

# THE BOXING ACADEMY

POD LEADER  
CANDIDATE INFORMATION  
PACK 2026-7



## Introduction

The Governors of the Boxing Academy are seeking to recruit a pod leader. This is a significant opportunity for an ambitious candidate to help shape the future of a successful Alternative Provision school. The academy provides an alternative pathway for children who have failed in (and been failed by) mainstream education, operating with the spirit of a boxing gym. For any candidate, aligning with this vision and wanting to work to improve the life chances of vulnerable and disadvantaged students is vital.

The Boxing Academy converted in May 2017 to become an Alternative Provision Free School. Since then, it has delivered on its mission of delivering high quality education and development to the most hard-to-reach young people, realised through the discipline and ethos of boxing. The Academy has gained a local and national reputation for excellence by consistently achieving some of the best outcomes of any AP in the country.

In 2017, in recognition of these achievements, the Boxing Academy was named the Tes AP school of year. In March 2020, following its most recent OFSTED inspection, the school was graded 'Outstanding'.

## Diversity

The Boxing Academy is passionate about diversity and recognise that as individuals we all bring something unique to the role regardless of age, gender, race, beliefs or disabilities which is why we treat all our people equally, without compromise. We are committed to ensuring that the recruitment and selection of staff is conducted in a manner that promotes equality of opportunity.

The Boxing Academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Candidates should be aware that the Boxing Academy may conduct searches of social media and other online content in advance of any interviews. Our commitment to safeguarding is underpinned by robust processes and checks for all applicants.

## Background of the Boxing Academy

The Boxing Academy was established as a charity in 2007, out of a boxing gym in Tottenham. With the support of Gladesmore Community School, it opened its doors to 12 students in the first year. The Academy was registered as an Independent School in 2014 and became an Alternative Provision Free School in May 2017.

## Why Boxing?

Boxing benefits our students by getting them fit, teaching them teamwork, anger management and discipline, and improving their confidence and concentration.

This school is not aiming to produce competitive boxers, in fact many of the students have no interest in Boxing. The value is in the positive benefits of daily



training and the relationships that grow in the gym. We employ boxing coaches in this role because young people instinctively look up to and respect the strong role models within the boxing gym who present a positive image of respect for others, discipline, responsibility, a work ethic and good manners.

As a school we understand behaviour as communication and that adverse childhood experiences including abuse, neglect and or exploitation can impact and influence the way children behave. When addressing behaviour we hold children's safety and welfare central to our decision making and incorporate the risks and vulnerabilities our pupils may have.

The boxing coaches support their students in the gym and the academic classes which allows the academic teachers to teach without interruption. Our approach to boxing training offers pupils the opportunity to expend their energy in a purposeful manner, to channel their aggression and to learn teamwork, discipline and the acceptance of authority. The support and encouragement they receive improves their self-esteem and confidence, while creating a positive cycle of achievement.

Our students are interesting, challenging, lively, bright and funny: attributes that contribute to the unique atmosphere found in the classrooms and the boxing ring.

## Curriculum

We currently offer a core curriculum of five GCSE or equivalent subjects including Maths, English, Science, Art, and PE. The Academy also offers the capacity to sit exams in students' community language if appropriate. Curriculum delivery is interspersed with boxing sessions, and SMSC, PHSE and British Values. We also offer careers advice, enrichment and free to participant trips such as residential outward bounds holidays.

## Summary of the Pod Leader role

Pod leaders are the key adults for our students. They are coach, mentor, teacher, support assistant; whatever the young people need them to be. This job is demanding and rewarding for anyone with patience and understanding of the power of boxing to help turn around young lives.

Have you got what it takes to engage and motivate young people? Can you maintain a firm but fair presence? You will need to have a strong work ethic and be able to act professionally in all situations to be a part of the Boxing Academy team. The two essential requirements are:

- **competitive Boxing experience** (at least ONE competitive bout, any forum) and
- **emotional intelligence**

We will train you for all aspects of the school's operation. The Boxing Academy is a collaborative and challenging environment: applicants need to be open to accepting feedback and actively contribute to the development of the Academy.



## **JOB DESCRIPTION**

### **JOB TITLE:**

**Pod Leader**

### **ACCOUNTABLE TO:**

**Vice Principal**

### **SALARY:**

**Starting at £34,456**

## **JOB PURPOSE**

The Pod Leader role sets the tone for the behaviour and achievements of all the students. They must uphold discipline at all times, keep the students engaged, provide them with a positive working environment and make sure that the school day unfolds smoothly.

## **PRINCIPAL RESPONSIBILITY**

- To build a mentoring and supportive relationship with the students in their pod, allowing for transformational change to take place.
- To maintain high standards of behaviour in their class, promoting a positive learning atmosphere and to support the class as directed by teachers during academic lessons.
- To lead the delivery of boxing training sessions, and to hold the L1 ABA Boxing qualification.

## **Expectations of all members of the Boxing Academy staff**

- Act with professional integrity at all times.
- Consistently demonstrate the high standards expected in the school.
- Act with honesty and transparency with regard to your work.
- Adhere to school policies and procedures at all times.
- Promote the aims and ethos of the school by attendance at and participation in events such as open evenings, meetings, performances and other functions/events as required.
- Undertake specific tasks reasonably delegated by the SLT from time to time.

## **Daily duties**

- Take responsibility for the well-being and engagement of pupils throughout their time at the Academy.
- Contribute to the collective responsibility to keep the Academy environment clean, safe and efficient.
- Engage with the young people before lessons begin and continue throughout the day.
- Show initiative and inform your line manager of any logistical or operational problems throughout the day.
- Use the radio to keep communication with the team.
- Lead boxing and sport sessions, ensuring full participation of all students.
- Provide in-class support as a learning assistant during academic lessons, being vigilant and alert at all times.
- Engage with students over their performance, attendance and academic efforts.
- Partake in the daily debriefing and contribute to the advancement of Academy best practice.
- Maintain the conduct points by inputting into the MIS daily.
- Keep notes on any incidents as they occur.
- Follow Academy procedures and policies (as outlined in the staff handbook) at all times.

## **Behaviour and Safety**

- Lead by example by ensuring pupil behaviour and safety.
- Undertake annual safeguarding training with the whole staff.

### **Professional Standards**

- Treat all members of the community, colleagues and pupils, with respect and consideration.
- Treat all pupils fairly, consistently and without prejudice.
- Set a good example to pupils in terms of appropriate dress, standards of punctuality and attendance.
- Support the ethos of the school by upholding the Behaviour Policy and uniform regulations at all times including travel to and from school.
- Participate in staff training when provided.
- Reflect on own practice as well as the practices of the school with aim of improving all that we do.
- Read and adhere to the various policies of the school as expressed in the Staff Handbook and Policies.
- Ensure that all deadlines are met as published in the school calendar.

### **Health & Safety**

- Promote and comply with the school's policies on Equal Opportunities and Health and Safety both in the delivery of services and the treatment of others.

### **Safeguarding**

The Boxing Academy is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow our child protection procedures. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead.

This job description is additional to the basic duties outlined in contracts and reflects the policies agreed by the Governing Body. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time. This job description will be reviewed regularly and is an integral part of the appraisal and line management process.