



Job Description and Person Specification

Post of: Health & Wellbeing Coach

Length of post:	Ongoing subject to the continuation of funding
Responsible to:	GRIT Head Coach
Place of work:	Hybrid. Community based with team meetings at GRIT's HQ, Hitchin Youth Trust, Hitchin. The role will work in secondary schools, U8 Fitness, Hitchin and other community-based establishments supporting young people in Hitchin and Letchworth. In addition, the role may also offer virtual 1:1 sessions from home when appropriate
Job Type:	Self-employed. The post-holder is responsible for managing their own business affairs.
Expected hours:	Part-time. Up to 15 hours per week. Additional hours will be available if required.
Salary:	£21 per hour
Schedule:	Flexible. Availability required during term time, holidays and outside of school hours. In addition, availability is required on a Tuesday morning to attend the coach team meeting and supervision.
About the Charity:	Growing Resilience in Teens (GRIT) is a Hitchin based charity supporting the mental health of young people ages 11 – 24 in North Hertfordshire. Our service uses an embodied coaching approach known as the Four Corners Method which integrates non-contact boxing, boxing metaphor and coaching concepts to support young people to become the person they want to be.

Purpose of the post: To support young people from 11 – 24 years of age to create the life they wish to lead through a combined approach of non-contact boxing, health and wellbeing coaching, early intervention, mental health education and personal development on a 1:1 basis or in a group environment. We are an NHS approved charity and receive funding from Hitchin and Icknield PCNs to provide Health and Wellbeing coaching for young people.

Who we are looking for: We are seeking a passionate individual who thrives on working with young people and is dedicated to empowering them through an embodied approach. The ideal candidate will bring a sense of fun and flexibility to their work, integrating coaching with non-contact boxing to promote mental and physical wellbeing.

They must feel comfortable supporting a young person on a 1:1 basis or within a group setting, tailoring their approach to meet individual and collective needs. They should be kind, reflective, and self-aware, possessing excellent communication and negotiation skills, with a firm belief in the untapped potential within each young person. The successful candidate will be proactive, adaptable and eager to work collaboratively within a team, committed to their own professional growth and to supporting the development of their colleagues. Additionally, they should also be confident in managing their own time and business affairs as a self-employed professional, ensuring they meet the responsibilities of the role while maintaining a healthy work-life balance.

About the role: At GRIT, boxing is more than a sport, it's a coaching tool. Through non-contact boxing, young people learn self-regulation, focus, confidence, and resilience, which are directly linked to the coaching work we deliver.

A GRIT Health and Wellbeing Coach will support young people to take pro-active steps to improve the way they manage their physical and mental health through GRIT's embodied approach, which combines non-contact boxing and health and wellbeing coaching using GRIT's Four Corners Method. They will support young people to develop their knowledge, skills and confidence to improve their health outcomes and quality of life. The coach will do this by coaching and motivating clients through multiple sessions to identify their needs, set goals, and support them to achieve their personalised objectives, providing interventions such as self-management education and peer support.

A key aspect of the role is the ability to hold space for a young person in a non-judgemental way, actively listen to them, and use thoughtful, open-ended questions to enable them to explore their own thoughts and come to their own answers. This empowers young people to take ownership of their journey and creates meaningful, lasting change.

The services GRIT provides include 1:1 coaching and group sessions known as the *Rumble* in secondary schools, 1:1 coaching at our dedicated coaching space for self-referrals or online, the 12-week GRIT Programme which takes place at GRIT's boxing gym in Hitchin, Peer Mentoring Programme and workshops. In addition GRIT also delivers training sessions of our Four Corners Method to professionals. The Health and Wellbeing Coach will be expected to deliver these services as part of their role, adapting their approach to suit the needs of the people they support.

The Health and Wellbeing Coach will manage and prioritise a caseload of young people, according to the needs, priorities and support required by individuals in the caseload. They will also identify when a person's needs are beyond the scope of the Health and Wellbeing coach role and refer them back to other health professionals or organisations. Health and Wellbeing coaches may work with people in person or online via Teams.

The successful candidate will be committed to the service they provide for GRIT and will enjoy working with a wide range of people. They will have good communication and negotiation skills and a firm belief that young people have untapped resources within them, that can be unleashed by providing a high quality, non-judgemental service. They will be proactive with a flexible attitude, keen to work as part of a team and committed to developing themselves in this skilled role and supporting colleagues to do the same.

