

SCHOOL PROGRAMMES LEAD



**DO YOU WANT TO HAVE THE
FREEDOM TO MAKE A REAL
DIFFERENCE TO THE LIVES OF
YOUNG PEOPLE AT SCHOOL?**

**DO YOU WANT TO BE PART OF A
MOVEMENT ADVOCATING FOR
A MORE INCLUSIVE EDUCATION
SYSTEM?**

**DO YOU WANT THE
OPPORTUNITY TO RECEIVE A
HIGH QUALITY TRAINING
PACKAGE FOCUSSED ON
GAINING THE SKILLS TO
SUPPORT THE MOST 'AT RISK'
YOUNG PEOPLE?**

CONTACT FOR ENQUIRIES

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MANCHESTER

ROLE DESCRIPTION

Title:	School Programmes Lead
Reports to:	School Project Manager
Start date:	June-August 2022 (depending on availability)
Location:	Manchester
Hours:	Full Time
Salary:	£27,000 - £31,000 (experience depending)
Deadline:	Friday 27th May 2022

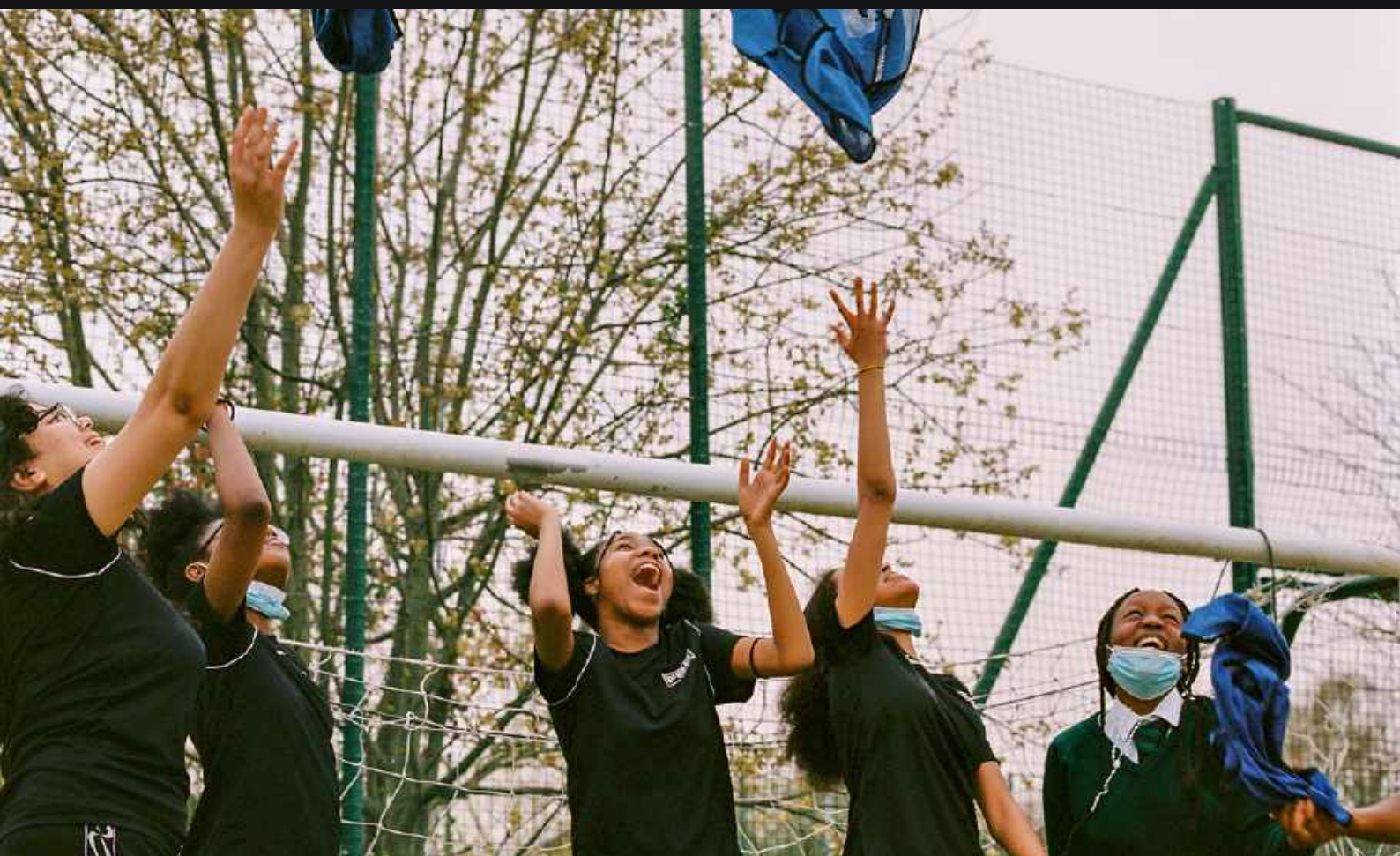


ROLE DESCRIPTION

We are looking for a passionate individual to deliver our intervention in schools. Our model puts young people's passions and strengths at the heart of their development to help them thrive in school. We need someone who is deeply committed to young people and is energetic, empathetic and adaptable.

You will be highly motivated, with high standards for yourself and others. We're seeking someone caring, ambitious and keen to learn who loves working with young people. You will have a strong moral compass, experience working with young people and a proven commitment to really make a difference to young people's lives.

Before you skim the job description, please remember you don't have to tick all the boxes for the role to apply. We all experience a bit of imposter syndrome, including the staff here at Football Beyond Borders. If this role pulls you and you believe you could make a difference then apply anyway or reach out to us to discuss more!



WHO WE ARE

