



**Sport and Faith Leader (East Zone Leader)**

**Full-time (37.5hrs)**

**Thameshead and Cirencester Location**

**JOB APPLICATION PACK**



Thank you so much for your interest in joining Sportily as a **Sport and Faith Leader in our East Zone**, overseeing our established work in Thameshead and our emerging work in Cirencester and the surrounding villages. This information pack provides information about the role, plus some further background to Sportily.

**This role involves leading, delivering and co-ordinating our work across our East Zone. Currently this includes:**

- i. **The work in Thameshead. This is well established with a very strong local advisory group working alongside the Benefice. This includes extensive work in a number of primary schools as well as community initiatives and the youth club in Kemble.**
- ii. **The developing work in Cirencester which currently is based in the centre mostly through the [Old Department Store](#) and the land and schools around Cirencester Skate Park.**
- iii. **The emerging work in the surrounding villages often linked to their village schools.**

**We envisage that the scale and scope of what is delivered will grow and develop and that a wider team will be developed to mirror our other zones. This team would include Sport and Faith Coaches, Sports Coach Apprentice, Sessional Workers, Placement Students and local volunteers. As the scale of what is delivered grows so will this team.**

**You'll be supported in your role by a peer group of four other Sport and Faith Zone leaders and the Sportily Leadership and Support Teams.**

*If you are looking for a part-time role then the Cirencester based element of the role would be recruited for separately and you would take a lead on our Thameshead work (0.5fte).*

## **Introducing Sportily**

Fluff it. Duff it. Score it. Smash it. Whatever you do, just give it a go. That's our motto for sport and for life. We're for jumping right in and going on new adventures together, as a team. We are a place for children, young people and their families to try different sports, make new friends and explore what life is all about. So, we do all sorts of sports and activities, some you'll know, some you might not (heard of Kabaddi?), we hang out, we chat, we eat and we discover new things. What matters is we have a laugh while doing it.

We believe that being more active, like the Christian faith, can change your life forever. And so we're here to get everyone moving and show that things are a lot more fun when we're kicking, diving, riding, rolling, running and jumping around together.

We're passionate about building a network of fun-loving sport and faith groups where everyone is invited to try different sports, make new friends and explore what life is all about.

We're also passionate about seeing new Christian communities emerge from the work we are going connecting with children, young people and their families who are not part of the traditional church. This is exciting, challenging and pioneering.





## Will you join our team?

If you have questions about Sportily or this role, what it might look like and how we might see it being successfully fulfilled, please contact us as we'd love to explore this in conversation with you. Equally, if the role excites you, but the location isn't right, please get in touch to discuss similar vacancies elsewhere in Gloucestershire.

Sportily believes in the transformative 'power of sport' and active lifestyles and recognises that sport and physical activity are a positive way to build integrated communities and help address societal issues such as poor health and wellbeing, social isolation and loneliness delivering holistically healthier futures for all, whilst also providing opportunities for exploring the Christian faith.

Sportily uses the word 'sport' to encompass all forms of physical activity, which aim at expressing or improving physical fitness, mental wellbeing and the formation of social relationships.

The charity is ecumenical and run in partnership with the Church of England in the region, providing opportunities open to all – **"Run by Christians, Open to all"**. You do not need to be a member of a Church of England church to work with us. Our network of Sportily Sport and Faith Coaches and Leaders work using our 7 spaces framework, leading sports clubs, residential camps, coaching a variety of sport teams and providing high quality PE lessons, through partnerships with primary and secondary schools. We play sports and invite people to talk about life and explore the Christian faith.

## We are striving to see:

- Children and young people's lives, and their communities transformed through sport and physical activity;
- Leadership gifts and vocational calling identified, nurtured and invested in;
- People of all ages, invited to explore and encounter the Christian faith;
- New expressions of church established, for the younger generations, with sport and physical activity at their core.

Within this Sportily is committed to providing the best quality sports coaching and education, with fun and joy being at the heart of all the sessions. 'We bring the energy that gets you moving'

**Sportily is committed to increasing the diversity of participation in sport and physical activity along with recruiting and developing a team that reflects the communities we serve.**

**We welcome applications from all sections of the community and actively encourage applications from women and people from UK Minority Ethnic backgrounds who are currently under-represented in the organisation.**





## Introducing the role

**We are looking for someone with a passion for engaging with children, young people and families through sport and physical activities and who is excited by our vision and what we do.**

This is a fantastic opportunity to work alongside some incredibly gifted team members to really see our work in this area flourish, thrive and grow. You'll develop and deliver our long standing and well supported work in Thameshead as well as build on our initial work in Cirencester and some of the surrounding villages. This will include lots of engagement and delivery with local schools (primary and secondary), developing young leaders and pioneering the establishment of opportunities for people of all ages to encounter the Good News and enjoy God together in physically active ways.

