

Job Title: Swimming Instructor	Pay Scale: PPS 11
Normal Place of Work: The Priory City of Lincoln Academy	Line Manager: Wet Side Manager
Role Summary: Deliver swimming lessons as part of the Junior Learn to Swim programme following the Swim England Learn to Swim Framework Stages 1-7. Provide rescue cover for lessons being taught.	

DUTIES AND RESPONSIBILITIES

Key Responsibilities

1. Instruct pupils during lessons with the aim of improving their swimming ability:
 - Deliver high quality swimming lessons to all within Junior Learn to Swim, following the scheme of learning offered by the Learn to Swim Manager.
 - Assess each members swimming ability each half term and award badges as and when they are achieved. Organise moves to a different group when members are ready and notify the Learn to Swim Manager of these either via email or on the registers.
 - Discuss any issues after the lesson with the relevant teacher (for Academy students) or with the parent for Junior Learn to Swim members.
2. Provide rescue cover for the pupils/members in own group and, where necessary, the whole pool.
3. Report any injuries or safety concerns to the Sports Centre Manager and/or Learn to Swim Manager immediately. Ensure you record all accidents appropriately so they can be logged.
4. Flexibility to cover other shifts due to sickness or holiday, including school swimming hours during the day where offered.
5. Attend staff training monthly to keep up knowledge and training hours required for NRASTC/NPLQ.

Key Relationships

The post holder will be expected to develop and maintain good relationships with:

• Head Teacher, SLT and all Trust staff	To ensure a high quality service is provided that meets the needs of the Trust.
• Priory Lincoln Students	
• Learn to Swim Manager	
• Parents/Guardians & Visitors	
• JLTS Members	
• Other Sports Centre Staff	

Generic Responsibilities

- Represent and promote The Priory Federation of Academies' values internally and externally.
- Ensure that the Federations internal customers receive an excellent customer service experience in all dealings with the service.
- Deliver your day to day duties consistently with the agreed service level.
- Act as a champion for change and improvement, constantly enhancing quality.
- Contribute to the annual quality review of the service and the programme of continuous improvement.
- Actively promote and act, at all times, in accordance with Federation policies, e.g. Health and Safety, Equal Opportunities and Safeguarding.
- Make a commitment and contribution to improving standards for pupils, as appropriate.
- Contribute to the maintenance of a caring and stimulating environment for pupils.
- Undertake other duties commensurate with the job level.

The post holder will interact professionally with colleagues to ensure understanding and awareness of responsibilities of all colleagues and undergo any relevant training.

Elements of this job description may be changed following consultation with your manager.

TERMS OF EMPLOYMENT

All offers of employment are subject to The Trust receiving proof of identity, two satisfactory references, satisfactory health and enhanced DBS checks, a signed Code of Conduct, evidence of your relevant qualifications and successful completion of a 12 month probation period.

HEALTH AND SAFETY

All employees are responsible for reading, understanding and carrying out the requirements of The Trust's Health and Safety policy and for informing a relevant person if they become aware of any non-compliance with the policy or of any identified training needs.

HOURS OF WORK

The Academy day is between 8:00 am and 6:00 pm. Junior Learn to Swim lessons operate between 4-6.30pm Monday – Friday and Saturday's 10am-12.30pm. Additional hours for Intensive courses and Distance Days may be offered during school holidays. A flexible approach to working is expected as some tasks may be required to be carried out in the evenings and during holiday periods.

CONTINUAL PROFESSIONAL DEVELOPMENT

The Trust requires individuals to identify and analyse their own training and development needs and to actively participate in the design of a development plan to meet these needs and the needs of the Academy. This may be achieved through an appraisal process.

The post holder should recognise and take advantage of development opportunities and should periodically review their own progress towards meeting previously agreed goals.

CONDITIONS OF SERVICE

Governed by the National Agreement on Pay and Conditions of Service supplemented by local conditions as adopted.

SPECIAL ARRANGEMENTS

The post holder may be required to work outside of normal academy hours on occasion, with due notice.

SAFEGUARDING STATEMENT

The Priory Federation of Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

EQUALITY, DIVERSITY AND INCLUSION

The Priory Federation of Academies Trust is committed to maintaining a diverse workforce and an inclusive environment for all. Our aim, embedded in the Trust Values, is to enrich our workforce at every level and we encourage applications from all under-represented groups.

Person Specification – Swimming Instructor

		Essential	Desirable	How assessed*
	QUALIFICATIONS			
1.	Level 1 or Level 2 Swimming Teacher qualification.	✓		AF / Cert
2.	NPLQ/NRASTC qualification.		✓	AF / Cert
3.	English & Mathematics Level 2 or equivalent	✓		AF/Cert
	KNOWLEDGE AND EXPERIENCE (UP TO DATE/ CURRENT)			
4.	Excellent knowledge and understanding of swimming skills.	✓		AF / IV
5.	Experience of delivering the Swim England Learn to Swim Framework.		✓	IV
6.	Recent working with pupils in a similar environment.		✓	AF / IV
	SKILLS AND ABILITIES			
7.	Ability to use IT at a level commensurate with job role		✓	AF/IV/AT
8.	Ability to work on own initiative and as part of a team	✓		IV/R
9.	Good planning and organisational skills	✓		IV/R
10.	Excellent oral and communication skills	✓		IV/R
11.	Professional and responsive attitude and behaviour towards colleagues	✓		IV/R
12.	Ability to motivate and develop self	✓		IV/R
13.	Commitment to equality, diversity and inclusion	✓		IV/R

*Key to how skills are assessed:

AF = Skill assessed via application form

IV = Skill assessed via interview

AT = Skill assessed via test/work-related task

Cert = Certificate checked at interview

I have read and accept the content of the job description.

Signed Line Manager:

Dated:

Signed Employee.....

Dated.....