As a Health and Wellbeing Coach you will have access to ongoing coaching and medical supervision, skills development, and support so you are able to further build your skills and

experience within the role. Please note that the Health and Wellbeing Coach role is a non-clinical role.

Responsibilities:

- Using GRIT's Four Corners Method, which integrates non-contact boxing with coaching, provide one-to-one and group health and wellbeing coaching support for young people based on what is important to them, with the aim of improving young people's levels of 'activation', empowering young people to manage their own mental and physical health and improve their health outcomes.
- Manage and prioritise a caseload of young people, in accordance with the needs, priorities and support required by individuals in the caseload. It is vital that you have a strong awareness and understanding of when it is appropriate or necessary to refer people back to other third party health professionals/agencies or NHS resources, when a person requires support beyond the scope of the health and wellbeing coach role – e.g. when there is a mental health need requiring the client be referred to an appropriately qualified practitioner.
- Work as part of a multidisciplinary multi-agency team to promote health and wellbeing coaching and to be ambassadors for Personalised Care and Supported Self-Management, modelling the coaching approach in their work.
- Ensure that GPs, practice nurses, practice pharmacists and other members of the primary care team understand the health and wellbeing coach role, including our Four Corners Method and embodied coaching and how to refer to them, and which clients may particularly benefit from health and wellbeing coaching.
- Ensure that all GRIT's beneficiaries, including schools and other key stakeholders and individuals are aware of our work and how they can refer to our services.
- Support local health, social care and voluntary sector professionals to make appropriate referrals to the service.
- Promote and raise awareness of the health and wellbeing coaching service and our Four Corners Method, particularly to groups and communities that experience barriers to access.
- Attend and contribute to team meetings and events as required by the service.
- Be an advocate and ambassador of GRIT supporting its fundraising function to help raise awareness of GRIT's work.
- Work flexibly, adapting to the needs of the service and client group while maintaining the integrity of the role.
- Participate in regular health and wellbeing coaching supervision, medical supervision, and continual learning. This may include, but is not limited to, any or all of the following:
 - Regular contact with a coach supervisor
 - Regular contact with GRIT's medical supervisor
 - Refresher training sessions
 - Buddying with peers
 - Peer support sessions
 - 1:1 support from a practitioner with more health coaching experience
 - Action Learning Sets
 - e-learning to revisit or deepen training

- On-going improvements to systems and processes

Key Tasks

1. Provide personalised support

- Meet young people on a one-to-one or group basis face-to-face or online (where appropriate).
- Give people time to tell their stories and focus on ‘what matters to me’.
- Build trust and respect with the person, providing non-judgemental and non-discriminatory support, respecting diversity and lifestyle choices.
- Work from a strength-based approach focusing on a person’s assets.
- Use a combination of coaching and non-contact boxing alongside the Four Corners Method to coach individuals across a series of sessions to identify what’s important to them; set personal goals and appropriate steps; build skills and confidence to achieve goals; and use problem-solving to work through challenges.
- Work with the principles of self-management to actively support:
 - shared decision making with healthcare professionals.
 - effective engagement with personalised health and care plans.
 - proactive engagement with self-management education and peer support, connecting people to community-based activities which support their health and wellbeing.
 - proactive engagement with individually sourced activities and support
 - access to a care-coordinator and/or a personal health budget, where needed.
 - helping people to understand their activation level when engaging with their health and wellbeing.

2. Referrals

- Promote health and wellbeing coaching, the Four Corners Method and its role in self-management as a part of personalised care, in addressing health inequalities and the wider determinants of health.
- Build relationships with staff in GP practices within the local PCN, attending relevant meetings, and giving information and feedback on health and wellbeing coaching.
- Be proactive in developing strong links with all local organisations to encourage referrals, recognising what they need to be confident in the service to make appropriate referrals.
- Work in partnership with local agencies to raise awareness of health coaching and how improving people’s knowledge, confidence and skills (patient activation) can enable them to improve their ability to manage their long-term conditions and reduce reliance on clinical services.
- Provide referral organisations such as schools and GPs with regular updates about health and wellbeing coaching, including information on how to encourage appropriate referrals.
- Seek regular feedback about the quality of service and impact of health and wellbeing coaching on referral agencies.
- Be proactive in encouraging equality and inclusion and case-finding, through self-referrals and connecting with all diverse local communities, particularly those communities that statutory bodies may find hard to reach.

