

BOXING AND EDUCATION ENRICHMENT LEAD

Job Description

ROLE OVERVIEW

POST	Boxing and Education Enrichment Lead
REPORTS TO	Sports Development Manager / Head of Academy, working closely with the Head of Programmes on the education element of the role
HOURS	37.5 hours per week, spread across a mixture of mornings, afternoons and evenings
SALARY	£35,000 to £37,000 per annum
LEVEL	Head Coach

PURPOSE OF ROLE

Fight for Peace (FFP) is a global organisation that uses boxing and martial arts combined with education, employability training, and personal development to address violence and support young people in communities affected by crime and social inequality. We believe every young person deserves the opportunity to reach their full potential.

The Boxing and Education Enrichment Lead is one of the most visible and influential roles in the Academy, inspiring participants from complete beginners through to competitive athletes and setting the standard for what excellence looks like in amateur boxing at FFP.

The Boxing and Education Enrichment Lead will work in close partnership with the Sports Development Manager and the wider Academy team to develop and deliver a long-term vision for boxing at FFP, one that is technically outstanding, inclusive, trauma-informed, and rooted in FFP's values. They will create a gym culture in which every participant, regardless of age, background, gender, or ability, feels challenged, supported, and proud to belong.

In addition to leading the boxing programme, the post holder is the lead coach and facilitator for the sports enrichment of FFP's education programme. This means planning and delivering sports sessions that are safe, structured, and accessible to students of all abilities, and using the discipline, routine, and achievement that boxing offers to support young people who face a wide range of personal, social, and educational challenges, working in close partnership with the Youth Work Manager and Employability Lead.

The successful candidate will hold a recognised England Boxing qualification, demonstrate a measurable track record of athlete development, and bring the drive and ambition to position FFP's boxing programme as a centre of excellence within UK amateur boxing, while being equally comfortable adapting that same expertise to support young people within a structured education setting.

KEY RESULT AREAS & MEASURES OF SUCCESS

1. Programme Delivery & Coaching Excellence	
Key Result Areas	Measures of Success
- Work with the Sports Development Manager to produce and maintain a long-term boxing vision and annual programme plan, with clear KPIs aligned to FFP's Balanced Scorecard. - Produce and implement a session plan for every session, ensuring progressive pathways for participants from open-access fitness through to competitive amateur athletes. - Design, embed, and periodically review a structured boxing syllabus and a clear, consistent FFP style of boxing, so all coaches teach to a shared curriculum and	- A documented long-term boxing vision and annual programme plan is in place, reviewed and updated each year in partnership with the Sports Development Manager. - Session plans are produced and filed for all sessions, demonstrating progression pathways and clear links to programme outcomes. - A documented boxing syllabus and defined FFP style of boxing are in place, consistently applied across the coaching team, and formally reviewed at least annually. - Participant attendance in boxing sessions is maintained or increased year-on-year, with session feedback consistently positive.

technical approach regardless of who a participant works with. • Ensure every session is technically sound, engaging, and inclusive of all levels and abilities, from first-time participants to seasoned competitors. • Develop and deliver individualised training plans for competing athletes that account for technical development, physical conditioning, and emotional wellbeing. • Foster personal resilience in participants and ensure personal development themes are woven into boxing sessions, connecting the discipline of the sport to life skills and self-development.	• A minimum of 80% of registered athletes have an active, documented individual development plan that is reviewed at least quarterly. • Participant feedback (via FFP's annual survey) reflects that young people feel challenged, supported, and that boxing has helped build their confidence and resilience.
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2. Competitive Performance & England Boxing Standards