## What you'll do

### **Sport and Faith Leader for our East Zone**

Sportily operates in five geographical zones, each Zone lead by a Sport and Faith Leader.

As leader in the East Zone you will support and manage as a 'peer practitioner', and through this foster the sense of localised team within the East Zone. This team is currently being developed as the quantity of work being delivered grows. This team currently consists of sessional workers, an experienced and qualified Sport and Faith Coach who delivers fitness sessions part-time in Cirencester and local volunteers and a strong local advisory group in Thameshead. It is hoped that team will grow in additional sessional workers, coaches, volunteers and a Sports Coach Apprentice.

Within the role you'll be hands on developing and delivering a diverse and exciting programme of sport and physical activity sessions to meet local need. 'Experiment widely' is our current philosophy as we #Giveitago together.

In our East Zone we've been active in Thameshead for many years, spanning back to previous iterations of what we now call Sportily. Sportily is an integral part of the youth and children's work of the benefice and as is supported as such. We are very active in serving Kemble, Sapperton and Rodmarton schools as well as running a wide variety of community activities including Kemble youth club. We also explore different ways of being church and growing new Christian Communities.

In the last 12 months we have piloted and run some work in Cirencester much of which has been fitness based in the centre based out of Grace Network as well as a new and thriving Active Tots group. Also, in Cirencester we have delivered some focused work around the skate park at Kings Hill. We have run sessions from the unused youth cabin as well as sessions in both the primary and secondary schools and run regular HAF sessions out of Chesterton Primary School. We are looking to solidify our Cirencester offer with a more regular programme so given us greater depth do that we can initiate some new Christian communities with a youth and children focus.



We have also seen real growth in the interest coming from the surrounding villages and schools and so this role will be about leading us here ensuring we know what we should be doing as well as why we are doing it and ensuring we are able to deliver it.

This unique opportunity will enable the postholder to both pioneer something new, and further develop something established. By working cohesively across both locations you'll engage with children in primary schools and journey with them as they move to the larger market town secondary schools.

The geographical and missional link between these locations adds clear strength to our approach in the area delivered through this role. In both locations you'll build new community sports based activity programmes, work with schools, explore faith with children, young people and families and pioneer new worshipping communities using our 7 spaces framework (See Appendix 2).

Additional information about the area and our vision for Sportily in Thameshead and Cirencester can be found in Appendix 1, along with an indication of the types of sessions that might be developed. This really is a wonderful context in which to work, in a role which really does offer a great range of we supported opportunities to the postholder.

Across our network we deliver everything from breakfast clubs to holiday camps, afterschool clubs, youth sports clubs, residential trips, leadership development sessions, varied schools based work (PE, PlayLeaders, ActiveRE), Pilates sessions, ActiveTots, detached pop up sports sessions and places where people can explore the Christian faith and discover together what it looks like to encounter and enjoy God through physical activity as an act of worship.

This role isn't simply running what's been done before or done elsewhere, we want you to bring your creativity and experience and work with local stakeholders to build pioneer a programme and deliver an exciting range of community and school-based sport and physical activity provision and seek out new opportunities for growth. You'll also lead on developing partnerships, investing in the team and maintaining relationships with local churches, schools and stakeholders.

You'll work closely with, and be supported by, the Sportily Leadership Team and zone leaders from our other zones. Our Support Team also provides administrative backup across everything from HR to finance and marketing.

**We understand** that a multifaceted role can seem daunting, especially when laid out like this. We want to reassure you that our expectations are realistic, we are not looking for a super-human who will work every hour of every day, and that you'll be working as part of a supportive team which will ensure you have sufficient time and resources to make a tangible difference across all three areas of the role, without feeling burnt out and stretched too thin.





## What you'll be like

We are looking for someone who loves to use sport to connect with people and is passionate about sharing the Christian faith in innovative ways beyond the walls of traditional church. You'll be someone who brings the energy that gets people moving and approach everything you do with a fantastic sense of fun. You'll be committed to investing in, supporting and developing individuals within a team. You'll work hard, but thrive off seeing things develop and grow, and seeing children and young people enjoying being active, learning new skills and creatively encountering Jesus Christ through sport and physical activity.

