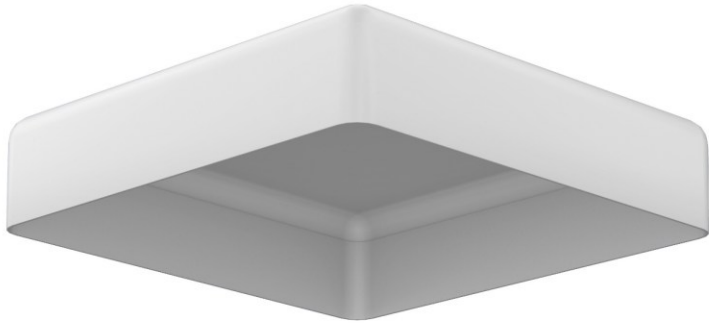




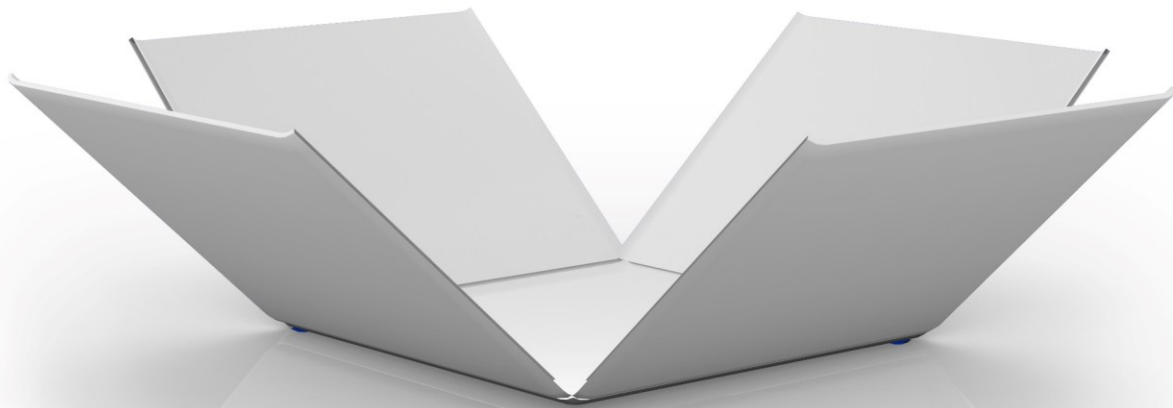
# GALA ACADEMY

Benefits of being a Coach with the Gala Academy



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# About us

Founded in August 2021, Gala Academy is a unique badminton training academy that aspires to give students an experience that goes beyond just learning how to play badminton.

We are NOT a club, but an Academy which is akin to what teaching would look like in a school and we do that for badminton.

## Our Vision

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"Excellence in skills producing the best"

Gala Academy aspires to promote and be the best training academy in badminton.

## Our Mission

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To take students through a structured journey of training, learning techniques, and skills that **build confidence, capabilities** and parting equity to the student is our priority.

## Our Values

- < **G - Guiding Excellence:** Gala Academy prides itself on setting and demonstrating high standards of excellence. Equity to the student is our priority, ensuring fairness in all aspects of the learning experience.
- < **A - Advocating Equality:** Equality is paramount at Gala Academy, ensuring inclusivity for every student, regardless of background or circumstance.
- < **L - Learning Environment:** Gala Academy provides a safe and supportive environment for learning and teaching, empowering students to excel in their badminton journey.
- < **A - Aspiring Achievement:** Gala Academy inspires and supports students in their pursuit of achievement, fostering a culture of ambition and success.

We are **GALA**

# What incentives we offer?

Gala Academy has been operating for a few years, and we are starting to see fruits of our hard work. Our vision is to grow holistically and organically. This program is aimed at coaches that coach and teach at the academy.

## How are we providing incentives?

### 01 Sharing & direct benefits

We pay the coaches one-off fee for introducing students to Gala.

The coach receive **£250 per each student** that registers for a course at the academy for two consecutive terms.

### 02 Enabling to teach

We can provide for the coaches Enhanced DBS and update service.

The enhanced DBS and an updating service **at our cost of £90**, we maintain this for the duration of the service of the coach at Gala.

### 03 Exceptional pay

We pay good rates and limit the number of students per coach and per court ensuring both the coach and student get equity.

We **pay £35 hour** with controlled numbers of students.

### 04 Fair working hours

Paid 1 hour break when coaching 7 hours or more.

During these breaks we pay **£35/hour**.

### 05 Uniform

We provide a uniform to promote professionalism and to harmonise a team spirit way of working with Gala.

