The employment and deployment of coaches can help you maximise the Primary PE and Sport Premium

Maximising the Primary PE and Sport Premium

The additional investment of the Primary PE and Sport Premium funding, will enable a measurable and sustained improvement through:

- PE and sport, underpinned by high quality teaching
- Increasing participation levels in physical activity
- Increasing healthier pupils who are more engaged across the whole curriculum.

The four objectives of the Primary PE and Sport Premium funding are:

- To improve the quality of existing PE teaching through continuing professional learning in PE for generalists, so that all primary pupils improve their health, skills and physical literacy, and have broader exposure to a range of sports
- To increase participation levels in competitive sport and healthy activity of pupils, and maintain these into adolescence
- To increase the quality of initial teacher training in PE and sport, and to promote PE specialisation in primary level workforce
- Schools understand and value the benefits of high quality PE and sport, including its use as a tool for whole school improvement.

To ensure sustainable impact of this investment, schools should review their PE and school sport provision in order to identify where their key priorities are in terms of improving PE and sport across the whole curriculum.

Coaches are different from teachers (however it is recognised that some teachers will have expertise in some sports) in that:

- They have detailed knowledge, understanding, qualifications and experience in specific sports.
- When coaches complement teachers (where they feel they need support), outstanding outcomes can be achieved by using their technical knowledge and skills.

Where can coaches support your school’s PE and school sport offer?

Firstly schools need to ensure that their PE and school sport provision is appropriate. If you are unsure please refer to the Ofsted inspection framework, the national curriculum for PE and recently published Physical Literacy Framework (this can be downloaded from www.bit.ly/ylpfl). This will support schools’ understanding of what they should be providing in PE, physical activity, school sport and competitive sport, as well as ensure teachers and coaches are working towards outstanding delivery.

Physical Education

Expertise
- Direct delivery of parts of the lesson where they have the expertise, under the direction of the teacher

Peer mentoring (if appropriate)
- Knowledge transfer to teachers
- Build confidence in teachers

School sport
- Enrich
  - A wider range of sports and activities
- Enable
  - Develop skills and competence
- Extend
  - Improve performance and prepare for competition

Wider school outcomes
- To your workforce
  - Positive role models
  - Adults other than teachers supporting learning
- To your pupils (where appropriate)
  - Lifeskills development (i.e. communication skills)
  - Aiding their transition from primary to secondary

The recognised minimum standards for coaches employed to work in school sport:

- Minimum age — 18 years old for all paid coaches working in schools
- Appropriate qualifications — the minimum qualification, recommended by the National Partners, for a coach or professional working in a primary school context is considered to be a UKCC level 2 coaching qualification or equivalent in the activity being delivered
- Appropriate insurance cover that covers them for the duties you have asked them to carry out at the school
- Policies and procedures. As a minimum, your school should have in place, and require a coach to sign up to, the following policies: code of practice, equality, participant welfare, health and safety, which should be part of a thorough school induction
- Safeguarding children and vulnerable groups — must have a DBS check completed where necessary.

The additional recommendations (best practice) of coaches working in support of PE:

- Coaches should have a sound understanding of what safe practice in PE and sport looks like. Therefore coaches can develop pupils’ understanding of being safe, and feeling safe in physical activity. Refer to Safe Practice 2012 at www.bit.ly/apPE-publications
- The coach has been through an appropriate induction process by the school, so is thoroughly prepared and comfortable in the environment
- Schools to ensure that they have a system in place to regularly monitor and evaluate the coaches provision
- apPE believes that by 2015, coaches employed in or by schools supporting Curriculum time PE should be working towards a 1st4sport/apPE Level 2 and 3 in supporting PE and school sport or equivalent, to comply with the forthcoming apPE Safe Practice Guidance for Schools
- Coaches may consider a Multi-Skills Level 2 qualification www.1st4sportqualifications.com

“The UKCC Level 2 coaching qualification or equivalent, recommended by National Partners, is the minimum requirement for coaches employed to work within the school context, however it is acknowledged that other volunteers, including Level 1 assistant coaches, and under 16s, including young leaders, may support delivery, but this must be under the direct supervision of a qualified teacher or Level 2 coach.
The employment and deployment of coaches

How can coaches best support your school’s PE and school sport offer?

START

Can a sports coach help to meet your needs? Yes

How can you undertake an audit of need for your PE and sport provision? Yes

School needs to undertake an audit first

Are they happy to gain the minimum requirement to work in the school? Yes

Don’t proceed until your coach meets the minimum standard

Does your coach have the appropriate indemnity insurance and DBS checks where necessary? Yes

Does your coach have the skills and abilities to work with children? NB — It is important that coaches not only provide technical expertise but they have the skills and abilities to work with and engage children.

