



Job title	Inclusive Fitness Instructor	Job family and level	Operations & Facilities Level 2-B
School/ Department	Sport and Physical Recreation	Location	University Park Campus, Jubilee Campus and Sutton Bonington Campus.

Purpose of role

The post holder will devise, coordinate, implement and deliver a range of inclusive health and fitness-based activities to support disabled students and the wider University community.

The post holder will work to enhance the inclusive health and fitness offering for disabled students through the development of inclusive fitness sessions, classes, initiatives and events. They will also create and lead a programme of staff training and education to upskill our Health and Fitness Team.

Support the delivery of the Vision for Sport to deliver an outstanding student sporting and fitness offer and establish the University as the first choice for students wishing to combine a top-quality education with an outstanding sporting experience.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% Time per year
1	<p>Programme Planning and Delivery</p> <ul style="list-style-type: none"> ▪ To promote, develop and expand the programme of Supported Fitness Sessions to increase student and member engagement. ▪ Identify the main needs and abilities of members attending Supported Fitness Sessions and ensure the sessions meet the needs of students. ▪ To identify, design and implement a new range of inclusive fitness sessions, classes and initiatives to engage disabled students in our inclusive health and fitness programme. ▪ Create and implement mechanisms to support disabled students to progress into other sport and fitness related activities. ▪ Work collaboratively with the Disability Sports Officer to coordinate and deliver an inclusive health and fitness programme for disabled students. ▪ To deliver inclusive health and fitness sessions, classes and Supported Fitness Sessions. ▪ Develop and maintain excellent relationships with key internal and external staff and stakeholders. 	45%

	<ul style="list-style-type: none"> ▪ Deliver training and education to the Health and Fitness Team and wider department to develop knowledge, skills and confidence to deliver our inclusive health and fitness programme to disabled students. 	
2	<p>Profile and awareness</p> <ul style="list-style-type: none"> ▪ Identity and connect with disabled students to create engagement in the inclusive health and fitness programme. ▪ Work collaboratively with the Health and Fitness Manager and Disability Sport Officer to grow and enhance the wider inclusion objectives for the department. ▪ Work with the disabled student's network (and others as appropriate) to learn and capitalise on their knowledge and experiences to enhance our inclusive health and fitness programme. ▪ Work with the Sports Marketing Team to promote the inclusive health and fitness programme to ensure maximum awareness and engagement of disabled students. ▪ Develop internal relationships and referral programmes with (but not limited to) Cripps Health Centre, disability liaison team and the Students Union to create a referrals and social prescribing programme for disabled students to encourage engagement in our inclusive health and fitness programme. 	40%
3	<p>Reporting and Insight</p> <ul style="list-style-type: none"> ▪ Ensure accurate data capture and create a range of reports and statistics to understand impact against the Vision for Sport. ▪ Use the data to identify areas of success and areas to improve and implement changes and developments accordingly. ▪ Support the Disability Sport Officer to coordinate and deliver feedback mechanisms. ▪ Work with the Disability Sport Officer to develop insights plan to understand barriers disabled students face when engaging with sport and physical activity. 	10%
4	<p>Departmental Support and other</p> <ul style="list-style-type: none"> ▪ To assist with the delivery of departmental and University wide events, for example, Welcome and Open Days, offering support to students and the wider community and assisting delivery where required. ▪ To support the delivery of events, projects and programmes as required in liaison with the Health and Fitness Manager. ▪ To exhibit a flexible approach to work, providing additional cover in the fitness suites in cases of sickness, annual leave or special events. ▪ Work collaboratively with other areas of the department to support wider departmental objectives in terms of participation, performance, business development and operations. ▪ Undertaking other duties and activities that may be necessary from time to time in accordance with the needs of the department and in line with the role grading. 	5%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Ability to engage with students, staff, public and other members regardless of disability, age or gender. ▪ Excellent customer service skills. ▪ Excellent communication skills, both written and verbal. ▪ Good numeracy, literacy and IT skills. ▪ Ability to work independently and as part of a team. ▪ Highly motivated and driven. ▪ Ability to support people to develop their potential. 	<ul style="list-style-type: none"> ▪ Ability to work under pressure and on own initiative. ▪ Ability to use Leisure Management software. ▪ Ability to produce basic marketing material e.g. Branded notices. ▪ Ability to write and present reports and presentations.
Knowledge and experience	<ul style="list-style-type: none"> ▪ Experience of working in a Gym or Fitness Suite. ▪ Knowledge of health and safety procedures in a fitness facility. ▪ Experience of delivering high quality fitness programmes for members/customers. ▪ Experience of leading group exercise classes or group training sessions. ▪ Understanding and knowledge of equality, diversity and inclusion with a specific link to health and fitness. ▪ Knowledge of the barriers facing disabled people in engaging with health and fitness. ▪ Experience of working with young people / University students. ▪ Experience of developing and maintaining successful relationships with stakeholders. ▪ Experience of working with disabled people. 	<ul style="list-style-type: none"> ▪ Knowledge of basic maintenance of health and fitness equipment. ▪ Opening and closing procedures. ▪ Health and Safety in the workplace. ▪ Experience organising sporting events or competitions. ▪ Knowledge of physical, sensory and mental impairment.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ Hold a recognised Level 2 Fitness Instructor qualification. ▪ Willing to undertake Level 3 Personal trainer, Exercise and Disability qualification 	<ul style="list-style-type: none"> ▪ Level 3 Personal trainer. ▪ Exercise and Disability qualification. ▪ First Aid qualified. ▪ Mental Health First Aid qualified.

	<p>and other relevant training as required.</p> <ul style="list-style-type: none"> ▪ GCSE Mathematics and English Grade C / level 4 or equivalent. 	<ul style="list-style-type: none"> ▪ Qualified to teach fitness classes, strength and conditioning / sports performance.
Other	<ul style="list-style-type: none"> ▪ Empathetic and considerate. ▪ A passion for positive social change for disabled people. ▪ Enthusiastic and dynamic person with a passion for sport. ▪ Flexible and creative approach. ▪ Ability to work effectively with and motivate students. ▪ Demonstrable focus on quality and excellence. 	



As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those whose protected characteristics under the Equality Act 2010, are not well-presented in our current staff body.

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.
- Taking ownership** Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.
- Forward thinking** Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
- Professional pride** Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
- Always inclusive** Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others