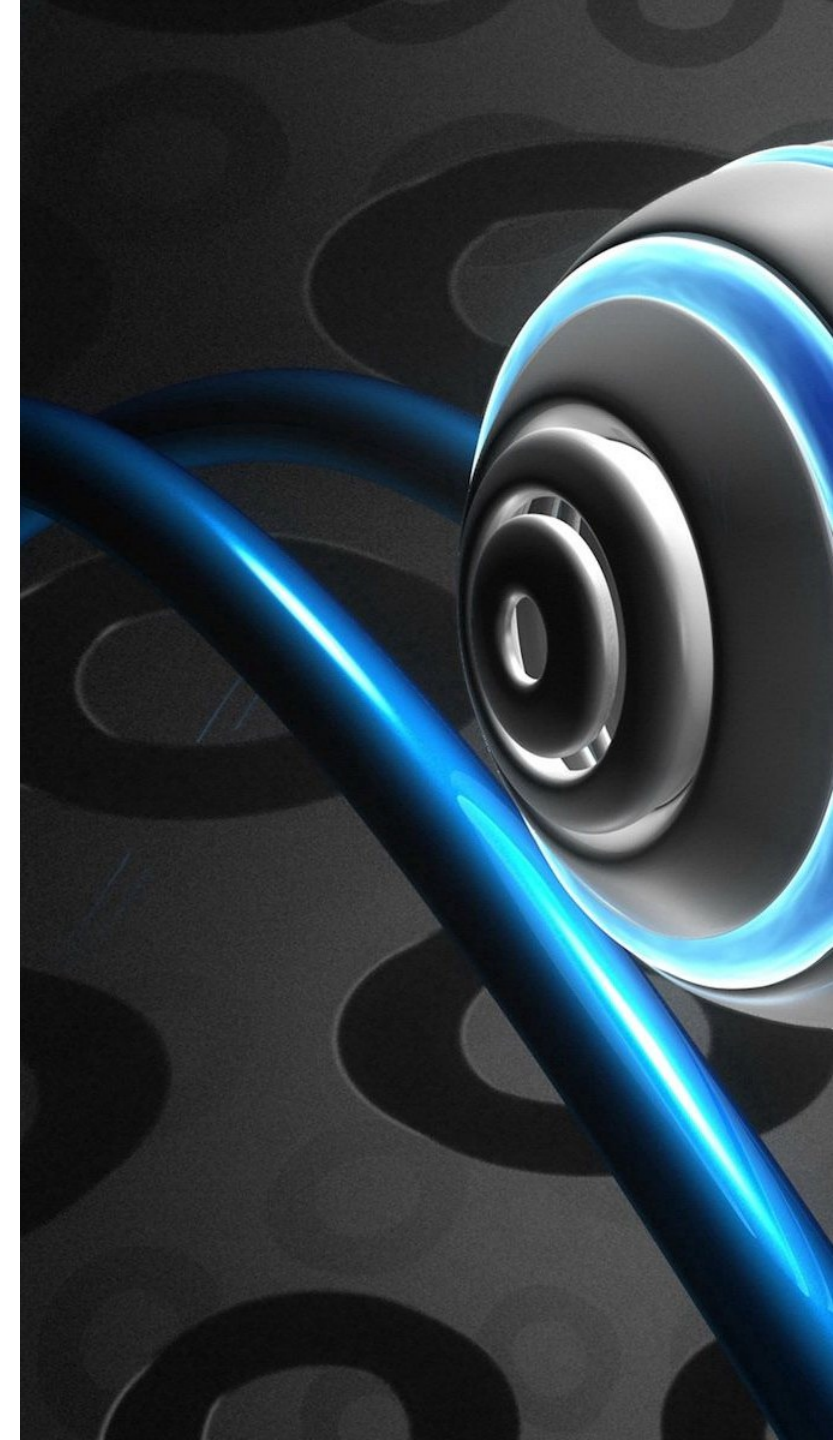
**£250 worth of uniform** is given to the coaches to represent Gala

### 06 Indirect benefits

All the hard back-office work is done. No chasing clients, collecting fees, organising courts, finding equipment....

**....Gala Academy does all this for you**

These incentives are aligned and in accordance with the Service Level Agreement with the coaches.





# Why do we offer these incentives?

Being a coach with Gala Academy means that we expect you to follow the values of Gala Academy. Our incentives will support us in ensuring that our coaches follow our code of conduct. We therefore want you to.....

## Professionalism

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You must act in the most ethical and professional manner, showing a degree of honest, integrity and competence towards the pupils and their guardians.

## Teaching

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Teach in accordance with our curriculum to pupils of different ages and abilities and manage behaviour, motivate, engage, and encourage all pupils.

## Responsibility

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You are fully committed. Not to be late and never leave early. Always assume the full responsibility of the pupils in your care ensuring no physical, or emotional harm.

## Innovate

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Creating effective processes, ideas and concepts that translate into actions which provide value through ease of simple and fast learning of activities being taught.

## Consistency

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Ensure that teaching and training is not disorganised and the coach or the trainer is able to adapt and apply consistency to the teaching of the pupils.

## Progression

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Progressing pupils by understanding their abilities and using methods like to [Hattie matrix](#) to develop, fluency, and stamina first, followed by expertise.