Key Result Areas	Measures of Success
• Lead FFP's competitive boxing pathway, preparing and supporting athletes for amateur competition in line with England Boxing rules, standards, and safeguards. • Attend and manage FFP's representation at amateur boxing competitions, ensuring athletes are prepared, supported, and accompanied by qualified coaches. • Ensure all competitive activity is fully compliant with England Boxing affiliation requirements, including licensing, medicals, and matchmaking protocols. • Identify and develop talented athletes for progression to higher-level competition, including regional and national championships. • Maintain FFP's affiliation with England Boxing (or the relevant governing body), ensuring all coaches hold current qualifications and licences. • Contribute to FFP's profile within the local and national amateur boxing community, building relationships with other clubs and coaches. • Lead on all matchmaking for FFP's amateur boxers, liaising with opposing clubs, promoters, and England Boxing officials to confirm safe, compliant match agreements, and maintaining accurate records of each athlete's bout history to inform future decisions. • Plan and schedule all sparring sessions, ensuring pairings are safe, appropriately supervised, and suited to each athlete's experience and current physical condition, supported by up-to-date medical clearance and, where applicable, parental/guardian consent.	• FFP fields competitive athletes in an average of six bouts per year across amateur competitions, with clear evidence of athlete preparation and welfare. • 100% of competitive activity is conducted in compliance with England Boxing regulations; all coaches at ringside hold current England Boxing licences. • FFP maintains active England Boxing affiliation with no compliance issues identified at review. • Each year, FFP progresses 2–3 boxers to regional-level championships for the first time, helping them move towards higher-level competition. • Post-competition welfare reviews are conducted for all competing athletes and recorded. • Sparring and bout records are maintained and up to date for all competing athletes, reviewed at least termly. • 100% of bouts and sparring sessions are safely matched and supported by current medical clearance and consent, in line with England Boxing regulations, with no safety concerns or complaints upheld at internal or governing-body review.

3. Sports Education Programme: Planning, Delivery & Inclusion

Key Result Areas	Measures of Success
• Act as the lead coach and facilitator for the sports element of FFP's education programme, working with the Youth Work Manager and Employability Lead to design a sports strand that supports the programme's	• A documented scheme of work for the sports strand of the education programme is in place, reviewed each term with the Youth Work Manager. • 100% of education-programme sports sessions include recorded adaptations for students with SEND or additional needs where required.

wider learning and personal development outcomes. • Plan and deliver all sports elements of the education programme, producing schemes of work and session plans that are structured, purposeful, and linked to the programme's induction, weekly timetable, and progression routes. • Assess each learner's starting point, set individual development goals, and contribute clear, timely information to quarterly learner progress reviews, working with the wider education team to identify barriers and agree next steps. • Ensure every education-programme sports session is accessible to students of all abilities, adapting activities, equipment, and coaching style for young people with SEND, physical disabilities, or other additional needs. • Get to know the individual challenges facing students on the education programme, which may include disengagement from mainstream schooling, SEMH needs, previous exclusion, or experience of trauma, and build trusted, consistent relationships that use sport as a route back into engagement, structure, and routine. • Contribute to and help deliver the education programme's induction session, representing the sports strand alongside the Youth Work Manager and Employability Lead. • Work with the Youth Work Manager and Deputy DSLs to ensure safeguarding is embedded in every aspect of sports delivery within the education programme. • Record attendance, engagement, and progress of education-programme students in sports sessions on Upshot, feeding into wider programme MEL and, where appropriate, into information shared with referring schools or agencies.	• Education-programme student attendance and engagement in sports sessions is recorded on Upshot and reviewed at least termly. • Positive feedback from the Youth Work Manager, Employability Lead, and students themselves confirms the sports strand is well-integrated, accessible, and supportive regardless of starting ability. • No safeguarding concerns arising from education-programme sports sessions go unrecorded or unescalated.
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4. Inclusion & Gender Equity

Key Result Areas	Measures of Success
• Champion inclusion across the boxing programme, ensuring sessions are designed to welcome and retain participants of all backgrounds, abilities, and genders. • Drive female participation in boxing through targeted outreach, programme design, and the creation of a safe and welcoming gym culture for women and girls. • Work with the youth work team to remove barriers to participation, including for young people with additional needs or challenging behaviour. • Actively promote FFP's Champions Code of Conduct and model the behaviours it represents in every interaction with participants and colleagues.	• Female participation in boxing sessions reaches and is sustained at a minimum of 20% of total registered participants, measured quarterly. • Upshot records reflect the diversity of participants across gender, ethnicity, and need, with no significant demographic gap between boxing and other FFP programmes. • No upheld complaints relating to discrimination, exclusion, or inappropriate behaviour in boxing sessions. • Champions Code of Conduct is visibly embedded in the gym environment and consistently modelled by the coaching team.