General Tasks

1. Gathering and Reporting Information

- Work sensitively with young people, and their families to gather key information, enabling tracking of the impact of health and wellbeing coaching on their health and wellbeing including completing pre and post questionnaires.
- Encourage young people and their families to provide feedback and to share their stories about the impact of health and wellbeing coaching on their lives.
- Support referral organisations to provide appropriate information about the person they are referring. Provide appropriate feedback to referral agencies about the people they referred.
- Work closely within the GRIT coaching team and with GP practices within the PCN to ensure that the relevant SNOMED (Systematised Nomenclature of Medicine) codes to record activity are inputted into GRIT's database adhering to data protection legislation and data sharing agreements.

2. Supervision/ Professional development

- Have access to medical supervision to discuss client related concerns and be supported to follow appropriate safeguarding procedures.
- Have access to group coaching supervision from a suitably qualified or experienced health coaching supervisor.
- Know and adhere to organisational policies and procedures, including confidentiality, safeguarding, vulnerable adults, lone working, information governance, equality, diversity and inclusion training and health and safety.
- Participate in regular non-contact boxing training provided by GRIT to develop and maintain the skills required to deliver safe, effective and engaging boxing-based mentoring sessions.

3. Miscellaneous

- Establish strong working relationships with GPs, practice teams and schools, and work collaboratively with other Health and Wellbeing Coaches, supporting each other, respecting each other's views and meeting regularly as a team.
- Act as a champion for health and wellbeing coaching.
- Demonstrate a flexible attitude and be prepared to carry out other duties as may be reasonably required from time to time within the general character of the post or the level of responsibility of the role, ensuring that work is delivered in a timely and effective manner.
- Identify opportunities and gaps in the service - and review risks and issues that could impact on service delivery - and provide feedback to continually improve the service and contribute to business planning.
- Contribute to the development of policies and plans relating to equality, diversity, and health inequalities.
- Work in accordance with the GP practices' and PCN's policies and procedures.
- Work in accordance with school policies and procedures.
- Contribute to the wider aims and objectives of the PCN to improve and support primary care.

To thrive in this role certain skills, experiences and ways of working are essential while others are desirable:

Essential skills, experiences and ways of working:

- Experience in boxing or another form of physical coaching or a strong willingness to develop boxing skills, to support young people through GRIT's embodied, boxing-based coaching approach.
- Confidence in facilitating group sessions as well as 1:1 coaching, creating safe, inclusive and engaging spaces for young people.
- A commitment to providing a dedicated coaching service to GRIT within the allocated hours.
- A proactive, flexible attitude and the ability to work independently and as part of a team, demonstrating self-motivation and initiative.
- A genuine passion for working with young people and supporting their mental and physical wellbeing.
- Excellent communication and interpersonal skills, with the ability to engage and motivate young people.
- Strong organisational and time management skills, with the ability to manage and prioritise a caseload effectively.
- Reflective and self-aware qualities, with a commitment to personal and professional development.
- A non-judgemental approach, with the belief in the potential within each young person.

Desirable skills, experiences and ways of working:

- Experience in coaching, holding space for young people, or working in roles such as counselling would be highly beneficial, as these skills provide a strong foundation for supporting young people effectively.
- Experience of delivering non-contact boxing sessions, physical activity programmes, or group wellbeing activities would be advantageous.

Comprehensive training in coaching, boxing skills and GRIT's Four Corners Method will be provided to the successful candidate if required.

This job description is not intended as an indication of the full and detailed range of duties that may be undertaken by the post holder. It will be continually reviewed and developed to reflect the changing needs of the service.

What next?

Interested? If you'd like a quick chat to find out more, then we'd love to talk to you. Please contact us to arrange an informal call – hello@gritcharity.org

If your mind is made up, then what are you waiting for! Please apply by following this link <https://form.jotform.com/243242610144040> uploading your current CV and completing answers to the following questions. **We will not accept applications via email.**

1. What motivates you to work with young people, and how do you think early intervention and mental health education can positively impact their lives?

2. GRIT combines coaching with non-contact boxing as part of an embodied approach to personal development. What are your thoughts on using physical activity, such as boxing, to support mental health and behaviour change in young people and what skills can you contribute to this?
3. Imagine you're running your first group session at GRIT. Describe how you'd set the tone, engage the group, and support young people who might be quiet, resistant, or anxious.
4. Describe a situation where you had to support someone in setting and achieving personal goals. How did you help them stay motivated and overcome challenges?
5. What support do you feel you would need to help you understand the values and work of GRIT?

The closing date for this role is Monday 23rd February with interviews taking place on Friday 6th March.

We can't wait to hear from you,

Good luck!