FBB is one of the leading educational charities and youth brands in the UK. Established in 2014, we have undergone impressive growth in the past couple of years and are now at an exciting stage of our journey. We currently work with 1,500 students across 92 Secondary School programmes in Greater Manchester, Liverpool, Lancashire, Yorkshire, London, Kent and Essex. We are expanding to the West Midlands in 2022. Alongside this, we have built strong partnerships with a host of brands such as Nike and created innovative and exciting content of young people. In the next stage of our journey FBB aims to become the leading specialist charity for disengaged young people, the best place to work with young people in the UK and a leading youth brand.

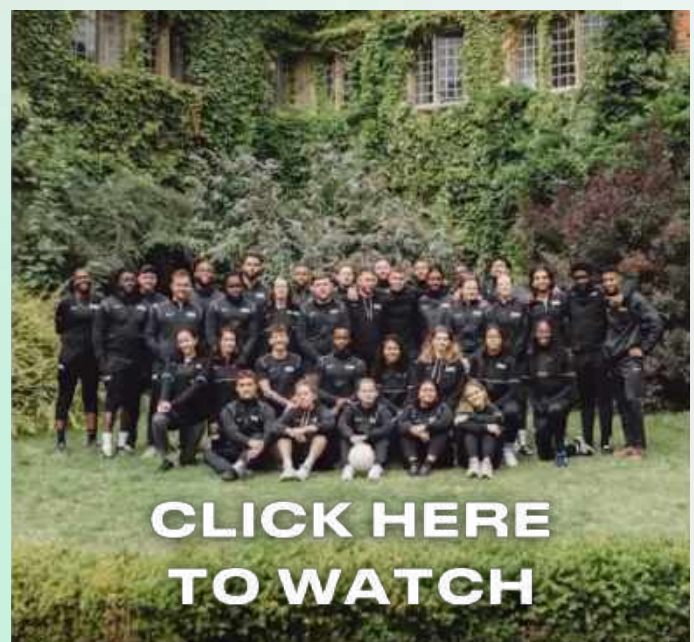
Young people are at the heart of everything we do. From decisions made at Senior Leadership and our Board, to how we design activations with partners to ensure young people get the most out of them. We're working in a system that has been designed to limit the potential of many young people, and we know that to make real change, we need to work hard and differently. FBB can be fast-paced and intensive at times, but our focus on working culture and support is prioritised to ensure staff are in a position to 'Go Beyond' for young people.

We place relationships at the heart of what we do. That's not only about our work with young people, but equally important with our colleagues. We strive to do things differently at FBB. We don't believe that work should be the thing you dread on a Sunday evening. If you're keen to throw yourself into new environments and develop meaningful relationships with people from all walks of life, then FBB is the workplace for you.

