



THE ACADEMY OF FOOTBALL

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Coach Inclusion and Diversity Scheme – Work Placement



- Role Type:** 23 month work placement.
- Bursary:** 23 Month work placement
£30,000 per annum (pro-rata).
- Closing Date:** Wednesday 10th February 2021
- Interview Dates:** W/C – 22nd February (2 stage interview process)
- Hours:** Full Time
- Location:** West Ham Academy, Chadwell Heath & Little Heath

Background:

As part of West Ham United's commitment to championing equality, diversity and inclusion, we are proud to be one of the Partner Clubs chosen to launch the Coach Inclusion & Diversity Scheme 2020/2021 (CIDS) to provide a high-quality personal development work placement that supports under-represented groups within the football industry. The scheme is open to coaches who are currently underrepresented within the English professional game, and we are seeking applications specifically from women who are looking to further their coaching aspirations.

We are actively encouraging coaches who are women to embrace the opportunity to aspire to coach in the professional game, so that football at all levels better represents the wider communities in which it is played, enjoyed and serves.

The successful candidate will join our unique club based in East London, which has a proven track record of developing young players at the 'Academy of Football'. The role will be based at our Chadwell Heath training facility, home to our U7-U23s teams, as well as our women's team.

We are offering an opportunity to learn and develop alongside our strong coaching workforce, which includes a number of ex- professional players and current players around our squads. Accompanying them, we have coaches with vast experience in first-team and academy football and at a number of levels.

Professional football must better reflect a modern and inclusive Britain. as part of its commitment to cultivating an environment that everyone feels they can belong and



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flourish, West Ham United Academy, in partnership with the Premier League, seek to improve the diversity of football coaches in the professional game to make this area more representative.

The successful candidate will positively contribute towards the following vision of the Academy:

Our VISION is to build on our iconic history and create an environment of excellence & high standards that ensures our worldwide reputation as an outstanding producer of talented players & people from within our diverse community... all developed 'The West Ham Way'.

Overview of Placement Scheme:

The Coach Inclusion and Diversity Scheme is a positive action initiative, informed by provisions established in the Equality Act 2010, to support the strategic aim of building and normalising an inclusive and diverse professional coaching workforce.

West Ham United, in partnership with the Premier League, aim to identify a high-potential coach to undergo a work experience and development opportunity, so that after the scheme they become highly employable within the professional game. Simultaneously, the Premier League want to be able to recognise and support Partner Clubs of the scheme as Inclusion and Diversity Role Models.

The Coach Inclusion & Diversity Scheme will provide a 23-month rotational work experience and development programme for the successful candidate. The programme will be a fully integrated and intensive opportunity based at West Ham United's Academy Chadwell Heath training ground, designed to accelerate the candidates' coaching knowledge and ability in order to better equip them for future full-time coaching work.

The successful candidate will be mentored throughout the programme by an experienced member of the coaching team and will have a full individual development plan throughout their journey at the Academy. This unique opportunity will see the the coach rotate across the FP, YDP and PDP age groups while also gain an understanding across all departments with the Academy, as well as observations with both the women's and men's first teams.

Safeguarding:

1. The candidate must evidence a commitment to the safety and welfare of children, young people and adults at risk regardless of their age, gender, language, religion, ethnic background or sexual identity and ensure the safety and protection of all children, young people and adults at risk taking part in any activity arranged by or in the name of the Club.



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2. It is a requirement for the candidate to follow the Club's Safeguarding reporting procedures to report without delay, allegations of abuse, poor practice or which is or may, impact on the welfare of a child, young person or adult at risk. After contacting and taking guidance from the Safeguarding Team, staff must use the Club's Child Protection Online Management System (CPOMS) to record the concern within 24 hours unless directed to do otherwise.

Equal Opportunities

1. To ensure that all departments are provided within an anti-discriminatory framework and take account of such issues as race, gender, sexuality, disability, religion and age.
2. To carry out work in a manner which promotes equality of opportunity for both staff, players and clients.

Person Specification

The scheme is open to candidates who are women, as this group are under-represented in football coaching within the professional game in England.

Applications will only be accepted from individuals who meet the person specification.

Due to scheme requirements, we can only accept applications from coaches who have not previously held a full-time coaching position within a Premier League or English Football League Club.

Education, Qualifications, Experience

- UEFA B Licence. (E)
- Current FA Safeguarding Certificate (E)
- Enhanced DBS Clearance (E)
- Emergency Aid Certificate (E)
- UEFA A Licence (D)
- First team playing experience. (D)
- Experience of coaching a team or group of players on a regular basis. (D)
- Professional playing experience. (D)



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Desired Staff Behaviours <i>The West Ham Way</i>	
Togetherness	Exciting
<ul style="list-style-type: none"> ✓ I always put the needs of the team and players first ✓ I respect everyone's contribution & opinion. ✓ I will represent, share & celebrate the history and values of West Ham United and it's community. 	<ul style="list-style-type: none"> ✓ I always aim to promote ambition, creativity & confidence ✓ I invest time into my personal development and try to develop new skills. ✓ I am open to new ideas and trying things outside my comfort zone
Hard Working	Attitude +
<ul style="list-style-type: none"> ✓ I always give 100% all-the time ✓ I strive to add extra value beyond my job description ✓ I encourage & promote a hard-working environment by leading by example. 	<ul style="list-style-type: none"> ✓ I am always respectful, approachable and always display good sportsmanship. ✓ I will leave my ego at the door ✓ I always aim to be humble, committed and reliable

We are firmly committed to the principle of equality and equal opportunities, while we have also been accredited with the being Disability Confident Leader. We will actively promote equality and equal opportunities in our business to ensure that individuals receive treatment that is fair and equitable, and consistent with their relevant aptitudes, potential skills and abilities. Candidates will be recruited and selected, promoted and trained on the basis of objective criteria.

West Ham United FC is committed to equality and safeguarding children and vulnerable adults. Positions that involve working with such groups are subject to safer recruitment protocols, including DBS Disclosure at enhanced level.

We believe that a diverse workforce strengthens our creativity and delivers the best performance. West Ham United are committed to promoting and protecting the physical and mental health of our staff.

Application Process:

To apply, please submit a written application in Word or as a PDF following these guidelines:

1. Please confirm that you match each of the criteria for the application using a brief application letter and CV.
2. Include a written reference(s) from a coach developer(s) and/or coach(es) describing your football coaching potential
3. Include answers to the following questions (no more than 500 words per answer):
 - Please explain why you would like to join this initiative and what you want to achieve during the work experience.



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- What is it that appeals to you about being a full-time football coach? Please provide evidence to demonstrate your desire to be a full-time coach if you successfully complete this initiative.
- If you were successful in becoming a full-time coach after the work experience, what would you personally want to do to progress inclusion, diversity and coaching in English professional football?
- Please explain where you see yourself in ten years and why.

Please submit your application and any queries to humanresources@westhamunited.co.uk by Wednesday 10th February 2021

If you require the advert in an alternative format please contact us on the HR email above. We would support applications in other formats (video or audio) if required

If you would like to be contacted regarding other development opportunities, please let us know in your application.

By submitting your application, you are agreeing to West Ham United and the Premier League processing your personal details for the purpose of administering and evaluating the scheme in accordance with West Ham United and the Premier League's privacy notices .

<https://www.premierleague.com/privacy-policy>

<https://www.whufc.com/privacy-policy>



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