



Welcome to our Trust

Casual Swim Teacher
Recruitment Pack



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Welcome to Anglian Learning

Thank you for your interest in the position of Casual Swim Teacher.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Adam Wilson, Centre Manager at awilson@anglianleisure.co.uk.

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin

CEO, Anglian Learning



Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be.



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively.



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.



About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.



Educating more than

11,100

pupils

Employing over

1,650

members of staff

3

counties

22

academies

About Anglian Leisure

Sawston



About Anglian Leisure

Anglian Leisure is the brand of Anglian Learning's sport, fitness and leisure centres. The brand unites facilities across Anglian Learning bringing the five individual centres run by the Trust together.

Anglian Leisure allows for greater accessibility, a better online presence and improved facilities on offer to staff, pupils and the wider community. The individual centres are Anglian Leisure Bottisham, Anglian Leisure Linton, Anglian Leisure Netherhall, Anglian Leisure Sawston, and Anglian Leisure Joyce Frankland, with Bassingbourn due to follow soon.

Anglian Leisure Sawston is a community Sports Centre, based on the site of Sawston Village College.

We offer a wide range of different activities for the whole family, whether it be the gym, swimming, aerobic classes or racket sports we have something for everybody.

The health and well-being of our local communities is a priority of Anglian Leisure, and our vision is to ensure that a variety of recreation and leisure opportunities are accessible and inclusive to a wide range of people.



Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Adam Wilson, Centre Manager at awilson@anglianleisure.co.uk.

Benefits

Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



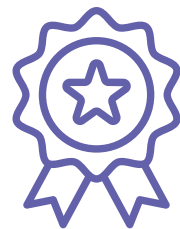
Employee Assistance Programme offering a range of services to staff and their families



Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card



Role Summary

Anglian Leisure Sawston is a local dual-use leisure facility, aiming to provide an inclusive environment where the whole community has the opportunity to participate in a range of activities designed to promote health and well-being.

We are seeking a reliable, professional, and enthusiastic Level 2 Swimming Teacher to join our successful and well-established swim school. Anglian Leisure Sawston offers an extensive swimming lesson programme designed to cater for all ages and abilities, from Parent and Child to Advanced swimmers.

All lessons are taught by Swim England qualified instructors and classes run for 42 weeks per year. Excellent communication skills, confidence, and an ability to motivate and inspire others are essential. Previous experience in a similar setting is desirable, but not essential.

To find out more about the role please contact Adam Wilson at awilson@anglianleisure.co.uk.

Job Description

Casual Swim Teacher

Anglian Leisure Sawston



| | |
|--------------------------|---|
| SALARY: | £16.51 (£18.50 including holiday pay) |
| HOURS: | Shift Work (Zero Hours) |
| PENSION: | LGPS Pension Scheme |
| DISCLOSURE LEVEL: | Enhanced DBS plus Barred List Checks |
| LOCATION: | The post holder will be based at Sawston Leisure but will be expected to work across the Trust and to travel between sites. |
| RESPONSIBLE TO: | Adam Wilson, Sports Centre Manager |

MAIN RESPONSIBILITIES

Duties and Responsibilities

- Deliver a comprehensive programme of swimming lessons safely and effectively to Swim England standards.
- Produce lesson plans for all sessions which are delivered to develop positive relationships with class participants and parents.
- To be aware of and adhere to Health and Safety regulations and the Centre's PSOP
- Be an active member of the Centre community and to support its distinctive ethos.
- Commitment to personal development.
- Carry out additional duties and responsibilities as requested by the Sports Centre Manager, Assistant Manager or Duty Managers.

Requirements

- To hold a current NPLQ or NRASTC qualification
- Previous experience of working as a Swimming Teacher / Assistant Swimming Teacher
- Demonstrate an interest in sport and physical activity (for example in participation, organisation or administration)
- Ability to communicate effectively with staff and customers
- Ability to motivate and inspire others
- To be adaptable and flexible

Anglian Learning is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment.

Core Purpose:

- To safely and effectively deliver a comprehensive programme of swimming lessons to Swim England standards.

Core Accountabilities

- To deliver swimming lessons to Sports Centre customers To be aware of and adhere to Health and Safety regulations and the Centre's PSOP

Key Tasks:

To deliver swimming lessons to Sports Centre customers:

- To deliver safe and effective swimming lessons to Sports Centre customers of mixed age and ability
- To produce lesson plans for all sessions which are delivered To develop positive relationships with class participants and parents To hold a current NPLQ or NRASTC qualification

To be aware of Health and Safety regulations and the Centre's PSOP:

- To comply with individual responsibilities in accordance with the role, for Health and Safety in the workplace
- To ensure the Health and Safety of all customers and staff

Additional duties

- To be aware of and comply with policies and procedures related to child protection and safeguarding, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person, and attend compulsory safeguarding training as a priority of your role.
- To attend meetings as required.
- To be an active member of the College community and to support its distinctive ethos.
- To continue personal development as required.
- To carry out additional duties and responsibilities as requested by the Sports Centre Manager, Assistant Manager or Duty Managers.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the Sports Centre Manager to undertake work of a similar level that is not specified in this job description.

Person Specification

Casual Swim Teacher
Anglian Leisure Sawston



Qualifications and Training

Essential:

- Swim England Level 2 Swimming Teaching qualification

Desirable:

- GCSE grade C+/5+ in English and Maths.
- Educated to GCSE Level with a good standard of literacy and general education.
- NPLQ or NRASTC qualification

Experience

Essential:

- Previous experience of working as a Swimming Teacher / Assistant Swimming Teacher
- Demonstrate an interest in sport and physical activity (for example in participation, organisation or administration)

Desirable:

- Previous Sports Centre experience
- Experience of working in a school or college context
- Awareness of Health and Safety at Work
- Experience of working with the public

Personal Qualities

Essential:

- Ability to work well with other colleagues
- Ability to communicate effectively with staff and customers
- Ability to learn quickly
- Discreet and committed to maintaining confidentiality at all times
- Flexibility in relation to tasks carried out
- Willing to undertake further training as required
- A commitment to safeguarding and promoting the welfare of children
- Energy and enthusiasm
- Confidence
- Ability to motivate and inspire others
- Adaptable and flexible
- Positive working attitude
- Initiative
- Ability to remain calm in difficult situations
- Ability to work as part of a team
- Excellent attendance and punctuality
- A liking and respect for young people
- Appropriate professional relationships with colleagues and children

How to apply

Dates

| | |
|-------------------------|---|
| CLOSING DATE: | 27 th March 2026 |
| INTERVIEW DATES: | To be confirmed |
| START DATE: | To be confirmed, subject to safeguarding checks |

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about Casual Swim Teacher and meet the person specification we invite you to apply for this exciting opportunity via **our portal**.

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via hrrhub3@anglianlearning.org.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

<This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.>

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



Get in touch

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