



NORTHAMPTON PRIMARY
ACADEMY TRUST PARTNERSHIP



Sports Coach



Welcome from the Chair of the Board of Trustees

We are delighted that you are interested in applying for a position at the Northampton Primary Academy Trust (NPAT).

The Northampton Primary Academy Trust Partnership (NPAT) was founded in August 2012 and was built on the vision of five Headteachers to bring together like-minded schools to provide quality first teaching and learning to all children across member schools, delivered and supported by passionate personnel of the highest professional calibre. Our member schools come in many shapes and sizes, from small to large, split site primaries, and cover a diverse geographical range and socio-economic mix.

Our vision is to achieve 'educational excellence; creating opportunities and enriching lives'. To achieve this, our mission is to develop a Multi-Academy Trust of highly effective and sustainable schools. NPAT schools all share a common vision and are committed to the NPAT values, whilst retaining the freedom to innovate and develop their own identity and character.

The Trust is built on the principle of synergy; that a collaboration of vibrant and successful schools can achieve collectively what a single school couldn't achieve alone. NPAT improves our schools using teamwork and innovation through partnership working that brings together children, parents, teachers, governors and school leaders.

From the original five schools we have seen progressive growth, with eleven schools currently on board. Whilst we grow in size, the Directors and Executive Team are keen to ensure that we retain the values and ethos upon which our Trust was originally built.

Joining our Trust will mean that you will benefit from excellent opportunities to learn and further your career, through strong collaboration and good career progression opportunities across our school network, and you will have great fun along the way.

We are on an amazing journey and we would be delighted to welcome you on board to be an integral part of it.

Thank you

James Marscheider,
Chair of the Board of Trustees,
Northampton Primary Academy Trust (NPAT)



‘NPAT – Our Vision and Values’

The Northampton Primary Academy Trust (NPAT) was formed in 2012 and is currently a collaboration of the following schools;

Abington Vale Primary School
Blackthorn Primary School
Ecton Brook Primary School
Hunsbury Primary School
Headlands Primary School
Lings Primary School
Langland Community Primary School

Rectory Farm Primary School
Simon de Senlis Primary School
Thorplands Primary School
Upton Meadows Primary School
Weston Favell CE Primary School
Stanton Cross Primary School
Park Junior School

Vision Mission, and Values Statement

With responsibility for 4700 children NPAT is driven by our aspirational vision:
To achieve educational excellence, create opportunities and enrich lives.

To achieve this, our mission is **to develop a multi-academy trust of highly effective and sustainable schools.**

We know that there is greater potential for realising our vision through working together as a family of schools providing support, collaboration, and challenge. We are ‘one school with many doors’ Our collective strength is epitomised through a shared focus on ensuring great teaching and curriculum, focussing on the most efficient use of resources to provide maximum value for money. We hold safeguarding in the highest regard and ensure that all our schools have robust policies and procedures in place to secure exemplary practices. Although our schools retain their own individual, unique character our strength is build on synergy – the belief that we can achieve more collectively than alone.

We have clear value and beliefs that guide us in how we act and in decisions that we make. We are driven by the determination to ensure that our schools sit at the heart their local communities and are drivers for educational excellence for all. Our moral purpose is rooted in high aspiration and ambition for all children, including those who face the greatest disadvantage in our most deprived communities and children with Special Educational Needs and Disability. We are responsible for developing future citizens who have a voice that is heard, and who understand their place and responsibility in society.

We ensure that we use evidence-based research to inform our educational priorities. We recognise the importance of both high academic achievement and the development of the whole child through a wide range of opportunities with external partners, including the Royal Shakespeare Company and National Gallery.

We expect all our school leaders to adhere to The Nolan Principles of Public Life which form the basis of the ethical standards expected of public office holders.

Our Trust Priorities

The aim of our Education Strategy is to further improve educational provision and raise the academic attainment of all children across the trust. We aim to achieve this through engaging with evidence and:

- Improving the quality of teacher and support staff professional development to ensure high quality provision for all children
- Ensuring schools have a consistent and effective approach to teaching
- Securing high-quality leadership at all levels across schools
- Ensuring schools have a broad, rich, and rigorous curriculum offer across core and wider curriculum subjects
- Developing and implementing an effective, evidence-based inclusion strategy to ensure the best provision and outcomes for all disadvantaged and vulnerable children

Our Education Team supports our schools to drive improvement towards these priorities. School leaders are responsible for ensuring that the Trust education priorities are delivered within their individual schools.

Can you meet the challenge? Welcome to the future of primary education.

Should you choose to join us you will enter a hugely exciting time. As our MAT Grows and develops, we are looking for enthusiastic and inspirational leaders who can join our journey and help us build on our strengths. With plenty of opportunities for support and continued professional development across the Trust, we have a lot to offer.

We look forward to receiving your application.

