



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:	Predominantly face-to-face and community-based, with 1:1 and group delivery across Hertfordshire and Bedfordshire. Sessions may take place in secondary schools, community venues, GRIT delivery sites and other partner settings. Virtual one-to-one sessions may also be offered where appropriate.
Job Type:	Self-employed. The post-holder is responsible for managing their own business affairs.
Expected hours:	A good volume of work will be available to those who can offer consistent and varied availability where this could amount up to and above 20 hours in a typical week, with additional hours often available. Please note that hours typically reduce during school holidays. As this is a self-employed role, there are no guaranteed minimum number of hours.
Availability:	Coaches must be able to offer consistent and flexible availability across the week, including some regular late-afternoon and early- evening sessions to support our GRIT and Continuation Programmes. We are particularly interested in coaches who can adapt their availability as programme needs change. Applicants will be asked to confirm the days and times they can reliably commit to as part of the recruitment process.
Salary:	£21 per hour
Schedule:	Flexible, including term time, holidays and outside of school hours. Tuesday morning availability is required to attend the coach team meeting and supervision.
Job role:	To support young people's mental health in 1:1 <u>and</u> group environments using a combination of non-contact boxing and health and wellbeing coaching.

About the Charity: Growing Resilience in Teens (GRIT) is a Hitchin-based charity supporting the mental health of young people aged 11 – 24 across Hertfordshire and Bedfordshire. Our embodied coaching approach known as the Four Corners Method, combines non-contact boxing, boxing metaphor and health and wellbeing coaching to support young people to become the person they want to be. GRIT is an NHS approved charity and receives funding from Hitchin and Whitwell PCN and Icknield PCN to provide health and wellbeing coaching for young people. GRIT also offers a self-funded service so that young people who do not meet the eligibility criteria for funding can still access support.

Purpose of the post: To support young people aged 11 – 24 to create the life they wish to lead through 1:1 and group health and wellbeing coaching, early intervention, mental health education, personal development, and non-contact boxing. This is a non-clinical role, and coaches must recognise when a young person's needs are beyond the scope of coaching and refer appropriately.

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.

The candidate must feel comfortable supporting young people on a 1:1 basis and 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.

About the role: At GRIT, non-contact boxing is used as a coaching tool rather than a competitive sport. Non-contact boxing is used alongside health and wellbeing coaching to develop skills such as self-regulation, focus, confidence, and resilience. Coaches will support young people to take pro-active steps to improve the way they manage their physical and mental health. They will support young people to develop their knowledge, skills and confidence, and 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.

Coaches will deliver a range of services, including 1:1 and small group coaching in secondary schools, 1:1 coaching at our GRIT gym, office, or online, our 12-week group GRIT programme, our Peer Mentoring Programme, our GRIT Hub Continuation Programme and holiday workshops. In addition, coaches will also contribute to the delivery of training sessions of GRIT's Four Corners Method to professionals and organisations.

A key aspect of the role is to help young people explore their own thoughts, identify solutions and take ownership of their progress to create meaningful, lasting change.

Key Responsibilities:

- Deliver personalised 1:1 and group sessions using GRIT's Four Corners Method, combining health and wellbeing coaching with non-contact boxing.
- Build trusting, respectful relationships and use a strengths-based, person-centred and non-judgemental approach.

- Support young people to identify what matters to them, set realistic goals, develop skills and confidence, solve problems and make sustainable changes.
- Manage and prioritise a caseload of young people, according to individual need, maintaining appropriate records and tracking outcomes.
- Recognise safeguarding, clinical or other needs outside the coaching role and make appropriate referrals to other health professionals, NHS services, or other organisations.
- Work collaboratively with GRIT coaches, GPs, schools, PCNs and other health, social care and voluntary-sector partners.
- Build relationships with referral partners, explain the coaching offer and Four Corners Method, and encourage appropriate referrals, including from communities that may experience barriers to accessing services.
- Promote GRIT and its services through schools, community organisations, events and other appropriate opportunities.
- Attend and contribute to team meetings, case and coach supervision, and other service events.
- Gather relevant information sensitively from young people, and their families, including completion of pre and post service questionnaires, collating feedback and devising case studies to demonstrate impact.
- Follow GRIT, PCN and school policies and procedures, including safeguarding, confidentiality, information governance, equality, diversity and inclusion, lone working and health and safety.
- Participate in refresher training, peer support, and continuing professional development when offered.
- Participate in regular non-contact boxing training to maintain the skills needed to deliver safe, effective and engaging coaching and mentoring sessions.
- Support the delivery of GRIT's training programmes to other organisations and professionals as required.
- Support GRIT's wider aims, including fundraising, and identify opportunities to improve service delivery, equality of access and service development.

Person Specification

Essential skills, experiences and ways of working:

- Willingness to learn and use GRIT's Four Corners Method alongside health and wellbeing coaching in 1:1 and group sessions.
- Willingness to incorporate the use of physical activity and non-contact boxing to deliver safe and engaging 1:1 and group sessions.
- Confidence facilitating both 1:1 and group coaching sessions, creating safe, inclusive, non-judgemental and engaging spaces for young people.
- Strong ability to build positive relationships with young people to promote their mental and physical wellbeing.
- Understanding of safeguarding and professional boundaries when working with young people, with the ability to recognise concerns and follow appropriate procedures.
- Excellent communication skills, including active listening and the ability to adapt, and motivate young people of different ages, needs, and levels of engagement.

Desirable skills, experiences and ways of working:

- Experience of health and wellbeing coaching, life coaching, mentoring, counselling or another role involving holding space for young people.
- Experience in boxing, non-contact boxing, or another form of physical coaching.
- Experience in mental health, wellbeing or early intervention.
- Proactive, flexible and self-motivated, with the skills to manage and prioritise a caseload independently.
- Reflective and self-aware qualities, with a commitment to personal and professional development.

Comprehensive training in health and wellbeing coaching, non-contact boxing skills and GRIT's Four Corners Method will be provided to the successful candidate where 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.

Please note that the successful candidate will be offered the job subject to an enhanced DBS check and suitable references.

Interested? Here's how to apply

If you think you might be suited to this role, please get in touch- we would love to have an informal chat. Please contact hello@gritcharity.org with any questions or to arrange a call.

To apply, please click the following link <https://form.jotform.com/243242610144040> to upload your CV and answer the application questions. **We will not accept applications via email.**

Good luck!

Closing date: Friday 16th October

Interview date: Wednesday 28th October