



# PLAY LEADER

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RECRUITMENT PACK

# Welcome Message

Thank you for taking the time to explore the opportunities we currently have available at the S4A Group.

Sports 4 All was founded back in 2007 and has since evolved into the S4A Group Ltd.

I believe what makes our business unique from others is our approach to inclusivity which is evident through our charity Entire. We have a real passion and ambition to develop the SEND sector in sports and childcare.

We provide stability for our team members by refraining from using zero-hours contracts or self-employment models.

This has helped us reach a team of over 60 highly motivated people looking to make a difference through the provision and fully inclusive SEND charity. Since starting S4A we have gone on to employ more than 10 people who we taught in primary school sessions.

We are looking for team members who put children's interests before business matters and aim to make a positive impact every day. For me, the most important characteristic of an S4A Group team member is enthusiasm and passion to support us to achieve our goal of raising the standard of sports coaching and childcare.



**Matt Ogle**  
*Director of S4A Group*

# About S4A Group

## Our Mission

S4A Group's mission is to empower all individuals to prepare them for their future opportunities. This is delivered through a wide range of enthusiastic, structured and well designed activity programmes at affordable prices to impact as many lives as possible.

## Our Values

Provide *opportunities* to make a difference to team members.

Treat every child with compassion, equality, understanding and respect so they feel *secure in all situations*.

Build professional relationships and *trust with families*.

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## Our Company Structure

**Sports4All** - Build professional relationships and trust within the S4A family.

**Smiles4All** - Treat every child with compassion, equality, understanding and respect, so they feel secure in all situations.

**Support4All** - Providing opportunities to make a difference for our team members.

**S4 Academy** - Helping your child reach their next level.

**Entire** - To lead the change on what inclusivity really means.



## The S4A Group DNA

*"Never a customer, always a guest"*  
*"Do the right thing even when nobody's watching"*

# The S4A Philosophy

Our core philosophy is people then process. With this approach we are more flexible, stimulating, creative, collaborative and successful together. Below are the specific behaviours and skills we care about the most and look for in our team members:



## PASSION

You *inspire others* and *care intensely* about the families we work with. You are *quietly confident* and *openly humble*.



## IMPACT

You accomplish important work tasks and *work to make your team better*. You have a laser focus on *results over process*.



## INNOVATION

You *create new ideas* that prove useful. You *challenge assumptions* and *suggest better approaches*. You thrive on change.



## COURAGE

The *willingness to say what you think* when it is in the best interest of S4A as well as having the ability to make tough decisions. You are a risk taker, *open to failure* and have the *courage to question* actions inconsistent with our values.



## INTEGRITY

You are *honest* when talking about team members both to their face and others. You are able to *admit mistakes freely* and *treat people with respect* regardless of their status or disagreement with you.



## SELFLESSNESS

You seek what is best for S4A, rather than what is best for yourself. Making time to *help team members* and *share information openly* and proactively is key.



## COMMUNICATION

You listen well and *seek to understand* before reacting. You maintain calm poise in stressful situations to draw out the clearest thinking. You provide honest, helpful, timely feedback to team members.



## JUDGEMENT

You are good at *using data to inform your intuition*. You make decisions based on the long term, not the near term.



## CURIOSITY

You *learn rapidly and eagerly* whilst contributing effectively outside of your speciality. You also *seek alternative perspectives* to gain balance and greater understanding.

# The Opportunity

**JOB TITLE:** *Play Leader*

We are looking for positive individuals who are passionate about working with primary-aged children and can bring energy and enthusiasm with them every day.

As a lead coach, you will be responsible for ensuring a fun, active, and stimulating safe place for children to enhance their physical education

You will need to be able to adapt your skills and experience to work inclusively across all physical education lessons. As well as being able to confidently build and maintain positive relationships with children, parents, schools, and the S4A team.



## CONTRACT TYPE

*Term Time Only or Full Time*



## FINANCIAL OFFER

*£10.00 - £12.50 Per Hour*



## CLOSING DATE

*Rolling Deadline/Ongoing Applications*



# Benefits On Offer

## Additional Benefits Include:

- Free Childcare
- Company Events
- Choice of Bespoke Benefits
- Employee Assistance Programme

