

Job Description

Job Title	Leisure Coach 5
Grade	£16.10 per hour
Reporting To	Active Wellbeing and Partnership Manager/Active Places Manager

Purpose

To promote and improve individual and community health, fitness, and wellbeing through the safe and effective delivery of structured fitness and exercise sessions. The role focuses on instructing individuals in pre-learned exercise techniques, encouraging healthy lifestyle behaviours, and supporting physical and mental wellbeing through inclusive and accessible activities such as aerobics, HIIT, yoga, Pilates, and related exercise programmes.

Main Duties And Responsibilities

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.
- Live our values in the role and organisation.
- Act as a welcoming and approachable presence, greeting customers on arrival to classes and helping them feel comfortable within the Centre.
- Share enthusiasm and passion for group exercise to inspire participation, motivation, and long-term engagement among customers.
- Implement your own teaching style and create a unique customer experience to Invigor8 members through group exercise

Coaching & Session Delivery

- Deliver a wide range of group exercise classes in a safe and effective manner, following exercise-to-music routines and recognised industry standards.
- Plan, prepare and lead structured group exercise sessions such as Yoga, Pilates, Tai Chi, Legs, Bums and Tums, Zumba and Aqua in line with organisational standards and National Governing Body guidance.
- Provide excellent, safe, and inclusive group exercise classes that encourage participation from members of all abilities, fitness levels, and backgrounds.
- Communicate clearly and confidently throughout classes, providing instruction, motivation, and guidance to ensure correct technique and participant safety.
- Create a welcoming and supportive class environment that promotes member enjoyment, confidence, and ongoing engagement.

- Take accurate class registers in line with organisational procedures and data protection requirements.
- Monitor participation levels and member engagement to help inform class planning and scheduling decisions.
- Review and evaluate class content and delivery to ensure continued safety, effectiveness, and alignment with best practice.

Professional Development and Collaborative Working

- Actively gather, review, and respond to customer feedback to enhance the quality of classes and the overall customer experience.
- Use periodic customer feedback to inform improvements to class delivery and support member satisfaction and retention.
- Reflect on feedback and performance data to support continuous improvement and professional development.
- Work collaboratively with the leisure team to support programme delivery and events.
- Attend training, briefings and development opportunities.
- Maintain a professional appearance, punctuality and positive attitude.
- Engage in continued professional development, maintaining up-to-date knowledge, qualifications and best practice

Compliance:

- Adhere to and comply with all relevant corporate policies and procedures including Health & safety, General Data Protection Regulations (GDPR), Corporate Governance and Code of Conduct.
- Ensure the safety and wellbeing of customers at all times by following safe practice guidelines and organisational procedures.
- Monitor participants during classes to identify fatigue, incorrect technique, or potential risks and take appropriate corrective action.
- Report any concerns, incidents or accidents in line with organisational procedures.

Other:

- Any other duties commensurate with the grade.

Role Specific Knowledge, Experience And Skills

Qualifications

- Level 2 Gym Instructor qualification or
- Level 2 Exercise to Music qualification
- Relevant individual qualifications in specific fitness disciplines delivered (e.g. Aerobics, HIIT, Yoga, Pilates or equivalent)
- Registered with the Register of Exercise Professionals (REPs) or willing to maintain professional registration in line with service requirements-
- DBS Enhanced Clearance.



ACCOUNTABLE



AMBITIOUS



**RESIDENT
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PROFESSIONAL

- *Desirable – Multiple discipline qualifications across group exercise and fitness activities*
- *Desirable - Evidence of ongoing Continuing Professional Development (CPD) related to health, fitness, and wellbeing*

Knowledge & Skills

- Knowledge of fitness and exercise principles, including safe instruction of pre-learned exercise techniques
- Understanding of the health benefits of physical activity and its impact on physical and mental wellbeing
- Knowledge of delivering group exercise and individual sessions across a range of activities (e.g. aerobics, HIIT, yoga, Pilates)
- Awareness of health & safety, safeguarding, and risk assessment within a fitness environment
- Understanding of inclusive practice and adapting sessions for different abilities and health needs
- Ability to instruct and demonstrate exercise techniques clearly and effectively
- Ability to motivate and engage participants to support improved health, fitness, and wellbeing
- Strong communication and interpersonal skills
- Ability to deliver safe, structured, and effective fitness sessions
- Ability to monitor participants during sessions and adapt activities as required

Experience

- Experience delivering fitness or exercise sessions to individuals or groups
- Experience instructing a range of fitness activities or exercise disciplines
- Experience working with participants of varying fitness levels and abilities
- Experience promoting safe participation and positive health outcomes

Additional Information

Ability to travel across the Borough and work from various locations.

A flexible working approach to accommodate service needs.

Be able to work outside traditional hours, of a weekend and evening as required, adopting a flexible working approach in response to business requirements.

This post is not covered by National Joint Council (NJC) terms and conditions and has not been subject to job evaluation. Pay is therefore applied as a market supplement and will be reviewed periodically.

Health & Safety Considerations:

- Prolonged Repetitive Movements/Actions
- Moving or handling heavy loads
- Exposure to persons with challenging or aggressive behaviour

Approved By: Sarah Robertson, Active Wellbeing and Partnership Manager

Date Of Approval: 29/04/26



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