training offers pupils the opportunity to expend their energy in a purposeful manner, to channel their aggression and to learn teamwork, discipline and the acceptance of authority.

In many cases we find that these young people need to start with the basics such as how to sit in a class or how to express your dissatisfaction in an appropriate manner. The support and encouragement they receive improves their self-esteem and confidence, while creating a positive cycle of achievement. A successful journey for a Boxing Academy student will end with them achieving 5 GCSEs (or equivalent) and gaining a place at the college of their choice or on an apprenticeship.

Our students are interesting, challenging, lively, bright and funny: attributes that contribute to the unique atmosphere found in the classrooms and the boxing ring.

Performance and Curriculum

We currently offer a core curriculum of six GCSE or equivalent subjects including maths, English, Science, Art, RE and PE. The Academy also offers the capacity to sit exams in students' community language if appropriate.

Curriculum delivery is interspersed with boxing sessions, and SMSC, PHSE and British Values. We also offer careers advice, and free to participant trips such as residential outward bounds holidays and an annual ski trip to the Alps.

Staff Rewards and Benefits

- Cycle scheme
- Pension scheme – auto-enrolment into the Local Government or Teachers' Pension scheme
- Season ticket loan scheme to support travel expenses
- Employee assistance programme including free counselling, legal advice and other services
- Monthly gym membership or equivalent similar cost service
- Annual personal training budget for books, courses or equipment
- Annual team away day
- Occupational Health service
- Parking – onsite parking or bike lock up facilities



JOB DESCRIPTION:	Pod Leader
ACCOUNTABLE TO:	Head of Boxing & SLT
SALARY:	Scale 4 (Point 7 to 14) £23,628 - £25,614 pro rata.
HOURS:	9am to 4.30pm <i>term time only</i>

JOB PURPOSE

Delivering boxing coaching sessions and mentoring for a class of 8 students throughout the school day.

The Pod Leader role sets the tone for the behaviour and achievements of all the students. They must uphold discipline at all times, keep the students engaged, provide them with a positive working environment and make sure that the school day unfolds smoothly.

PRINCIPAL RESPONSIBILITY

- To build a relationship with the students in their class
- To maintain high standards of behaviour in their class, promoting a positive working atmosphere
- To lead the delivery of boxing training sessions
- To support the class, as directed by the teachers, during academic lessons

Expectations of all members of the Boxing Academy staff

- Act with professional integrity at all times
- Consistently demonstrate the high standards expected in the school
- Act with honesty and transparency with regard to your work
- Adhere to school policies and procedures at all times
- Promote the aims and ethos of the school by attendance at and participation in events such as open evenings, meetings, performances and other functions/events as required
- Undertake specific tasks reasonably delegated by the SLT from time to time
- Ensure compliance in the events of any regulatory matters, e.g. Ofsted inspections

Daily duties

- Take responsibility for the well-being and engagement of pupils throughout their time at the Academy
- Contribute to the collective responsibility to keep the Academy environment clean, safe and efficient
- Engage with the young people before lessons begin and continue throughout the day
- Show initiative and inform your line manager of any logistical or operational problems throughout the day
- Use the radio to keep communication with the team, especially the Behaviour Manager
- Lead boxing and sport sessions, ensuring full participation of all students
- Provide in-class support as a learning assistant during academic lessons, being vigilant and alert at all times
- Engage with students over their performance, attendance and academic efforts
- Partake in the daily debriefing and contribute to the advancement of Academy best practice

- Maintain the conduct points for your pod daily
- Complete all training courses as provided by the Academy to ensure your efficient and compliant execution of your duties
- Follow Academy procedures and policies (as outlined in the staff handbook) at all times

Behaviour and Safety

- Lead by example by ensuring pupil behaviour and safety
- Undertake annual safeguarding training with the whole staff

Professional Standards

- Treat all members of the community, colleagues and pupils, with respect and consideration.
- Treat all pupils fairly, consistently and without prejudice
- Set a good example to pupils in terms of appropriate dress, standards of punctuality and attendance
- Support the ethos of the school by upholding the Behaviour Policy and uniform regulations at all times including travel to and from school
- Participate in staff training when provided
- Reflect on own practice as well as the practices of the school with aim of improving all that we do
- Read and adhere to the various policies of the school as expressed in the Staff Handbook and Policies
- Ensure that all deadlines are met as published in the school calendar

Health & Safety

- Promote and comply with the school's policies on Equal Opportunities and Health and Safety both in the delivery of services and the treatment of others

Safeguarding

The Boxing Academy is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow our child protection procedures. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead.

This job description is additional to the basic duties outlined in contracts and reflects the policies agreed by the Governing Body. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time. This job description will be reviewed regularly and is an integral part of the appraisal and line management process.



Person Specification

Qualifications	Essential	Desirable
Numeracy and literacy skills of a high enough standard to support GCSE learners	x	
Sports coaching qualification		x
Competitive Boxing experience		x
Willingness to learn to coach Boxing	x	
Knowledge and Skills		
Experience of supporting children in an education setting		x
Willingness to undergo training to improve skills and gain experience	x	
Able to follow instructions accurately but make good judgments and lead when required	x	
Inclusive, approachable, pro-active and collaborative member of a staff team	x	
Patient and empathetic	x	
Confident with ICT	x	
Ability to communicate effectively with the whole school community	x	
Experience in supporting children with social, emotional and mental health needs		x
Positive approach to behaviour management	x	
Ability to maintain confidentiality	x	
Emotionally intelligent and resilient	x	

