



JOB DESCRIPTION

Job Title: Swimming Assistant

Grade: Grade 1
Allowance: SEN

1.0 JOB PURPOSE

- 1.1 To support pupils to participate safely and positively in swimming sessions, encouraging the development of their confidence, independence and enjoyment in the water.
- 1.2 To work alongside the swimming team and other relevant staff to meet the individual physical, personal care and support needs of pupils.

The role involves regular physical activity both in and around the swimming pool and requires the post holder to be confident and competent in the water.

2.0 DUTIES AND RESPONSIBILITIES

Support for pupils

- 2.1 Support individual pupils and groups during swimming sessions, encouraging participation, confidence and independence.
- 2.2 Support pupils with a range of physical disabilities, complex medical conditions and additional needs to access swimming activities safely.
- 2.3 Assist with the supervision of pupils in the swimming pool, changing areas and surrounding areas, ensuring their safety and wellbeing at all times.
- 2.4 Assist pupils with dressing and undressing before and after swimming sessions.
- 2.5 Support pupils with their physical and personal care needs, including dressing and undressing before and after swimming sessions, bathing and cleansing where necessary, while maintaining pupils' dignity and privacy at all times.
- 2.6 Support with the moving, handling and positioning of pupils, following appropriate training, individual pupil guidance and agreed school procedures.
- 2.7 Participate actively in the water during swimming sessions as required, supporting pupils to access swimming activities safely and positively.

Support for the Swimming Team

- 2.8 Work collaboratively with the swimming team and other staff to support the effective delivery of swimming sessions.
- 2.9 Assist with the preparation and organisation of swimming equipment and ensure equipment is used and stored appropriately.



- 2.10 Help to maintain a safe, positive and inclusive environment within the swimming pool and changing areas.
- 2.11 Communicate effectively with colleagues regarding pupils' individual needs and participation.
- 2.12 Follow agreed procedures relating to pool safety, hygiene and emergency arrangements.

Support for the School

- 2.13 Provide support to colleagues and work positively as part of the wider school team.
- 2.14 Develop own effectiveness in the role and participate in relevant training and professional development.
- 2.15 Promote and safeguard the welfare of children and young people for whom you are responsible or come into contact with.
- 2.16 Ensure all duties are carried out with due regard to Health and Safety requirements.
- 2.17 Adhere to the ethos of the school and:
 - Promote the agreed vision and aims of the school
 - Set an example of personal integrity and professionalism
 - Promote an inclusive environment in which pupils are treated with dignity and respect
 - Attend appropriate meetings and training within working hours as required
- 2.18 Undertake any other duties commensurate with the grade and nature of the post to ensure the smooth running of the school.

OBSERVANCE OF THE ACADEMY'S EQUAL OPPORTUNITIES POLICY WILL BE REQUIRED

3.0 SUPERVISION RECEIVED

- 3.1 Supervisors Job Title: Swimming Teacher/Appropriate Line Manager
- 3.2 Level of Supervision: Left to work within established guidelines subject to scrutiny by supervisor

4.0 SUPERVISION GIVEN

None

5.0 SPECIAL CONDITIONS

5.1 Safeguarding

Enhanced DBS is essential. This post involves working directly with children and young people with a range of physical disabilities and/or complex medical needs. The post holder will be required to undertake appropriate safeguarding, moving and handling, personal care, pool safety and other relevant training.

The ability and willingness to provide appropriate physical and personal care support to pupils is an essential requirement of the role.



5.2 Swimming and Water Safety

The post holder will be required to work regularly in and around the swimming pool and must be confident and competent in the water.

The successful candidate will be required to undertake and maintain the relevant NRASTC Light qualification and participate in ongoing competency checks as required by the school.

The practical requirements of the role include the ability to:

- Swim 50 metres
- Climb out of the swimming pool independently
- Surface dive to the deepest part of the school swimming pool (1.82 metres)
- Demonstrate and maintain the practical water-based skills required to undertake the role safely

5.3 Physical and Personal Care

Providing physical and personal care is an essential requirement of the role. The post holder must be willing and able to assist pupils with changing, dressing and undressing, personal care, and moving and handling as required, following appropriate training and individual pupil guidance.