5. Team Leadership & Coaching Staff

Key Result Areas	Measures of Success
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• Lead, manage, and inspire the boxing coaching team, providing day-to-day direction, regular support, and structured supervision. • Ensure all coaches are appropriately qualified, licensed, and up to date with mandatory training, including safeguarding and first aid. • Carry out regular observations of assistant coaches and provide structured, developmental feedback to raise standards across the team. • Identify CPD and training needs across the coaching team and work with the Sports Development Manager to address them. • Lead by example in energy, commitment, technical knowledge, and professional conduct, embodying FFP's values in every session.	• All boxing coaches hold current England Boxing qualifications and licences; a training matrix is maintained and reviewed at least annually. • Each assistant coach receives a minimum of one structured observation and feedback session per term. • Staff retention within the boxing coaching team is strong, with turnover below the sector average and exit feedback reflecting a positive team culture. • The Boxing and Education Enrichment Lead consistently receives positive feedback in 360-degree review or peer assessment processes.
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6. Behaviour Management

Key Result Areas	Measures of Success
• Manage behaviour across boxing and education-programme sessions using a trauma-informed, restorative approach, working closely with the youth work team and recognising that education-programme students may present with higher levels of need or have had negative experiences of authority. • Apply FFP's behaviour management procedures consistently, escalating concerns to the Sports Development Manager and youth workers when required. • Contribute to restorative conversations and re-engagement planning for young people who have been sanctioned or excluded from sessions.	• A clear, documented behaviour management approach is in place for boxing and education-programme sports sessions, consistent with FFP's wider behaviour policy. • Behaviour incidents are recorded on Upshot within 24 hours and followed up in line with FFP procedures. • The proportion of young people returning to boxing or the education programme following a behaviour sanction reflects effective restorative practice.

7. Safeguarding

Key Result Areas	Measures of Success
• Ensure all boxing and education-programme sports sessions operate with safeguarding at their core, creating an environment in which young people feel safe and are kept safe. • Ensure all disclosures and safeguarding concerns are immediately communicated to the Designated Safeguarding Lead (DSL) or Deputy DSL and recorded accurately. • Ensure all coaches within the boxing team are up to date with safeguarding training and understand their responsibilities as set out in FFP's safeguarding policies. • Understand and apply the safeguarding expectations relevant to delivering education-programme provision, including Keeping Children Safe in Education (KCSIE) and Working Together to Safeguard Children, alongside sport-specific safeguarding standards, and follow FFP's information-sharing protocols where students are referred by, or connected to, a school or other agency. • Attend safeguarding training as required and proactively maintain up-to-date knowledge of	• 100% of safeguarding concerns in the boxing and education programmes are reported, recorded, and escalated within required timescales in line with FFP policy. • All coaches hold a current DBS check and up-to-date safeguarding training; evidence is held on file and reviewed annually. • No compliance failures related to safeguarding within the boxing or education programmes are identified in internal or external audits. • The Boxing and Education Enrichment Lead attends a minimum of one safeguarding CPD session per year.

safeguarding legislation and practice relevant to sport and education.

8. Risk Management, Safety & Equipment

Key Result Areas	Measures of Success
• Work with the Sports Development Manager to maintain up-to-date risk assessments for all boxing sessions, competitions, and associated activities, including sports elements delivered within the education programme. • Ensure formal bi-annual risk assessments are completed and reviewed, with any identified hazards addressed promptly. • Oversee the safe use, storage, and regular maintenance of all boxing equipment, reporting damage or shortfalls to the Facilities Manager. • Ensure all participants are medically cleared and correctly equipped before engaging in contact training or competition.	• Risk assessments for all boxing and education-programme sports activities are current, signed off, and accessible; no high-severity risks remain unmitigated. • Zero preventable injuries in sessions; incident and near-miss reports are filed within 24 hours. • An equipment maintenance log is kept and reviewed monthly; no sessions are delivered with unsafe or defective equipment.

