



Job Title:	Sports Lead
Salary:	£25,288 -£26,319 (FTE) depending on experience
Location:	BLGC site and Community
Reports to:	Head of Youth Service & Partnerships
Contract:	Permanent
Hours:	21- 25 hours across a minimum of 3 evening sessions a week

The Charity

Bolton Lads and Girls Club (BLGC) is a community-based charity driven by a mission to ensure that every child and young person in Bolton has 'the best possible start in life, so that they have every chance to achieve their aspirations, succeed and be happy' (Bolton Vision 2030). BLGC provides innovative and accessible services, to enable children and young people to do what they want, where they want, in an inclusive and integrated environment.

We support children and young people and families, especially those from disadvantaged backgrounds, to live happier, healthier and safer lives. Each year we support around 4,500 individuals through our services across Bolton and the surrounding area, and through our outreach in schools and community settings.

Our offer includes: A Universal Youth Provision providing diverse youth club activities, sports, multi-media, social interaction and arts; a Targeted Youth Service providing critical support to some of our most vulnerable children and young people and families in the community and a Football facility that provides fundamental football skills and emphasises the importance of inclusivity and teamwork.

In 2024 BLGC became a certified Great Place to Work

Our Vision and Mission

Vision

Every young person in Bolton has the opportunity to be the best they can be.

Mission

We will provide great places to go, positive things to do, and people that care.

BLGC Enriching Young Lives

Infinity 18 Spa Road Bolton BL1 4AG

01204 540100 | info@blgc.co.uk | blgc.co.uk

Registered Charity No: 1051292





Our Key Principles

- Keep things simple.
- Always do the right thing.
- Offer excellent customer service.
- Provide an environment for people to be the best they can be.
- Be exceptional in the moments that matter.

Our Values

Driven

We don't give up and we do whatever it takes.

Empowering

We enable people to be the best they can be.

Fun

If you enjoy what you do, you do it better! Work is serious and we do it with a smile on our face.

Caring

Genuine people who care make the difference.

Excellence

We aim to deliver the highest standards of service and continuously improve through robust quality assurance and innovation.

About the role

If you're passionate about the power of sport to change lives, this is the role for you.

As Sports Participation Lead, you'll use sport and physical activity to engage and inspire children and young people, helping them to build confidence, teamwork, and a sense of belonging. You'll lead the design and delivery of inclusive, high-quality sports programmes across BLGC sites and community settings, ensuring that every young person — regardless of ability or background — has the opportunity to participate and thrive.

You'll work closely with colleagues across youth participation, wellbeing, and projects to create joined-up opportunities that promote physical health, emotional wellbeing, and positive social development.

Main Responsibilities

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- Lead the development and delivery of a diverse, inclusive sports participation programme across BLGC sites and outreach settings.
- Engage children and young people in sport, developing positive relationships and promoting participation for enjoyment, wellbeing, and personal growth.
- Coordinate sports sessions, leagues, and tournaments that promote teamwork, resilience, and respect.
- Ensure opportunities are accessible to all young people, including those with additional needs or from disadvantaged backgrounds.
- Act as a role model, promoting positive behaviours, inclusion, and BLGC's values.
- Support and guide youth workers, volunteers, and young leaders involved in sports delivery.
- Build partnerships with local clubs, schools, and community organisations to enhance sports opportunities and pathways.
- Promote and safeguard the welfare of children and young people at all times.
- Support data collection, evaluation, and reporting on participation and outcomes.
- Contribute to cross-club initiatives and projects that encourage active lifestyles and positive engagement.
- Work collaboratively with other BLGC leads to ensure a joined-up, holistic approach to youth provision.
- Undertake training and professional development relevant to the role.
- Ensure all BLGC policies, safeguarding practices, and procedures are followed.
- Undertake any other work requested by your line manager

Person Specification

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Selection Criteria A=Application / I=Interview	Essential ✓	Desirable ✓	Method of Assessment ✓
Qualifications			
Recognised qualification in sports.	✓		A
Degree or equivalent in Sports Development, Physical Education, or Youth & Community Work		✓	A
Safeguarding and First Aid certificates (or willingness to obtain)		✓	A
Experience			
Minimum of two years' experience delivering sports or physical activity programmes for young people aged 8–19.	✓		A
Strong commitment to young people and ability to engage and build positive relationships with young people from a range of backgrounds	✓		A/I
Able to adapt and change working styles based on the young people's wants and needs	✓		A/I
Experience plan, deliver and evaluate sports projects or community initiatives including collecting data and reporting on impact/outcomes.	✓		A/I
Experience of managing group behaviour and responding appropriately to challenging situations	✓		I
Experience developing inclusive environments that encourage participation and wellbeing for all groups i.e. SEND, Girls Only		✓	A/I
Knowledge and Skills			
Understanding of the role of sport and physical activity in promoting health, wellbeing, and youth development	✓		A/I
Understanding the challenges faced by young people and issues facing their lives		✓	I
Knowledge of partnership working across schools, community sport, and local authorities		✓	A/I
Working knowledge safeguarding, risk assessment, and inclusive practice	✓		A/I
Ability to assess risk, maintain safe practice, and ensure the wellbeing of all participants	✓		I
Understand the impact of trauma and adverse childhood experiences of children and young people and its relevance to youth engagement		✓	A/I
Working knowledge of youth participation and the Lundy model		✓	A



Special Requirements			
A willingness to cover events, holidays and staff absence	✓		
A willingness to work regular evenings and weekends	✓		
Good planning and organisational skills and flexibility to adapt to circumstances	✓		
Creative and solution-focused in overcoming barriers to participation	✓		

In addition, we will need the following:

- Confirmation you are eligible to work in the UK (the successful candidate will be required to provide documentary evidence before a job offer is confirmed).
- Any reasonable adjustments we can make to assist you in your application for the selection process.
- In accordance with our Child Protection and Safeguarding procedures, this position requires an Enhanced DBS.

Why join Team BLGC?

BLGC is a great place to work, we work hard, but we have fun! We change and save the lives of thousands upon thousands of children, young people and families. In addition, we also offer the following:

- Flexible working opportunities
- Generous leave benefits
- Contributory pension scheme
- On site gym
- Birthday leave
- Enhanced Compassionate Leave
- Enhanced Maternity Pay

In 2024 Great Place To Work® recognised Bolton Lads and Girls Club on the following Best Workplaces Lists.

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Company Culture at Bolton Lads and Girls Club

The employee experience below at Bolton Lads and Girls Club, compared to a typical company.

93% of employees at **Bolton Lads and Girls Club** say it is a great place to work*, compared to **54%** of employees at a typical **UK based company**.



*Responses to the statement "Taking everything into account, I would say this is a great place to work." vs. a typical UK company.

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