

WE ARE HIRING



02476 786 349 | SBITC@SBITC.ORG.UK | SBITC.ORG.UK | REGISTERED CHARITY: 1127014 | OFFICIAL CHARITY OF COVENTRY CITY FC

SKYBLUES

in the COMMUNITY



APPLICATION PACK

COMMUNITY COHESION CASUAL STAFF

CLOSING DATE | 28 FEBRUARY 26

WHO ARE WE?



Sky Blues in the Community is the charitable arm of Coventry City Football Club, based at the Coventry Building Society Arena. The organisation is officially registered with the Charity Commission and is recognised as a Club Community Organisation (CCO) linked to the English Football League Trust network.

The charity works with young people up to adults in the later stages of life, Sky Blues in the Community provide a diverse range of programmes to improve health and wellbeing, enhance social inclusion, reduce crime and ASB involvement and expand access to education and training. The charity currently works with over 2,000 individuals each week and invests over £1 million into our local communities.

OUR VISION

A prosperous and vibrant Coventry and Warwickshire, where every individual can achieve their fullest potential, leading to healthier and happier lives.

OUR MISSION

We are committed to harnessing the power of sport and utilising Coventry City Football Club's unique influence and appeal to develop and deliver high-quality community programmes, forming strategic alliances that empower the people of Coventry and Warwickshire. By providing meaningful opportunities for improved health and wellbeing, enhanced social inclusion, reduced crime involvement, and expanded access to education and training, we will #MakeADifference in our city and county.

OUR VALUES

AMBITIOUS



PASSIONATE



HONEST



COMMUNITY
FOCUSED



INNOVATIVE



OUR STRATEGIC PILLARS

Health and
wellbeing

Education,
training and
employment

Social inclusion,
community
cohesion and
participation

Sports facilities
and community
assets

Challenging
ourselves,
developing our
people and growing
our charity

JOB DESCRIPTION

Community cohesion casual worker will support children and young people by helping to create safe, positive and engaging community spaces through football and youth activity delivery, and by providing a visible, trusted adult presence on school routes and within local community settings. The role contributes to helping young people feel safe, included, supported and motivated, whether travelling from school as part of Step Together and/or attending evening sessions as part of Premier League Kicks.



OVERVIEW

JOB TITLE | COMMUNITY COHESION CASUAL

HOURS OF WORK | HOURS WILL VARY IN LINE WITH PROGRAMME NEEDS AND MAY INCLUDE DELIVERY IN THE EVENINGS AND, AS WELL AS DELIVERY ALIGNED TO SCHOOL ROUTE TIMINGS

LOCATION | TRAVEL ACROSS COVENTRY AND WARWICKSHIRE WILL BE REQUIRED

REPORTING TO | COMMUNITY COHESION MANAGER

SALARY RANGE | £14 P/H

CONTRACTUAL STATUS | CASUAL

KEY RESPONSIBILITIES

(but not completely exclusive to):



1. Supporting young people to:

- a. Build positive, respectful relationships with children and young people, always modelling appropriate boundaries and professional conduct,
- b. Maintain a friendly, approachable and supportive manner to help young people feel welcomed, safe and respected,
- c. Encourage positive behaviour, teamwork and confidence, supporting participants to engage constructively with sessions and with each other.

2. Delivering sessions, Premier League Kicks

- a. Support the planning and delivery of safe, enjoyable and inclusive football and youth activity sessions, in line with session plans and programme objectives.
- b. Contribute to an environment that supports young people's physical, social and emotional development, including participation, confidence and positive peer interaction.
- c. Reinforce standards of respect, teamwork and community values, responding appropriately to low level behaviour issues in line with agreed approaches.

KEY RESPONSIBILITIES

(but not completely exclusive to):



3. Community presence, Step Together

- a. Provide a visible and reassuring presence on school routes and in agreed community locations, helping young people feel safe while travelling from school.
- b. Engage positively with young people, schools and community partners where appropriate, promoting a calm and safe environment.
- c. Identify and respond to concerns appropriately, escalating in line with safeguarding and incident reporting requirements.

4. Inclusion and respect

- a. Treat all participants fairly and with dignity, fostering an inclusive environment where differences are valued.
- b. Support young people from a range of backgrounds, including those who may be vulnerable or face barriers to participation.
- c. Challenge discrimination or unsafe behaviour appropriately and consistently, escalating where required.

KEY RESPONSIBILITIES

(but not completely exclusive to):



5. Maintain compliance with organisational policies and procedures, including safeguarding, health and safety, equality, data protection, and FA requirements, including:

- a. Communicate incidents, concerns and relevant updates to the programme lead in a timely manner, contributing to safe and effective delivery.
- b. Work collaboratively with colleagues, volunteers, schools and community partners, contributing to a positive team culture and professional delivery.
- c. Maintain professional conduct and act in a manner consistent with organisational values and expectations.
- d. Maintain confidentiality and handle information in line with data protection requirements and organisational policies.
- e. Undertake any other reasonable duties consistent with the purpose of the role.