9. Monitoring, Evaluation & Learning (MEL)

Key Result Areas	Measures of Success
• Work with the MEL team to develop outcome-specific targets for the boxing and education-programme sports strands, aligned to FFP's Balanced Scorecard and funder requirements. • Ensure all coaching staff update Upshot accurately and consistently, recording attendance, outcomes, and significant interactions. • Contribute data and narrative insights to funder reports and programme reviews as required.	• Upshot records for boxing and education-programme sports sessions are complete and up to date, with 100% attendance recorded within one week of each session. • Programme KPIs are reviewed at least quarterly by the Boxing and Education Enrichment Lead and Sports Development Manager, with progress documented. • The Boxing and Education Enrichment Lead contributes meaningful data and narrative to at least one funder or programme report per year.

10. Academy & Organisational Responsibilities

Key Result Areas	Measures of Success
• Be present at the Academy for a minimum of three sessions per week, including scheduled open-access, squad, and education-programme sessions, and at all Saturday morning competitor sessions, providing hands-on coaching and leadership for FFP's competitive squad. • Be present for all sport enrichment sessions, ensuring there is a clear plan for the session and equipment is set up in advance. • Attend amateur boxing competitions in support of FFP's competing athletes; where multiple competitions fall on the same date in different locations, attend one and organise suitably qualified, England Boxing-licensed coaching cover, briefed in advance, for any others. • Attend monthly coaching team meetings and the FFP team brief, contributing proactively to agendas.	• Attendance records confirm presence across the minimum required sessions, with absences proactively managed and communicated. • Annual appraisal is completed on time with a development plan that is reviewed at mid-year. • The Boxing and Education Enrichment Lead actively contributes to team meetings and is cited as a positive contributor in team culture feedback.

- Join the Friday night rota for evening management, to ensure the Academy is adequately covered.
- Support the Sports Development Manager and Youth Work Manager in the delivery of the Academy's annual plan, taking collective responsibility for agreed objectives.
- Ensure own appraisal is completed annually with a clear development plan, supported by line manager.
- Communicate FFP's key messages accurately and positively to participants, families, and external visitors.
- Input into fundraising proposals and funder reports relating to boxing and the education programme as required to support FFP's sustainability.

11. Management of Self & Professional Development

Key Result Areas	Measures of Success
• Stay current with developments in amateur boxing, sports science, athlete welfare, and coaching methodology at both national and international levels. • Access CPD opportunities to maintain and advance England Boxing qualifications and coaching expertise. • Maintain up-to-date knowledge of safeguarding, health and safety, and inclusive and adapted coaching practice, including SEND awareness and trauma-informed approaches relevant to delivering sport within an education setting. • Actively self-reflect on coaching practice, seeking and acting on feedback from participants, colleagues, and the Sports Development Manager. • Demonstrate a commitment to equality, diversity, and inclusion in all aspects of work, challenging non-inclusive or discriminatory behaviour.	• England Boxing qualifications are maintained and current; CPD log is kept and shared at annual appraisal. • The Boxing and Education Enrichment Lead attends a minimum of one external boxing or coaching development event per year. • Self-reflection is evidenced in supervision notes and appraisal, with clear areas for growth identified and acted upon. • Equality and inclusion commitments are actively demonstrated in session design, participant engagement, and team culture.

