

PERSON SPECIFICATION

Job Title: Swimming Assistant

Salary: Grade 1

Method of Assessment (M.O.A) AF = Application Form, I = Interview, T = Test of Exercise

CRITERIA	ESSENTIAL	DESIRABLE	M.O.A
QUALIFICATIONS & TRAINING	• A good standard of general education. • Willingness to undertake relevant training required for the role. • Willingness to undertake training in safeguarding, moving and handling, personal care and the use of specialist equipment.	• Relevant swimming, sports, leisure or education qualification. • Swimming assistant or swimming teaching qualification. • First Aid qualification. • Relevant SEND or disability awareness training.	AF/I
EXPERIENCE	• Experience of working effectively as part of a team. • Experience of supporting, working with or caring for children or young people, whether in a paid, voluntary or other relevant setting.	• Experience of working with children or young people with SEND, physical disabilities and/or medical needs. • Experience of supporting swimming or aquatic activities. • Experience of working within a school, specialist education or care environment.	AF/I
KNOWLEDGE & UNDERSTANDING	• An understanding of the importance of safeguarding and promoting the welfare of children and young people. • An understanding of the importance of equality, inclusion, dignity and respect. • An understanding of the need to maintain confidentiality and professional boundaries.	• Knowledge of supporting pupils with physical disabilities, medical conditions or additional needs. • Understanding of safe practice within a swimming pool environment. • Awareness of moving and handling procedures and specialist equipment.	AF/I

SKILLS & ABILITIES	• Ability to communicate positively and effectively with pupils and colleagues. • Ability to follow instructions, individual pupil plans, risk assessments and agreed procedures. • Ability to work positively as part of a multidisciplinary team. • Ability to encourage pupils' participation, confidence and independence. • Ability to remain calm, attentive and responsive to pupils' individual needs. • Ability to contribute to maintaining a safe swimming and poolside environment.	• Ability to adapt support to meet a range of individual physical, communication and learning needs. • Confidence in supporting pupils within an aquatic environment. • Ability to contribute to monitoring and communicating pupil progress.	AF/I
SUPPORTING PUPILS	• A commitment to placing pupils' safety, wellbeing, dignity and individual needs at the centre of practice. • Willingness and ability to provide appropriate personal care, including changing, dressing, hygiene and toileting where required. • Willingness and ability to support pupils with transfers and moving and handling, following training and individual plans. • Ability to promote pupils' independence while providing appropriate levels of support.	• Previous experience of providing personal care to children or young people. • Experience of using specialist moving, handling or accessibility equipment. • Experience of supporting pupils with complex physical or medical needs.	AF/I
SWIMMING & POOL ENVIRONMENT	• Confidence working in and around a swimming pool environment. • Ability to swim 50 metres. • Ability to climb out of the swimming pool independently. • Ability to surface dive to the deepest part of the school pool (1.82 metres). • Commitment to following pool safety procedures and instructions. • Ability to actively supervise pupils and maintain awareness of safety at all times. • Willingness to support pupils directly in the water. • Willingness and ability to undertake the relevant NRASTC Light qualification and ongoing competency checks.	• Previous experience of working in a swimming pool or aquatic environment. • Knowledge of inclusive swimming practices or adaptive aquatic activities. • Relevant pool safety or lifesaving qualification.	AF/I/T

COMMUNICATION & RELATIONSHIPS	• Ability to build positive and respectful relationships with pupils. • Ability to communicate effectively and professionally with colleagues and other professionals. • A respectful and sensitive approach when supporting pupils with personal and physical needs.	• Experience of communicating with parents or carers in an education, care, sport or leisure setting. • Experience of working alongside teachers, therapists, medical professionals or other specialist staff.	AF/I
PERSONAL QUALITIES	• Patient, caring and encouraging approach. • Reliable, punctual and responsible. • Positive and enthusiastic attitude. • Flexible and willing to respond to the differing needs of pupils. • Able to maintain pupils' dignity and privacy. • Commitment to equality, diversity and inclusion. • Commitment to the values and ethos of the school.	• Enthusiasm for swimming, physical activity and supporting young people to achieve. • A proactive approach to professional development and learning new skills.	AF/I
SAFEGUARDING	• Commitment to safeguarding and promoting the welfare of children and young people. • Ability to recognise concerns and report them promptly in accordance with school procedures. • Willingness to undertake all required safeguarding training and comply with school policies and procedures.	• Previous safeguarding training within an education, care, sport or youth setting.	AF/I
ADDITIONAL REQUIREMENTS	• Willingness to undertake appropriate training and professional development. • Ability to carry out the practical requirements of the role, with reasonable adjustments where appropriate. • Willingness to contribute positively to the wider life of the school. • Ability to work within school policies, procedures and agreed professional standards.	• Experience of participating in wider school activities, enrichment opportunities or sporting events. • An interest in developing further skills relevant to swimming and specialist education.	AF/I