**We know that** when people read Job Descriptions, they can sometimes downplay to themselves their own abilities, skills and experience and therefore choose not to apply. Perhaps you're thinking that this sounds like a really exciting role, but you're not sure you have the skills and experience we're looking for. If that's you, please get in touch for an informal chat about the role. Tell us what your strengths are, be honest about where you feel you may be lacking in experience or training, and if you are the right person to join us we can work together to invest in you and all that you can bring to Team Sportily. If you're excited by the job, please don't be put off applying or making contact, we really would love to hear from you.

## How we'll support you

We are proud to provide excellent opportunities for everyone who serves with us as employees and volunteers, investing in training and development and doing all that we can to ensure everyone in our team is able to use fully utilise their gifts, skills and potential.

We run an ongoing programme of training and development which includes accredited sports training options and pioneering ministry. We also invite all employees to identify training and development needs specific to them.

You'll be supported in your role by Richard Witham (Co-CEO) who will be your Line Manager, the Leadership Team and the Support Team which includes admin staff and our Marketing and Communications Officer, as well as local ministers and congregations. You'll also work with a fantastic team of local volunteers, as well as employees, partners, local Christians, and workers from elsewhere in the network – we serve together as 'Team Sportily', no one is left to feel isolated.

Sportily is a Living Wage and Living Pension employer committed to ensuring that individuals receive appropriate remuneration for the work they undertake and their performance within their role. Salaries are reviewed annually and we'll make employer pension contributions of up to 15%.

We believe that periods of rest and restoration are important and provide full time employees with 30 days annual leave per year, with bank/public holidays in addition to this. This is pro-rata for part time employees.



## Key information

<b>Job title</b>	Sport and Faith Leader
<b>Salary</b>	£34,000-36,500
<b>Pension</b>	12% employer and 2 % employee contributions, with an additional 3% employer contribution to match up to the first 3% of additional employee contributions.
<b>Annual leave</b>	30 days per year plus Bank / Public holidays (pro rata)
<b>Working arrangements</b>	Based in our Thameshead and Cirencester locations with an appropriate office base provided as needed
<b>Deadline</b>	2 September 2025, 9am
<b>Interviews</b>	17 September 2025 in Cirencester

If this role and our vision is something that excites you and you believe that you have the skills, experience and motivation required, we would very much like to hear from you and we look forward to receiving your completed application form. Please submit your application by email to [joinus@sportily.org.uk](mailto:joinus@sportily.org.uk).

If you would like to arrange an informal conversation with me about Sportily and this role, please email [richard.witham@sportily.org.uk](mailto:richard.witham@sportily.org.uk) and I would be delighted to arrange a time for us to speak.



Richard Witham  
Co-CEO



**For the first-timers, the can't-catchers, and the kick-it-outers.  
For the slam-dunkers, the back-of-the-netters, and the hole-in-oners.  
We bring the energy that gets you moving.**







## Job Description and Person Specification

<b>Job Title</b>	<b>Sport and Faith Leader</b>
<b>Line Manager</b>	Richard Witham (Co-CEO)
<b>Key Relationships</b>	Sport and Faith volunteer team in the Sportily location Sportily Leadership and Sports and Faith teams Local schools and charity/community partners Local church leaders and volunteers
<b>Responsible for</b>	Sport and Faith Coaches, Trainees, Apprentices and Sessional Workers in the West Zone. Sport and Faith Team volunteers
<b>Requirements</b>	This role carries an occupational requirement that the postholder is a practicing Christian within the provisions of the Equality Act 2010. This post is subject to an Enhanced Disclosure and Barring Service Check Sportily will appoint under the CofE safer recruitment national framework
<b>Date of issue</b>	June 2025

### Context for this role

As Sportily, we are creating a network of fun-loving sport and activity groups, where all children, young people, and their families can try different sports, make new friends and encounter the Christian faith with others.

*Some evening and weekend working will be required to fulfil this role.*

*Sportily is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment, to work within the policy and procedures of the relevant safeguarding policy and are required to attend all relevant safeguarding training. This post is subject to a satisfactory Enhanced Disclosure and Barring check. Appointment will be made under CofE safer recruitment framework.*



### **Purpose of this role**

To serve as Zone Leader supporting and managing the Sport and Faith Team in the East Zone.

To deliver high quality sport and physical activity-based sessions in community and/or school settings with a focus on Cirencester and Thameshead locations.

To pioneer, develop and lead an expression of the Sportily seven spaces framework that sees:

- Children and young people's lives, and their communities transformed through sport and physical activity;
- Leadership gifts and vocational calling identified, nurtured and invested in;
- People of all ages, invited to explore and encounter the Christian faith;
- New expressions of church established, for the younger generations, with sport and physical activity at their core (a new worshipping community).