## Training Provided (if required)

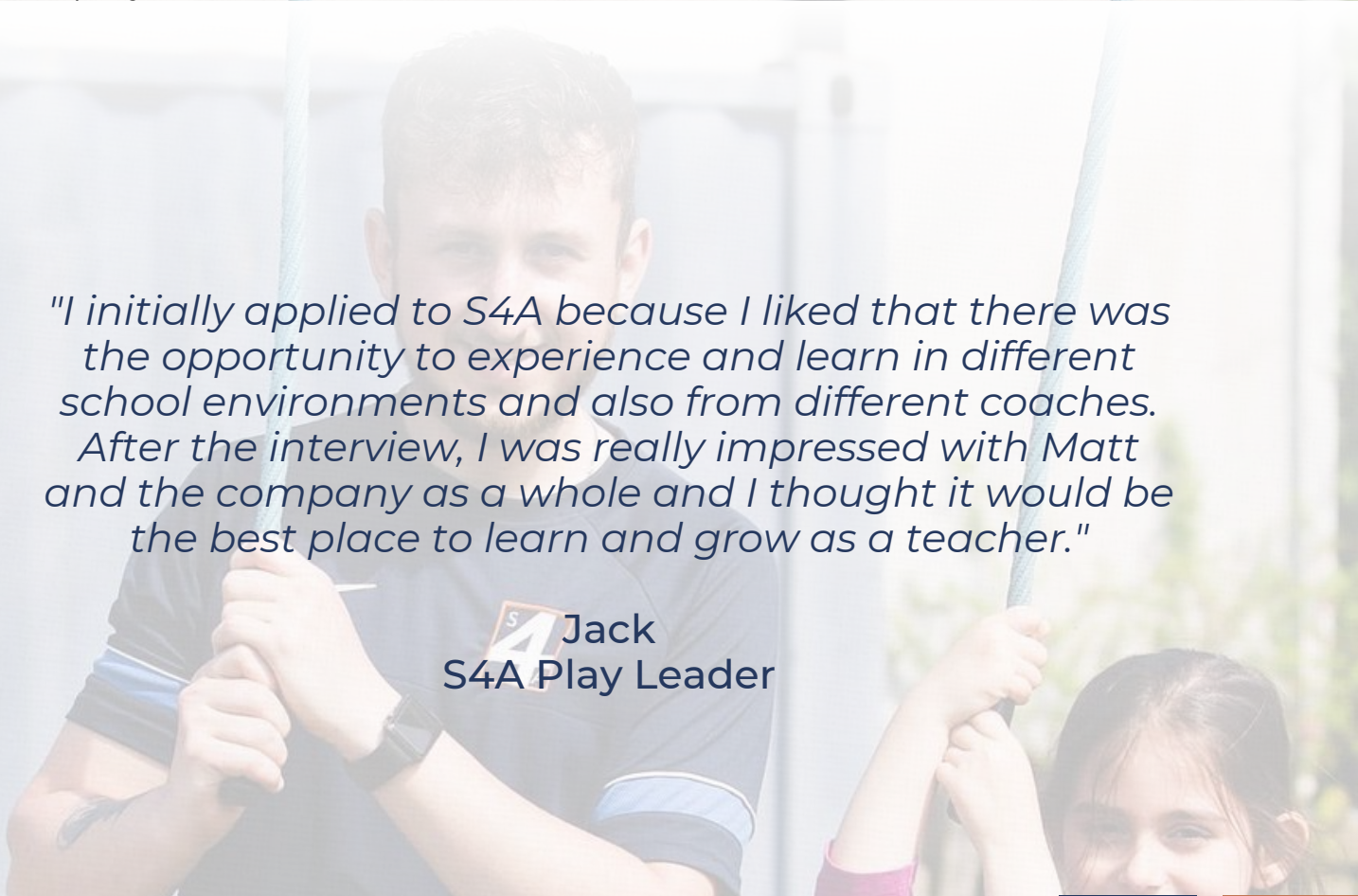
- Level 2 NGB Qualification
- Safeguarding Level 3
- Paediatric First Aid Level 3

## Safeguarding Statement

S4A Group Ltd is fully committed to safeguarding and protecting the welfare of all children. We recognise our responsibilities to take all reasonable steps to promote safe practice and to protect all young people from harm, abuse and neglect. This job is subject to receipt of enhanced DBS disclosure.

## Person Centred Goal:

*Freedom & Responsibility* - Our goal is to inspire people more than manage them. We trust our teams to do what they think is best for S4A - giving you freedom, power and information in support of your decisions. In turn this generates a sense of responsibility and self discipline that drives us to do great work that benefits the company.



*"I initially applied to S4A because I liked that there was the opportunity to experience and learn in different school environments and also from different coaches. After the interview, I was really impressed with Matt and the company as a whole and I thought it would be the best place to learn and grow as a teacher."*

**Jack**  
S4A Play Leader

# Duties & Responsibilities

## Overarching Responsibility

To prepare, deliver and evaluate well-structured and progressive physical activity sessions programmes ensuring a high quality, enjoyable experience centred around the needs of the participants.

## Duties and Responsibilities

- Delivering interactive and high-quality lessons, lunchtime clubs, and after-school clubs through thorough planning and preparation.
- Being professional in your interactions with children, parents, colleagues, and schools.
- Safeguarding the children.
- Teaching relevant skills, progressions, and techniques.
- Making sure health and safety procedures are being followed by all members of staff.
- Being familiar with and following all company policies and procedures.



## What Qualifications Do I Need To Deliver The Above Duties?

We are not driven by your experience, education, qualifications or lack of. You are going to work with caring, energetic and happy people with the children's best interest at heart. If this sounds like you we will give you all the tools that you need to be an S4A Role Model.

*"I applied to work for S4A, as I've got a passion for sports, and want to pursue a career in teaching and within the sport department. S4A provides the opportunity and the right experience I need to develop as a coach, teacher and as a man. Wishing to grow within the company and achieve as much as I can."*

Ebi  
S4A Play Leader

# Next Steps

As an organisation, it is part of our mission to create an inclusive society and we pride ourselves on operating a diverse environment with equal opportunities for all. All qualified applicants will receive consideration without regard to race, religion, ethnicity, gender, sexual orientation, age or disability.

## Stage One

### Apply

You can apply for this role by emailing a CV & Covering letter to:

[INFO@S4ACLUB.CO.UK](mailto:INFO@S4ACLUB.CO.UK)

## Stage Two

### Telephone Interview

Once you have applied, our Operations Manager will conduct a telephone interview to get to know more about you.

## Stage Three

### Practical Assessment

We will then invite you for a practical assessment, this will be tailored for the job role you have applied for.

## Stage Four

### Formal Interview

If you are successful at Stage Three you will be required to attend a face to face interview with a member of our senior leadership team.

## Stage Five

### Job Offer & Induction

If we feel you are the perfect fit for S4A, you will be offered the role via telephone, with details of your induction emailed to you.

We aim to operate an inclusive recruitment process, however if you require any adaptations, support or additional information please contact us at [info@s4aclub.co.uk](mailto:info@s4aclub.co.uk).





## S4A Group Ltd

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