## Safety & etiquette

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Demonstrate by example and show what good looks like around risk of injury, violence, discrimination and threatening behaviour.

## KYC

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Know your customer (KYC) – the pupil here, to ascertain their aspirations, their abilities their behaviours and continue to monitor each student.

## Feedback

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Feedback onto Gala Academy with all the aspects above and how the Academy can continue to improve on a regular basis.

# Who are we looking for?

01

## Able to teach

Badminton coaches with recognised qualifications (**Badminton England, BWF, or equivalent**). Deliver high-quality sessions aligned with our curriculum.

02

## Trainers wanting to pivot

Trainers looking to **transition into badminton coaching**

03

## Clearances

**Enhanced DBS clearance** (or willingness to obtain). Prioritise **student safety and wellbeing**. Maintain **professionalism, punctuality,** and communication

04

## Continuous self development

Passion for education, child safety, and **long-term development**. Actively contribute to our **collaborative coaching team** and be open to learning from others.

05

## Commitment and innovation

Commitment to a **high-performing, growth-oriented culture** with continuous innovation teaching. Be a coach who leads by example - professional, consistent, and passionate.

06

## Team players

Team players who value peer **collaboration and shared learning**. Engage in feedback and development processes.

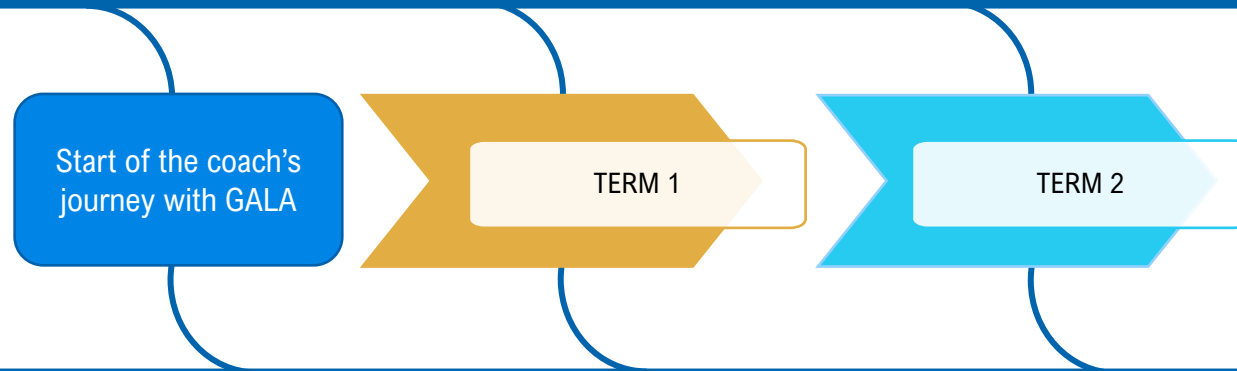
**Overseas Coaches Welcome** - We support international applicants through our sponsorship programme for eligible candidates.



# How and when these incentives will be provided?

These incentives are at Gala Academy's discretion

**Sharing benefit** - introducing students to the Gala Academy and get paid £250 for each student that enrolls for two consecutive terms



**Reward** - We pay £35 hour, paid monthly on invoice

**Start the coaching** journey with a signed SLA

Probationary period, **DBS provisioned** as necessary

**Uniform** provisioned

To be entitled for the incentives, the coach must

- < comply with Gala Academy's policies, procedures and must have entered into the Service Level Agreement (SLA)
- < have completed a full terms coaching without having any missed sessions
- < coach's can take a maximum of 2 weeks holidays unpaid in any given term with a minimum of 4 weeks prior notice

# Definitions

What we mean when we say:

Bank and Public holiday	Holidays on which most businesses and non-essential services are closed including schools
Considered safeguard	Is the considered support with a provision of a paid break during extended hours of coaching
Duration of session	A specified time range where the coach, trainer or helper is delivering a session
Half term	Half term is short holiday in the middle of each of the three periods into which the school year is divided. The half terms may vary from school to school.
Normal coaching day	A normal coaching day is a day where the coach or trainer has committed to deliver the service for the duration of the session
Parents or residence days	Parents days and resident day are those which the school utilises to engage with the parents and the wider community and where the school facilities are unavailable
Planned sessions	Are sessions that are declared to the coach or trainer in advance of the session term commencing
School facility	Is the location where the coaching sessions are being delivered. This could be a public school or a private school
School holidays	the period during which schools are closed in the summer, at Christmas and Easter
Services	are the coaching and training of students to learn, the given sport or activity
Session Term	Session term are coarsely aligned to the school terms. The school terms can be for public or private school which may differ and the use of the school facility may vary accordingly.
Sessions	are days and durations during the session term where the coach or trainer has committed to deliver the services
Uniform	is offered at the discretion of the academy, which carries the copyright logo and names as appropriate to identify the coach or trainer during the delivery their sessions







**GALA ACADEMY**

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