### **Location and Dimensions**

Sport and Faith Leader for Sportily East Zone across Thameshead location (0.5fte) and Cirencester location (0.5fte). (See job pack Appendix 1)

Working with local churches, volunteers and the Location Advisory Groups to develop and deliver the Sportily Plan

Due to the nature of our work, this is an essential car user post and mileage for work purposes will be reimbursed as an expense.

### **Responsibilities**

Sport and physical activity based new worshipping communities	<ul style="list-style-type: none"><li>• Develop, lead and coordinate the provision of innovative programmes of sport and physical activity, that also contribute to the building of active communities</li><li>• Lead sport, physical activity and faith based school lessons, after school club sessions, community sports sessions, holiday clubs and physical activity based work with children, young people and their families</li><li>• Design, pilot and grow new aspects of sport and physical activity based work with children, young people and their families</li><li>• Ensure the provision of opportunities, naturally integrated into the activity programme, through which people of all ages can explore the Christian faith and the difference Jesus can make to the challenges and adventures of life, and be invited to respond to the Good News</li><li>• Engage relationally, spiritually, evangelistically and pastorally with participants, sharing the Christian faith and discipling others through words and action</li><li>• Pioneer and Lead the emergence of a contextually relevant new worshipping community using the Sportily 7 spaces framework, primarily focused on younger generations who have had no significant engagement with church, with sport and physical activity at their core</li></ul>
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Financial sustainability	<ul style="list-style-type: none"> <li>• Pursue the journey towards financial sustainability for the Sportily location from a blend of giving, earned income and grant funding</li> <li>• Explore and establish opportunities for income generating activity in the Sportily location</li> <li>• Work with the Leadership Team to explore potential opportunities for taking operational responsibility for and/or ownership of community facilities and services by Sportily</li> </ul>
Leadership development	<ul style="list-style-type: none"> <li>• Lead and coordinate the delivery of the Sportily Leadership Development Programme within the Sportily Zone and location</li> <li>• Create opportunities for children and young people to grow leadership confidence and capability through sport and physical activity</li> <li>• Build, lead and invest in the development of a team of Sport and Faith Volunteers in the Sportily location and Zone</li> </ul>
Zone leadership	<ul style="list-style-type: none"> <li>• Support and manage Coaches, Trainees, Sessional Workers and Apprentices as deployed to the Zone</li> <li>• Provide support, advice and guidance to those team members who have lead responsibilities for Sportily locations within the Zone</li> <li>• Provide 121 line management and oversight as appropriate for each individual</li> <li>• To be supported in these responsibilities by the Leadership Team</li> </ul>
Partnership, learning and networking	<ul style="list-style-type: none"> <li>• Work in close partnership with the local churches and their leadership ensuring join up, collaboration and mutuality in both planning, development and delivery</li> <li>• Work to ensure the churches and local Christians are fully informed of, engaged with and invited to support Sportily's work here</li> <li>• Ensure full participation in the Sportily monitoring, evaluation and learning processes - providing reports and information as requested</li> <li>• Support the wider work and development of the Sportily network</li> </ul>
Other responsibilities	<ul style="list-style-type: none"> <li>• Promote and communicate the activity programme of the Sportily location so as to increase engagement</li> <li>• Develop active partnerships, and explore new working opportunities, with churches, schools, other community organisations and stakeholders</li> <li>• Ensure that all activity undertaken operates within a secure health, safety and safeguarding framework, in line with Sportily policies, processes and expectations</li> <li>• Work alongside others to build a culture and practice of prayer to support the activity of Sportily</li> <li>• Be conversant and comply with all Sportily policies and operating practices</li> <li>• Engage with personal training and development opportunities</li> <li>• Undertake other duties, or hold other network wide responsibilities, as can be reasonably requested and expected</li> </ul>



