The employment and deployment of coaches

How 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 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/ystplf). 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.

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/ystplf). 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.

Coaches can support your PE and school sport provision through:

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 Physical Education Curriculum:

The teacher’s role is to ensure the child makes significant progress and achievement in all areas of school curriculum. It is therefore vital that teachers are up-skilled and supported and not replaced or displaced by coaches.

Appropriately qualified coaches can help to up-skill teachers’ technical knowledge in specific activities, but should support and not replace teachers in curriculum provision.

Outcomes of good or better PE curriculum delivery:
• Develop all young people’s physical literacy in order for them to engage in lifelong participation
• Young people make progress in, and understand how to move effectively. They will then go on to achieve their potential in a variety of activities
• Develop young people physically, socially, morally, culturally and spiritually
• Young people understand the importance of being safe and feel safe in physical activity.

PPA time:
To make a sustainable impact with the Primary PE and Sport Premium, schools should adopt best practice when deploying coaches by ensuring they work alongside teachers. Schools must also ensure they do not double fund PPA time by using PPA funding and the PE and Sport Premium.

Working with coaches in your school

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/afPE-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
• afPE believes that by 2015, coaches employed in or by schools supporting Curriculum time PE should be working towards a 1st4sport/afPE Level 2 and 3 in supporting PE and school sport or equivalent, to comply with the forthcoming afPE Safe Practice Guidance for Schools
• Coaches may consider a Multi-Skills Level 2 qualification. www.1st4sportqualifications.com

Working with coaches

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.

What is sports coaching?
The outcomes of good or high quality sports coaching:
• Improved sports skills in children through increased opportunities in school and the wider community
• Better physical, technical, tactical and mental understanding of a range of sports
• Development of wider life skills through sport which build on from the PE lessons, i.e. communication, teamwork, fair play and leadership
• Age and stage appropriate provision.

What is PE teaching?
Outcomes of good or better PE curriculum delivery:
• Develop all young people’s physical literacy in order for them to engage in lifelong participation
• Young people make progress in, and understand how to move effectively. They will then go on to achieve their potential in a variety of activities
• Develop young people physically, socially, morally, culturally and spiritually
• Young people understand the importance of being safe and feel safe in physical activity.

Peer mentoring
– Knowledge transfer to teachers
– Build confidence in teachers

Working with coaches

The additional conditions for coaches working in support of PE:
• 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-18s, including young leaders, may support delivery, but this must be under the direct supervision of a qualified teacher or Level 2 coach.
• Safeguarding children and vulnerable groups — must have a DBS check completed where necessary.

A wider range of sports
– Aiding their transition from primary to secondary
– Positive role models
– Adults other than teachers supporting learning

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www.bit.ly/ystplf
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### How can coaches best support your school’s PE and school sport offer? 

<table>
<thead>
<tr>
<th>Question</th>
<th>YES</th>
<th>NO</th>
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<tbody>
<tr>
<td>Can a sports coach help to meet your needs?</td>
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<td>Have you undertaken an audit of your PE and sport provision?</td>
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<td>School needs to undertake an audit first</td>
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<td>Are they happy to gain the minimum requirement to work in the school?</td>
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<td>Don’t proceed until your coach meets the minimum standard</td>
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<td>It is important coaches working in your school are clear about the different and specific roles they are expected to play in either context</td>
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<td>Is your coach providing additional opportunities that wouldn’t otherwise exist?</td>
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<td>It is important to audit your current provision, the skill set of your staff and the needs of your pupils to ensure any additional coaching provision enhances your PE and school sport and does not duplicate or replace the work of existing teachers</td>
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<td>Two resources to help you review your PE and school sport provision are: The Youth Sport Trust self-review tool <a href="http://www.youthsportdirect.org">www.youthsportdirect.org</a> and <a href="http://www.bit.ly/afPE-FAQ">afPE Level 2 Sport Coaching</a></td>
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### 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, ensuring every child who attends school can maximize their potential. For more information go to [www.sportscoachuk.org](http://www.sportscoachuk.org)

- **afPE**
  - One of afPE’s corporate objectives is to play a leading role in the deployment of a workforce with skills and qualities required to assure high quality physical education and in sport in schools. Safe teaching is also at the heart of what we do.
  - 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.

- **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](http://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.
  - National Governing Bodies — Across England there are many different NGs, funded by Sport England, who have responsibility for managing their specific sport, and coach education will be a key component of their sports 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](http://www.sportengland.org)

- **CSNetwork**
  - Your local County Sports Partnership can assist you in the recruitment, deployment and development of coaches to enhance PE and sport in your school, and maximise the impact of your Sport Premium funding.
  - To find your CSP visit [www.csnetwork.org](http://www.csnetwork.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](http://www.compassassociation.org.uk)