We're also BIG on learning. As a young and ambitious team, we are constantly finding the next opportunities to develop. We like to throw our hat in the ring for things we've never tried before.

FBB is a place where you can be introduced to multiple different aspects of work: our focus on cross-team collaboration means you'll have the opportunity to work on projects in Delivery, Operations, Culture and Programmes. We also don't mind the conventional stuff: there's an FBB reading list, opportunities for reflection and external training budgets too!

FBB is recognised in the sector as innovative and thought-leading. We are always on the hunt for talented and ambitious people to join the team and contribute to our vision of supporting young people to thrive and become the best versions of themselves.



YOUR DEVELOPMENT

For the 2022/23 academic year we are launching a unique frontline development programme which aims to give the best possible training for our practitioners. Every Wednesday practitioners will not be in schools, instead this day is reserved for training. Depending on a practitioner's experience and previous qualifications they will receive formal training in counselling, supporting young people with SEN, Mental Health, group facilitation, football coaching and much more. There will be the opportunity for our practitioners to identify a specialist area that they wish to train in so they can lead the organisation in this area. This is a brilliant opportunity to build your skills and expertise in supporting young people. FBB is an ambitious charity with plans for continued growth over the coming years and with that comes opportunities to grow with the organisation and take on more responsibility.



YOUR DEVELOPMENT

Year	Title	Salary	Role	Training
1	Lead	£27,000	The Lead holds responsibility for the programme. The Lead will have responsibility for the relationship with the school, running therapeutic mentoring for those students with higher needs and managing the more junior practitioners they have working with them.	Base level training in counselling (level 2), SEN, Mental Health, Group facilitation, football coaching and more.
2	Advanced Lead	£29,000	In year 2 of being a Lead practitioner responsibility for line managing a trainee will be added to their responsibilities. They will also begin to contribute to FBB in their area of specialism (impact team, policy, delivery training).	Alongside continuing their therapeutic training to Level 3 and management training, staff will also get the opportunity to choose a specialism to pursue at this point. This could be SEN, teaching and learning, mental health etc.
3	Specialist Lead	£31,000	At this point as a 'specialist' in their chosen field they will take on some FBB wide responsibility for that area. They may also line manage more than 1 person.	Continued training in their chosen area of specialism as well as more advanced leadership training including training on leading teams, budget training and other relevant training if they chose to move onto being a School Programme Manager.

YOUR DEVELOPMENT

Year	Title	Salary	Role	Training
4	School Programmes Manager	£35,000	Leading a team of people to deliver FBB Programmes across multiple schools. Managing the relationships with the schools, line managing School Programme Practitioners and ensuring quality of FBB programmes in that region.	Training is dependent on area of specialism along with equivalent senior leader training that school leaders receive



YOUR PERKS

Due to our corporate partnerships and focus on working culture, FBB has a variety of perks alongside the job, including:

- A significant Learning & Development Budget for training opportunities and qualifications
- Access to exclusive events and merch through our partnerships with Nike and others
- Generous annual leave policy with 26 days, as well as Bank Holidays and Christmas - New Year office closure
- Health Assured Package - a host of services to support staff that is free to access
- Staff away days and regular team bonding days
- Working for a recognised and respected name in the sector which acts as a springboard to future roles



YOUR DAY TO DAY



The School Programme Practitioner will deliver the FBB Schools Programme in partner Secondary Schools across the North West. This will involve delivering programmes across up to 4 schools. This person will be based in schools facilitating FBB sessions and supporting FBB participants outside of sessions with additional pastoral support including 1:1s and parental engagement.

KEY RESPONSIBILITIES

1. Lead on the delivery of up to 5 FBB Schools programmes at our partner schools managing a caseload of 80 students. This will involve delivery of FBB sessions as well as additional pastoral support outside of sessions including 1:1s, parental engagement and working with staff within the school.
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 on each of your FBB Schools programmes
5. Manage relationships with partner teachers and SLT at our partner schools and with participants' parents
6. Working closely with our specialist therapeutic team to design and develop specific interventions for at risk students on your programme

YOUR TEAM



The beauty of this role is that you will be working closely with young people on a day to day basis as well as staff across various FBB partner schools.