Attributes	Essential attributes, desirable where noted
General	<ul style="list-style-type: none"> <li>• Actively investing in growing as a disciple of Jesus Christ and participating, in good standing, in the life of a worshipping community either Anglican or affiliated to either Churches Together in Britain and Ireland or the Evangelical Alliance</li> <li>• Strongly supportive of Sportily aims and ethos</li> <li>• Committed to sharing the Good News of Jesus Christ with others</li> <li>• Demonstratable ability to inspire trust and confidence in others</li> <li>• Committed to the protection and safeguarding of children, young people and vulnerable adults</li> </ul>
Qualifications and training	<ul style="list-style-type: none"> <li>• Educated to A-level, NVQ Level 3 or equivalent qualification</li> <li>• Level 2 Certificate in Coaching (Sport and Physical Activity), or similar qualification, or willingness to undertake this post-appointment</li> <li>• Management training, qualification, or experience (<i>desirable</i>)</li> <li>• Youthwork, theology or teaching qualification (<i>desirable</i>)</li> <li>• Full UK Driving Licence</li> </ul>
Knowledge, experience, skills and abilities	<p>Experience of:</p> <ul style="list-style-type: none"> <li>• Working with children and young people</li> <li>• Sharing Jesus with those not of a faith background</li> <li>• Leading, managing and working with volunteers</li> <li>• Promotion and communicating</li> <li>• Building effective partnerships with stakeholders such as churches, schools, leaders and community organisations</li> <li>• Working effectively on own and as part of a team - ensuring consistency of short-term actions and long-term goals</li> <li>• Strong interpersonal skills - building and motivating individuals and teams</li> <li>• Planning, organising, prioritising, meeting deadlines and reporting effectively on work undertaken</li> <li>• Communicating and influencing effectively with a wide variety of audiences</li> <li>• Computer literate and conversant with digital communication channels</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Visionary and strategic</li> <li>• Innovative, entrepreneurial, pioneering, motivated and confident</li> <li>• Demonstrates initiative and perseverance – anticipates situations, problems and opportunities and takes appropriate action</li> <li>• Takes personal responsibility for professional and spiritual growth</li> <li>• Able to operate as a reflective practitioner and to share learning with others</li> <li>• Approachable and helpful, with good interpersonal skills</li> <li>• Listens, coaches and gives clear, honest and constructive feedback</li> <li>• Confidential, trustworthy, respectful, considerate, generous, and patient</li> </ul>



## Appendix 1: Sportily Thameshead and Cirencester



(Shading: Approximate area of focus)

### Thameshead

Sportily Thameshead is an established location situated in the South Cotswolds where we operate across nine village contexts including Kemble, Rodmarton, Sapperton and Coates directly to the east of Cirencester. The area is home to the source of the River Thames, hence the name 'Thameshead'.

Sportily Thameshead has been established for over a decade and is blessed by strong partnership support from the local churches in the area and a committed team of volunteers. A focus of our work here is on engagement with local primary schools where we are currently actively involved in three and run afterschool sports clubs, our ActiveRE programme and special community sports events.

A Location Advisory Group provides support, guidance and input into the delivery and development planning for the location. This group is a hugely supportive collection of local stakeholders who are a real blessing to the work in Thameshead.

### Cirencester

Cirencester is the 'capital of the Cotswolds', a beautiful, growing and vibrant market town of 20,000 people, with good road links, an strongly independent shopping town centre, a significant historic link to its Roman origins and a wonderful charm.

There are two Church of England Primary schools, (plus two others), two secondary schools a large Sixth Form College and The Royal Agricultural University is an important part of the town.

In the coming years 2,300 homes are to be built on the eastern side of the town, and Sportily, with the local churches, will look for opportunities to serve and connect here as the development grows. Sportily, working with the Diocese of Gloucester will also





seek to work with the developers to explore how community sport and leisure services will be developed for the community and what involvement we might have with this. There is the possibility of further Sportily deployment to the location as the initial work expands and the new housing is built.

[Churches Together in Cirencester](#) is particularly strong and Grace Network Cirencester is a significant venture and partner for us. [Cirencester Parish](#) are committed to serving the youth people of Cirencester and keen to support Sportily in the town.





## Appendix 2: Sportily framework

### Sportily 7 Spaces

At Sportily we do life together in 7 spaces.

Each space is not always a physical place or an activity, but a space in which we find ourselves together. Within the 7 spaces we do sport and physical activity and discover fullness of life.

- **CONNECT:** A space to meet, hang out, play and have fun  
Building relationships, knowing each other and spending time together in play
- **EAT:** A space to eat, share and laugh  
Sharing openly, eating together and being refreshed
- **SERVE:** A space to make a positive difference in the world  
Helping others, serving the community and taking action to enact change
- **EXPLORE:** A space to explore faith  
Learning and discovering more about the Christian faith
- **ENCOUNTER:** A space to encounter God together  
Coming together to pray, worship and encounter God
- **CONTRIBUTE:** A space to help make decisions  
Listening and participating in decisions that are made
- **GROW:** A space to discover myself  
Understanding my identity in God and living out #EverydayFaith

*The Sportily seven spaces model is drawn from and inspired by George Lings: Seven Sacred Spaces, Church Army 2015. Our framework for the establishing of new worshipping communities is also inspired by Brian Sanders' work on Micorchurches.*