PERSON SPECIFICATION



Essential

- Experience working with children or young people, which may include coaching, youth work, mentoring, volunteering, education or community activity delivery,
- A friendly, reliable and professional approach, with the ability to act as a positive role model for young people.
- Good communication and teamwork skills, including the ability to build rapport and work effectively with colleagues and partners.
- An understanding of safeguarding and child protection, including the importance of appropriate boundaries and reporting concerns.
- The ability to remain calm, constructive and positive in challenging situations.
- A demonstrable commitment to equality, diversity and inclusion.

Desirable

- Qualification or teaching experience (i.e. youth work qualification or relevant accredited training).
- Knowledge of local communities and an understanding of community-based youth engagement.

COMMUNITY COHESION CASUAL STAFF



Step Together and Premier League Kicks

Sky Blues in the Community is the official charity of Coventry City Football Club. We use the power of football and community engagement to connect communities, tackle inequality, support wellbeing, and create opportunities for people across Coventry and Warwickshire.

We are recruiting community cohesion casual workers to support delivery across two high impact programmes in Coventry. These are frontline roles supporting young people in community settings. You will be part of a team creating safe, positive spaces, building trusted relationships, and helping young people feel safe, supported and motivated.

We have several roles available with core hours for each programme listed in the following pages.

COMMUNITY COHESION CASUAL STAFF



Step Together

Hours: **Monday to Friday, 3.00 pm to 5.00 pm**, across various Coventry sites (Hillfields, St Michael's Henley, Wood End, Bell Green)

Working model: detached youth work approach, working in pairs, with a team of six staff deployed per location

Focus: a visible, reassuring presence on designated school routes, safeguarding young people on their way home and supporting safer communities

Premier League Kicks

Hours: **5.00 pm to 8.00 pm**, across Coventry sites (Hillfields, Wood End, Holbrooks, St Michael's, Bell Green, Willenhall)

Working model: delivering multi-sport sessions, with the casual post holder supported and accompanied by a full time member of staff

Focus: football, sport, mentoring and personal development opportunities for young people at risk of anti-social behaviour, youth violence and or from high need areas

COMMUNITY COHESION CASUAL STAFF



About Step Together

Step Together is a Home Office funded programme with local implementation led by the Violence Reduction Unit. It connects education, police and community partners in a collaborative project designed to increase safety and reduce violent crime affecting young people along designated school routes at the end of the school day.

About Premier League Kicks

Premier League Kicks uses the power of football and sport to inspire young people to reach their potential. The programme creates regular opportunities for young people to engage in sport, mentoring and personal development in areas of high need.

WORKING HOURS & CONTRACT



These are casual, zero hours roles with immediate start available. You should be able to commit to a minimum of five hours per week, with opportunities to work additional hours depending on programme needs. Roles require availability for delivery within the time blocks set out above and can be combined for candidates with availability and willingness to support the delivery on Step Together and PL Kicks.

Locations

Delivery will take place across Coventry, including Henley, Wood End, St Michael's, Hillfields, Holbrooks, Radford and Foleshill, Bell Green.

HOW TO APPLY



To apply, please submit either:

- A CV and covering letter or
- A completed application form

Your application should clearly demonstrate how you meet the criteria outlined in the person specifications above.

Please send your application to: Marianne Botterill at recruitment@sbitc.org.uk

Please note: You only need to submit either a CV and covering letter or a completed application form, not both.

Closing date for applications: 28 FEBRUARY 2026

Please note that we may close the application process early if we receive a high number of applications, so early applications are encouraged.

If you require the application form in an alternative format, or if you would like to apply using a different method due to a disability or accessibility need, please contact us via 02476 786 349 and we will be happy to discuss reasonable adjustments.

Safer Recruitment and Pre-Employment Checks

At Sky Blues in the Community, safeguarding is central to everything we do. We are committed to creating a safe and supportive environment for all staff, volunteers, and participants.

This role may involve working with children or adults at risk, and as part of our safer recruitment process, any offer of employment will be subject to:

- Two satisfactory references
- An enhanced Disclosure and Barring Service (DBS) check
- Confirmation of your identity and right to work in the UK

All staff are expected to follow our Safeguarding Policies and complete relevant training as part of their induction and ongoing professional development.

HOW TO APPLY



We are committed to building a diverse and inclusive team. Research shows that candidates from under-represented backgrounds sometimes rule themselves out if they do not meet 100% of the criteria. If you are excited by this role and believe you can make a difference, we would love to hear from you, even if your experience does not align perfectly with every requirement. Please use your application to highlight how your experience, skills, and values align with what we are looking for.

POLICIES & PROCEDURES



Diversity and Inclusion

Sky Blues in the Community is an equal opportunities employer. We welcome applications from all sections of the community and particularly encourage applications from individuals who are underrepresented in the sport and charity sectors. Appointments are made strictly on merit.

We are committed to providing an inclusive recruitment process. If you require any adjustments to complete your application or to attend an interview, please let us know.

We may collect anonymised equalities data from applicants for monitoring purposes only. This data will not form any part of the recruitment decision-making process.

Privacy Notice

Sky Blues in the Community is committed to handling your personal information responsibly and transparently. We comply with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018 to ensure the privacy and security of your data.

Information provided during the recruitment process will be stored securely and retained for a period of six months after the closing date of the vacancy, unless a longer period is required by law or you consent to us retaining your details for future opportunities.

To request a copy of our privacy notice or exercise your data rights, please contact: sbitc@sbitc.org.uk



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