Your key relationships within FBB will be with:

- School Programme Practitioners. On each of your programmes you will have an another practitioner to work with you throughout the day
- School Programme Managers. These people are the leaders of the team with a wealth of experience within schools who will support your development.

YOUR EXPERIENCE

IMPORTANT THINGS ABOUT YOU...

- You will be committed to supporting the most at risk young people in our schools and willing to go beyond for them
- You have experience of delivering sessions to 10-16 year olds
- You will be someone who loves working in a team
- You will have excellent interpersonal skills, empathy and emotional intelligence
- You enjoy working in fast paced environments and have a hunger to learn
- You have an understanding of the challenges and different learning needs of adolescents
- You will be able to build strong relationships with young people built on their assets and passions
- You can develop strong working relationships with colleagues and teachers within schools
- You will be able to problem solve independently and adapt to new situations
- You will relish taking on feedback and learning from mistakes

AND ALSO CONSIDER APPLYING IF ANY OF THE FOLLOWING APPLY TO YOU...

- You have worked in schools supporting young people
- You have been a teacher with QTS
- Have qualifications in counselling/mental health support for young people
- You have experience of delivering interventions to young people with SEN or and SEMH
- You have qualifications in youth work

RECRUITMENT PROCESS



Football Beyond Borders aims to be representative of the community we are working with. We recognise that having the strongest workforce possible means hiring and developing the best people across all races, ethnicities, religions, age groups, sexual orientations, gender identities and abilities.

We're not just committed to being an equal opportunity employer, we actively celebrate diversity in all its forms. Let us know if we can do anything to make the application or interview process more accessible. If you are invited to interview, we will at that point ask you for any accessibility requirements or preferences.

FBB is committed to adopting a safe recruitment process and follows the NSPCC safer recruitment procedures that have safeguarding at their heart. The appointment will undergo an enhanced DBS check.

Shortlisting, interviews and reference checking

All applications will be taken seriously and contacted regarding the outcome of their application.

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

YOUR APPLICATION

Deadline for the receipt of applications is 5pm on Friday 27th May.

TO APPLY:

1) Your CV that should include:

- Personal details including contact details and N.I number
- Education and training history
- Details of 2 referees including your current employer if applicable
- A description of your employment history

2) A written application on the following 3 areas (no more than 1 side of A4 in minimum 11 point font):

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

If you have any questions about the role, please contact Tom Bateman on tbateman@footballbeyondborders.org

Please submit the application and CV to recruitment@footballbeyondborders.org



PRINCIPLES OF THE MODEL

We exist 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
- Developmental Trauma
- Humanistic Therapy

FBB works with young people for four years, through weekly interventions and holiday programmes delivered in partnership with secondary schools across London and the North West. The programme is targeted at Key Stage 3 students 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 young people 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. Our integrated approach is supported through intensive parental and teacher engagement achieved through parents' evenings, teacher showcases and weekly text and phone updates.



PRINCIPLES OF THE MODEL



SEL Curriculum:

Our expert social and emotional learning curriculum takes place in the classroom and on the football pitch. We explicitly teach social and emotional skills through passion-led modules which tap into young people's interests. We create transformational learning experiences through our partnerships with Nike, Gillette and the FA, and these complete with a public showcase at the end of each project. We see this as a key part in young people developing a more positive attitude towards learning. We use reflective questioning on the football pitch to develop the social and emotional skill in focus.

1-1 Therapeutic Interventions:

Weekly one to one session with a BACP qualified counsellor to provide a safe space for our most At Risk students to work through the traumatic experiences which may be contributing to their challenging behaviour.

In-school support:

We work alongside the school's pastoral team to provide in school day behaviour and social emotional support. We conduct classroom observations, informal 1-1s, restorative meetings, reintegration meetings, target-setting parental engagement and much more.

Trips:

We reward participants with visits and end of year tours built around exciting events involving inspiring people from the world of football and media. Our students broaden their horizons and develop positive habits.

THANK YOU FOR YOUR INTEREST



WE LOOK FORWARD TO HEARING FROM YOU