PERSON SPECIFICATION

Knowledge, Skills & Experience

SKILLS

- Exceptional technical knowledge of boxing, from fundamental skills through to advanced tactics, strategy, and competition preparation.
- Outstanding coaching and communication skills, able to inspire and challenge participants at all levels and articulate technical concepts clearly to diverse audiences.
- Strong leadership skills, able to direct, motivate, and develop a coaching team, creating a shared sense of purpose and high standards.
- Ability to design and deliver individualised athlete development plans, and to design and implement a structured boxing syllabus that takes participants from beginner through to competitive level.
- Ability to adapt sports sessions and coaching style for students with a wide range of abilities and needs, including SEND, SEMH, and physical disabilities.
- Ability to build authentic, professional relationships with young people from diverse backgrounds and with a range of needs, including those who may be disengaged from mainstream education or have had negative experiences of school or authority.
- Ability to observe and analyse performance and translate findings into actionable coaching interventions.
- Confident decision-maker under pressure, with a proactive and solutions-focused mindset.
- Able to enforce discipline and manage behaviour firmly, fairly, and in accordance with FFP's values and policies.
- Highly organised and able to manage competing priorities, including programme planning, coach oversight, education-programme delivery, and administrative requirements.

KNOWLEDGE & EXPERIENCE

- Extensive in-depth experience of boxing as a coach and ideally as a competitive athlete, from fundamentals through to elite amateur level.
- A minimum of two years' experience as Head Coach or Lead Coach in an amateur boxing environment.
- Proven track record of developing amateur athletes to compete and progress within the England Boxing competition pathway.
- Substantial experience attending and managing athletes at amateur boxing competitions, including knowledge of matchmaking, weigh-ins, and ringside procedures.
- Experience of producing session plans and leading a team of coaches, with an understanding of quality assurance in coaching delivery.
- Experience of working with young people in a youth work, community sport, education, or similar setting, including an understanding of the challenges faced by young people in inner-city communities.
- Experience of delivering sport or physical activity within an education, alternative provision, or SEND setting (desirable), with an understanding of the SEND Code of Practice, inclusive and adapted coaching principles, and the challenges facing young people in alternative education, including SEMH needs, prior exclusion, and experience of trauma.
- Working knowledge of safeguarding children and young people, including Keeping Children Safe in Education (KCSIE) and Working Together to Safeguard Children, and how to maintain appropriate professional boundaries in a sports or education environment.
- Experience of risk assessments and managing risk within sessions and at competitions.
- Familiarity with monitoring and evaluation approaches, including recording attendance and outcomes on a database or management information system.

ATTRIBUTES

- Deep passion for boxing and an unwavering commitment to raising standards within UK amateur boxing.
- Genuine belief in the potential of every young person, regardless of background, ability, or starting point in education or in the ring.
- Compassionate and emotionally intelligent, with the ability to read a room and adapt accordingly.
- Patient, resilient, and solutions-focused, able to engage young people who may initially be reluctant to participate or find it hard to trust adults, while maintaining high standards and good humour under pressure.
- A committed team player who actively contributes to a collegiate and supportive Academy culture.
- Flexible and adaptable, willing to work evenings, weekends, daytime education-programme sessions, and at competitions as required.

QUALIFICATIONS

- England Boxing Level 2 Coach qualification (or equivalent governing body qualification) – essential.
- England Boxing Level 3 Coach qualification – highly desirable.
- Current England Boxing Club Coach or Competition Coach licence.
- Current First Aid qualification (e.g. Emergency First Aid at Work or Sports First Aid).
- Safeguarding / child protection training at a level appropriate to a coaching lead role, including awareness of safeguarding in education settings.
- SEND awareness or inclusive/adapted coaching training (desirable).
- Trauma-informed or restorative practice training (desirable).
- Team Teach or equivalent positive behaviour management / de-escalation training (desirable).
- Level 2 or 3 qualification in Supporting Teaching and Learning, Learning Support, or equivalent (desirable, not essential)
- Enhanced DBS check (will be carried out prior to commencement).
- Right to work in the UK

Fight for Peace is committed to safeguarding and promoting the welfare of children and young people. All posts are subject to an enhanced DBS check. Fight for Peace is an equal opportunities employer