Julia Kedwards, OBE

NPAT Chief Executive Officer

Located on the Eastern district of Northampton, Blackthorn is a one-form entry primary school with a nursery. In addition, Blackthorn Primary is very proud to run a Specialist Unit for children with an EHCP identifying a need for support with SEMH. Our school is driven by a passion to provide educational excellence for the children in our community.

The children at Blackthorn are polite, respectful and keen to learn. Our team of dedicated staff believe that children achieve their best in a safe, secure and happy school community and we work hard to make sure this is the case for our learners every day. We strongly believe that good relationships between people in our school community are essential in securing success for your child, as such, an effective partnership between home and school will benefit your child's learning. We are proud to be a member of Northampton Primary Academy Trust (NPAT) with whom we work closely to provide opportunities for our children to broaden and enrich their time at primary school through the arts, sport and wider curriculum.

Becca Williams – Executive Headteacher



**Working together as a school community
to achieve educational excellence for all.**

Blackthorn Primary School

Job Description

This job description may be amended at any time following discussion between the Executive Headteacher/Head of School and member of staff. The job description will be reviewed annually.

Post Details	
Job Title:	Apprentice Sports Coach
Responsible to:	Executive Headteacher and Senior Leadership Team
Liaise with:	Head of School and Sports Coach
Responsible for:	Supporting the class teacher and children
Main place of work:	Blackthorn Primary School
Hours:	35 hours per week, 08.30 – 16.00 (you will be required to a half hour lunch duty each day), some flexibility will be required e.g. sports events
Starting Salary:	Current apprentices pay. £7.55 - £12.21 per hour, increasing each April, dependent on age.
Essential Qualification(s):	GCSE's - including Maths and English at Grade 4 / C or above
Main Purpose:	<p>The formal Apprenticeship course lasts 18 months and commences in September 2026, at which time you will be given then relevant time out of class to complete your studies to become a Level 4 Sports Coach.</p> <p>Develop in the role of sports coach through supporting PE and sport in school alongside the existing Sports Coach. When not directly working on PE lessons and sport, the role will be supporting in class with the wider curriculum to ensure all children develop as learners. The aim over time, through support, coaching and training is that the role leads as a pathway towards opportunities to become a fully qualified and experienced sports coach at the school.</p>
Duties & Responsibilities	
1 – Safeguarding	<ul style="list-style-type: none"> ➤ Promote a culture where safeguarding is the highest priority and safeguarding processes effectively support the needs of children ➤ Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies ➤ Be committed to the safeguarding and welfare of children. ➤ Work to promote the best interests of pupils, including reporting all concerns.

2 – Health & Safety	<ul style="list-style-type: none"> ➤ Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment ➤ Support in implementation of policy ➤ Take responsibility for personal health and safety and the welfare of others ➤ Comply with relevant policies and health and safety legislation ➤ Safeguard the health and well-being of children including administration of first aid ➤ Work alongside the Sports Coach to conduct risk assessments at venues as and when required
3 – General Duties	<ul style="list-style-type: none"> ➤ Support the delivery high-quality PE across the age range ➤ Support the running of before and/or after school clubs, including lunchtime football and other sports ➤ Support to ensure the school environment, including each classroom environment, reflects and supports high quality learning ➤ Support to create a culture and ethos of challenge and support where all children can achieve success, have an appropriate layer of challenge, and become engaged in their own learning ➤ Ensure that all children contribute towards building and maintaining a positive learning and working environment for all ➤ Devise and implement activities to secure effective levels of pupil attainment and development ➤ Provide targeted support to children with additional learning needs in conjunction with teachers, parents/carers and other relevant stakeholders ➤ Support teachers in managing and monitoring pupil behaviour ➤ Supervise children as directed ➤ Assist in the assessment and recording of pupil achievements and progress ➤ Contribute to planning meetings with colleagues ➤ Support colleagues with routine administrative tasks ➤ Demonstrate commitment to equal opportunities in meeting children's needs
5 - Relationships	<ul style="list-style-type: none"> ➤ Promote the highest standards of courtesy and mutual respect amongst all members of the school community; ➤ Encourage and model initiative, teamwork and working in partnership. ➤ Build and sustain positive working relationships; ➤ Establish constructive and professional working relationships with all. ➤ Communicate effectively with colleagues, pupils, parents, other professionals, governors and the wider trust.
6 – Professional Development	<ul style="list-style-type: none"> ➤ Take part in the school's appraisal process ➤ Take part in further training and development in order to improve own practice in the role, including statutory requirements ➤ Maintain appropriate levels of professional development in accordance with the requirements of the role ➤ Attending relevant training courses to facilitate continued professional development and using this knowledge to contribute to improving the quality of delivery