Is your coach employed during curriculum time? Yes

Are they clear about the difference between physical education and school sport? Yes

It is important coaches working in your school are clear about their roles and the specific roles they are expected to play in either context

Does your coach have appropriate indemnity insurance and DBS checks where necessary? Yes

Are they clear about the differences between coaching and teaching and understand the roles? Yes

It is important coaches working in your school are clear about their roles and the specific roles they are expected to play in either context

Does your coach have the UKCC Level 2 coaching qualification or equivalent, recommended by National Partners, is the minimum requirement for coaches employed to work within the school context, however it is acknowledged that other qualifications including Level 1 assistant coaches and Under 16, including young leaders, may also be acceptable, but this must be under the direct supervision of a qualified teacher or Level 2 coach.

Does your coach work alongside a member of school staff? (pensioned mode) NB — This is absolutely imperative during curriculum time. This is the best way to maximise and sustain the impact provided your coach has the skills to mentor staff.

Is your coach helping to provide school club links? YES

Whilst this model is not deemed sustainable, it is acceptable in an extra-curricular context, it is important though to consider how you will continue this opportunity when your coach is no longer working in your school.

Is your coach helping to provide school club links? NO

Two resources to help you review your PE and sport provision are: The Youth Sport Trust self-review tool www.youthsporttrust.org

A practical guide to coaches working in the curriculum can be obtained from afPE’s website www.afpe.org.uk

Does your coach work alongside a member of school staff? (pensioned mode) NB — This is absolutely imperative during curriculum time. This is the best way to maximise and sustain the impact provided your coach has the skills to mentor staff.

Is your coach helping to provide school club links? YES

Is your coach helping to provide school club links? NO

This flowchart has been designed to help you review your use of coaches and consider what steps, if any, you need to take to maximise their impact or potential impact for your pupils.

Acknowledgements
This Employment and Deployment of Coaches framework has been developed by:

- Youth Sport Trust (YST)
- Association for Physical Education (afPE)
- County Sports Partnerships Network (CSPn)
- Sport England (SE)
- sports coach UK (scUK)
- Compass

For more information go to:
www.youthsporttrust.org
www.sportscoachuk.org
www.cspnetwork.org
www.compassassociation.org.uk
www.afpe.org.uk
www.sportengland.org
www.sporttrust.com
www.compassassociation.org.uk

Signposting

sports coach UK
Coaching in Schools Portal — sports coach UK is the lead coaching agency in the UK, and has coordinated and collaborated with afPE, CSPn, Sport England and the Youth Sport Trust to produce a free access web portal containing all the information headteachers will require to maximise the use of coaches in their school through the Primary PE and Sport Premium. Our vision is to put coaching at the heart of sport, enabling every child to follow their dreams, have fun and fulfil their potential.

For more information go to:
www.sportscoachuk.org/primary-school-head-teachers-web-portal

afPE
One of afPE’s corporate objectives is to play a leading role in the development of a workforce with skills and qualities required to assure high quality physical education and in sport in schools.

A practical guide to coaches working in the Curriculum — an essential resource to assist coaches and school staff to support PE in schools. This collection of vital documents and templates aims to equip private providers, coaches, head teachers, physical education curriculum leaders and chairs of governing bodies with all they need to effectively employ/deploy a coach in a school environment.

For best practice and guidance on the use of coaches: www.bit.ly/afPE-FAQ

Youth Sport Trust
The Youth Sport Trust is passionate about helping all young people to achieve their full potential — and we also have a range of support available to those working in education and school sport.

Our extensive range of programmes and initiatives, sport and education resources, events and continuing professional development programmes, and of course our school Membership scheme are all created to achieve the best possible outcomes for young people.

Our specialist staff work closely with all schools (primary, secondary and special educational needs) and a range of partners, to get even more young people involved in PE and school sport.

For more information go to: www.youthsporttrust.org

Sport England
Sport England is committed to helping people and communities across the country create sporting habits for life. We know that young people form habits at an early age and that school sport is important in building strong foundations of sporting habits for life. This means investing in organisations and projects that will get more people playing sport and creating opportunities for people to excel at their chosen sport.

An important component of their sport development plans. Information on the sports specific coaching courses they offer can be obtained through contacting the sports directly, or through your local County Sports Partnership.

For more information go to: www.sportengland.org

CSPNetwork
Your local County Sports Partnership can assist you in the recruitment, deployment and development of coaches to ensure PE and sport in your school, and maximise the impact of your Sport Premium funding.

To find your CSP visit: www.cspnetwork.org

Compass
Compass is a representative body for providers of children’s activity and sport in schools and communities. Our members deliver in over 10,000 communities and schools seeking to ensure every child leads a healthy, active lifestyle.

For more information go to: www.compassassociation.org.uk