

Community Inclusion Coach

(35 hours per week, permanent contract)

Job designation:	Community Inclusion Coach
Salary Band:	Starting from 24,000 + expenses
Location:	Banks Homes Riverside, Chester le Street
Reports to:	Durham Cricket Foundation
Responsible to:	Head of Community Inclusion & Growth
Area:	Durham Cricket Boundaries (Tyne to Tees)
Contract Period:	Permanent, Full Time (35 hours per week)

Main Purpose Of The Role

This main purpose of this role is to support the delivery of Durham Cricket Foundation's inclusion programmes, specifically programmes serving diverse communities across multiple abilities. Reporting directly to the Head of Community Inclusion & Growth, the successful applicant will support a number of exciting projects and be part of our impact team. This role will be based at Banks Homes Riverside but it will involve work across the County.

Main Responsibilities and Duties

- To support current Foundation initiatives and activities across the region, through the provision of a diverse and inclusive program of activity.
- Deliver quality, innovative, health activities and opportunities to a wide variety of groups, included but not limited to; refugee groups, South Asian communities, disabled people, at-risk youth, older people, children and young people, women and girls, etc.
- Support the delivery of our current ESOL/Refugee cricket program, in collaboration with New College Durham and Handcrafted, and future expansions of the program.
- Support delivery of Lord's Taverners Wicketz programs in county Durham, lead by Community Inclusion Officer (Wicketz).
- Support delivery of Lord's Taverners Super 1s programme in county Durham, lead by Disability Inclusion Officer.

- Support delivery of cricket games and seated exercises on the Karbon Homes partnership programme, in collaboration with Community Inclusion Officers.
- Effectively monitor, collect data, report and evaluate all aspects of work
- Maintain regular communication with participants, collect and review monitoring surveys, and collect participant feedback to assist in our reporting of program impact
- Support the delivery of the Foundation's inclusion or impact events
- Support activities at the Family Zone during the T20 Blast season and other home cricket games
- Take part in other Foundation activities as and when required

The above responsibilities and duties do not include or define all tasks which may be required to be undertaken by the postholder. The responsibilities and duties may vary without changing the general character of the level of responsibility and duties involved. These factors are reflected in the grading of the post.

This job advert only contains the principle accountabilities/main duties relating to this post and does not describe in detail all of the duties that the post will require. The post holder will be expected to work weekends and also some evenings as and when required.

The post holder will be required to attend the office for a whole team meeting once a month on a Monday. The remaining of their working week will depend on the projects and meetings required and administration/meetings can take place at the office/remotely/at home. The individual will be required to travel throughout the County.

Durham Cricket is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safe recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.

Due to the requirements of the role and responsibilities assigned to the post holder, successful applicants will undergo an enhanced Disclosure and Barring check (DBS).

Additional Information:

Relevant Training will be provided for the successful candidate.

Appropriate coaching, clothing and equipment will be provided to the successful candidate.

The initial role is offered on a full-time contract and is subject to a successful probation period.

THE SUCCESSFUL CANDIDATE WILL BE:

- Committed to improving the lives of people in County Durham through physical activity and other creative engagements
- Passionate about inclusion and impact in the community
- Committed to and mindful of creating and fostering an inclusive environment at every program, ensuring the individual needs of participants are met, ensuring that differences (cultural, racial, financial, religious, etc.) amongst individuals are respected and appropriately supported
- Confident and comfortable in adapting or changing approaches when individual needs of participants arise
- Patient and caring with all participants
- Comfortable working with diverse communities of different ages, races, ethnicities, cultures, religions, physical abilities, and mental abilities
- Ensure the health, safety and welfare of yourself, participants and others at all times
- Professional and positive in representing Durham Cricket at all times
- Happy to learn on the job and remain committed to improving their practice
- Aware of and consistent in following ECB guidelines and good practice
- Collaborative and a strong team player
- Perform all duties in an equitable manner and to actively promote the principles of equality amongst colleagues, partners and service users
- Conform to, actively commit to and promote both the Lord's Taverners and Durham Cricket values when using any communication

REQUIREMENTS

Essential

- High levels of energy and enthusiasm and the desire to succeed
- Experience delivering physical activity sessions to a wide variety of groups
- Experience working with diverse communities, such as: South Asian communities, refugees or asylum seekers, Caribbean communities, multiple faith groups, and more
- Experience of working with young people with physical or intellectual disabilities in a number of different settings
- Experience of working with people with limited mobility
- Ability to adapt programs to the individual needs of participants
- Ability to motivate and engage young people and adults

- Effective communicator and the ability to engage with people of all levels
- Ability to work independently and as part of a team
- Excellent administrative skills and ability to capture and record programme data
- Computer literate and effective user of Word, Excel, Outlook and other Microsoft programs
- Child protection and/or commitment to achieving this within a short period of time
- First Aid trained or, a commitment to achieving this within a short period of time
- ECB DBS checked or, a commitment to achieving this within a short period of time
- Ability to travel independently between sites

Desirable

- Cricket Foundation Coach or multi-sports qualification – if not currently certified
- Experience of teaching/coaching people of all ages
- Experience and insight in disability
- Experience working with at-risk youth, or youth with unique behavioural support needs
- Experience of working with elderly participants in a number of different settings
- Experience of working with inactive people in recreational sport and/or physical activity sessions
- Experience of partnership working and the ability to create strong and sustainable relationships
- Cricket Foundation 1 or multi-sports qualification (desirable that candidate is qualified cricket coach)
- Understanding of table cricket and Lord's Taverners programmes
- Experience of mentoring, supporting and encouraging volunteers

OTHER CONDITIONS

The post holder will be based at Banks Homes Riverside as part of Durham Cricket Foundation. Due to the nature of the work the post holder will carry out his/her duties as such times/days which are most effective to perform the tasks required. This will involve some out of hours work – evenings, weekends, Bank Holidays, as necessary. There will also be significant travel around the region to meet different organisations.

EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY STATEMENT

It is the policy of Durham Cricket to treat all employees and job applicants fairly and equally regardless of age, disability, gender, reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Furthermore, Durham Cricket will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above situations.

We recognise and value the difference and individual contribution that people make to the organisation. We strive to ensure that diversity as well as equality is embedded in all our policies, procedures and practices, responding to employees' needs and encouraging employee development to increase their contribution to effective service delivery.

SAFER RECRUITMENT POLICY

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HOURS

Full Time, 35 hours per week

SALARY

Starting from £24,000

HOLIDAYS

28 days per annum (pro rata) which includes the 8 statutory Bank Holidays in England & Wales.

PENSION SCHEME

Automatic Enrolment into the Royal London Group Personal Pension Plan. Matched employee contributions up to a maximum contribution of 5% of Basic Salary.

WORKPLACE

Durham Cricket, Banks Homes Riverside, Chester-le-Street, DH3 3QR

TO APPLY

To apply for the role please download application form and email completed form to recruitment@durhamcricket.co.uk

Closing date for applications is Sunday, 22nd June.

If you would like an informal discussion on the role please contact Lauren Kamperman, Head of Community Inclusion & Growth, at lauren.kamperman@durhamcricket.co.uk