8 - Other:	<ul style="list-style-type: none"> ➤ Supporting the delivery of high-quality sports days and festivals of intra-school and inter-school sport ➤ Promoting training for children and staff in leading playground activities ➤ Demonstrate and develop the school's values in everyday work and practice; ensuring all staff maintain high expectations for all and a positive high regard for the school community ➤ Uphold public trust and maintain high standards of ethics and behaviour, within and outside school/the trust ➤ Have proper and professional regard for the ethos, policies and practices of the school/trust, and maintain high standards of attendance and punctuality ➤ To contribute and adhere to the wider organisation and operations of NPAT ➤ The postholder must adhere to all NPAT and School policies and procedures ➤ Demonstrate a commitment to equal opportunities ➤ Make a positive contribution to the wider life and ethos of the school/trust ➤ Work with others to secure co-ordinated outcomes ➤ Provide cover, in the unforeseen circumstance
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This job description is a broad overview of the post. It is not an exhaustive list of all possible duties, and it is recognised that jobs change and evolve over time. Consequently, this is not a contractual document, and the post holder will be required to carry out any other duties that are necessary to fulfil the purpose of the job.

Working weeks match the school term calendar, the additional week(s) must be agreed with your line manager in advance.

It may be necessary occasionally to work additional hours outside those stipulated in the contract. When this is required, additional hours or TOIL will be agreed with your line manager prior to the additional hours been worked.

The post holder will be required to follow the trust/school policies and abide by the code of conduct.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks, therefore, all posts within the Trust are subject to an enhanced DBS with Barred List check.

We are committed to the NPAT Values and all senior leaders are always expected to uphold the 7 principles of public life (the Nolan Principles).

NPAT believes that equality for all is a basic human right. We actively encourage *applications from all, irrespective of gender, marital status, disability, race, age or sexual orientation*. If you require any reasonable adjustments to support your in the application process or to enable you to do the job to the best of your ability, please be sure to highlight this to us.

Signed by post holder:	
Date:	

Sports Coach

Person Specification

Selection Criteria – APPRENTICE SPORTS COACH

All criteria are considered essential, unless marked with a **D** then it is desirable criteria.

Qualifications, Training & Experience:	GCSE's - including Maths and English at Grade 4 / C or above
Skills, Knowledge & Competencies:	<ul style="list-style-type: none"> ➤ Experience of working with primary school aged children through work or volunteering. ➤ Knowledge of a range of sports, the rules and how the sport is played. ➤ Qualifications in a range of sports either as a coach or referee. D ➤ Ability to support others within the school impacts on standards and achievements. ➤ An understanding of safeguarding children. ➤ Ability to work in a way that promotes the safety and wellbeing of children and young people ➤ Good level of English grammar, spelling, punctuation ➤ Ability to establish and develop effective relationships within the school community and a year group team, including Teacher Colleagues, Support Staff, Governors/Trust Directors and Parents. ➤ Ability to communicate effectively in writing and orally. ➤ Prompt at completing tasks, and good at using own initiative. ➤ Flexible and approachable, resilient under pressure. ➤ Experience of organizing or supporting inter-school sports activities. D ➤ Full driving license or working towards a driving license. D
ICT Skills:	<ul style="list-style-type: none"> ➤ Office 365; Microsoft Outlook, Word, Excel, Access, PowerPoint, Publisher, MS Teams ➤ Ability to learn new ICT systems ➤ Understand Data Protection and how to use, maintain and retain data whilst preventing data breaches
Personal Qualities:	<ul style="list-style-type: none"> ➤ Interest in sports outside of school. ➤ A strong commitment to safeguarding and promoting the welfare of children, and full understanding of your responsibilities for safeguarding. ➤ A commitment to treat all members of the trust community, including pupils, parents, colleagues and visitors with dignity and respect always, and not discriminate against or harass. ➤ An ability to use and understand discretion and confidentiality. ➤ A commitment to always upholding professional standards. ➤ A commitment to educational excellence; getting the best outcomes for all pupils, and promoting the ethos and values of the trust/school

	<ul style="list-style-type: none"> ➤ A commitment to ongoing continued professional development and keeping up to date with legislation, statutory requirements and responsibilities applicable to the role. ➤ A positive approach to the role and responsibilities. ➤ Demonstration of a growth mind-set ➤ Hold a positive attitude to health and safety, the ability to report any potential health and safety risks appropriately and take reasonable care for own health and safety ➤ Ability and flexibility to adapt positively to change ➤ Willingness to take a full part in the life of the trust/school and be a team player
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How to Apply

To apply for this position, please complete the attached Trust Application Form and submit, together with a letter of application of no more than two sides of A4 supporting your application.

Please return by email to samchambers@blackthornprimary.net or by post to Mrs Sam Chambers, Blackthorn Primary School, Waingrove, Northampton, NN38EP.

Start Date: **As soon as possible**

Closing date: **12 noon Monday 23 February 2026**

Interviews (provisional date) will be held on week commencing **Wednesday 25 February 2026**

Visits to the school – Come and see our amazing school!

As a one-form entry school, you may think we are short on space, however we have a fantastic sporting facility with surprisingly large grounds, including a field and two forest schools.

We strongly encourage you to visit us and see for yourself. If you would like to visit and meet staff and children as part of a tour, please contact the school office and we will be happy to accommodate you.

