

Community Health & Fitness Coach – Job Description

The Albion Foundation is the official charity partner of West Bromwich Albion Football Club.

A Proud Albion Family, Engaged, Inspired and Achieving its Potential.

Making a measurable difference in the heart of our community.

We Care About Making a Difference.

Diversity is important to us; Growing, Maintaining and Promoting a diverse team is top priority for us. We encourage applications from a diverse range of suitably qualified candidates and would encourage Sandwell residents to apply.

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|---------------------------------|---|
| Job Title: | Community Health & Fitness Coach |
| Reports to: | Community Engagement Manager or Lead |
| Contract term and hours: | <p>12-month Fixed Term contract 10 – 16 hours per week (dependent on applicant availability)</p> <p><i>This position will require flexibility, including evening and weekend work to ensure full engagement with community groups and programmes. The role will involve regular travel within the local community, so a driving licence and access to a vehicle may be required.</i></p> |
| Department: | Community Engagement – Go Local |
| Salary: | £22,500 - £24,999 pro-rata |

Job purpose:

The Community Health & Fitness Coach will be responsible for delivering fitness and health programs that encourage active lifestyles, improve physical well-being, and promote mental health within the community. The role involves engaging individuals across all ages, providing support in reaching their fitness goals, and creating inclusive environments for people to learn about healthy living.

The ideal candidate will be passionate about community engagement, health, and fitness, with the ability to motivate others to lead healthier lives.

Key responsibilities:

Programme Delivery:

- Plan, develop, and deliver health and fitness programmes tailored to various community groups, including children, adults, older adults, and people with specific health needs.



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- Run regular fitness classes, sports sessions, and physical activities that promote cardiovascular health, strength, flexibility, and overall well-being.
- Provide guidance on nutrition, lifestyle, and mental health to support a holistic approach to fitness.

Community Engagement:

- Build relationships with local residents in Sandwell, schools, community centres, and organisations to promote participation in health and fitness programmes.
- Encourage active participation from disadvantaged groups or those with specific needs, ensuring programmes are inclusive and accessible.
- Act as a positive role model, inspiring individuals to lead healthy, active lives.

Health & Well-being Support:

- Support individuals in setting and achieving their personal health and fitness goals.
- Provide one-to-one coaching or group sessions on fitness plans, healthy eating, and mental health.
- Foster a supportive and non-judgmental environment, helping participants feel comfortable and motivated to make changes in their lifestyle.

Education & Awareness:

- Deliver workshops, talks, and educational sessions on key health topics such as physical activity, mental health, nutrition, and the importance of regular exercise.
- Raise awareness of the health services and resources available in the community.

Monitoring & Reporting:

- Track the progress of participants and regularly assess the impact of the programmes on their health and fitness outcomes.
- Collect feedback from participants to inform and adapt future programming.
- Report on outcomes to the Community Engagement Manager, ensuring all activities meet the objectives and goals of The Albion Foundation and funders.

Safeguarding & Safety:

- Ensure all health and fitness activities are safe, fun, and inclusive, following relevant health and safety guidelines.
- Adhere to safeguarding policies, ensuring the well-being of all participants in the programmes.

Personal Attributes:

- Passionate about health, fitness, and well-being with a genuine desire to make a positive impact on the community.
- Energetic, enthusiastic, and able to inspire others to reach their fitness goals.
- Empathetic and patient, able to support individuals at different stages of their fitness journey.
- Flexible, organised, and able to manage multiple programs simultaneously.

For all Albion Foundation staff

Promote a positive and professional image at all times including appearance and punctuality.

Have an understanding of the Albion Foundation departments and projects and encourage additional participation.
Attend performance reviews, staff meetings and training as requested.
Any other duties deemed appropriate by line manager or equivalent.

The Albion Foundation

Community Health & Fitness Coach – Person Specification

| Education & Qualifications | Essential | Desirable | Measured |
|---|-----------|-----------|------------------------|
| Degree or equivalent qualification | | ✓ | Application |
| Level 2 or 3 qualification in fitness, personal training, or sports coaching (or equivalent) | ✓ | | Application |
| Multi Skills Level 2 | ✓ | | Application |
| FA First Aid & Safeguarding Qualification | ✓ | | Application |
| Enhanced DBS check (or willingness to undergo DBS check). | ✓ | | Application/Onboarding |
| Essential attributes | | | |
| Experience of delivering health and fitness sessions to a variety of age groups and abilities | ✓ | | Interview |
| Understanding of the benefits of physical activity for mental and physical well-being | ✓ | | Interview |
| Strong communication and motivational skills, with the ability to engage and inspire participants | ✓ | | Interview/Practical |
| Ability to plan, organize, and deliver high-quality fitness and health programmes | ✓ | | Interview/Practical |
| Desirable attributes | | | |
| Experience in community-based fitness or health promotion | | ✓ | Interview |



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|---|--|---|----------------------|
| Additional qualifications such as Level 4 GP Referral or Mental Health First Aid | | ✓ | Interview |
| Experience of working with specific groups, such as older adults or people with long-term health conditions | | ✓ | |
| First Aid & Safeguarding qualifications | | ✓ | Interview/Onboarding |

Equality & Diversity

| | | | |
|---|---|--|-----------|
| Must be able to recognise discrimination in its many forms and adhere to Foundation's Equality policies | ✓ | | Interview |
| Able to work within a diverse community and draw on individual strengths to promote equality & diversity. | ✓ | | Interview |

Additional information

This job description aims to provide a guide to the main roles and responsibilities involved in the post at the date that it is drawn up; it does not provide an exhaustive list.

TAF (The Albion Foundation) changes to meet the demands of customers and stakeholders, therefore duties included in the role may change and job descriptions will be reviewed and updated accordingly. Employees are expected to be adaptable and employ a flexible approach to their work.

All staff are expected to:

- Demonstrate and uphold TAF's values, adhering to the Staff Code of Conduct.
- Conform to TAF's Safeguarding policy, demonstrating a commitment to safeguarding and the welfare of all young people and vulnerable adults.
- Conform to TAF's Equality and Diversity policy and championing improvements.
- Attend and participate in INSET/training days and continually commit to build on your personal Continual Professional Development.