

<b>Post title:</b>	Swimming Teacher
<b>Grade:</b>	G
<b>Responsible to:</b>	Leisure Centre Management Team
<b>Staff managed:</b>	None
<b>Directorate:</b>	Community Development
<b>Service:</b>	Leisure
<b>Job family:</b>	<b>C&amp;S - Care &amp; Support</b>
<b>Date of issue:</b>	April 2023

#### Job context

The post holder will work within North Yorkshire Council's Leisure Services team to plan, deliver and evaluate a series of swimming lessons providing a safe learning environment. Either based at one site or multiple sites, the post holder will be line managed by the Duty Manager and/or other members of the Leisure Centre Management Team. The role will develop water confidence, safety and technical skills across a range of participants of different abilities from non-swimmer to advanced, providing excellent customer care and feedback on progress. North Yorkshire Council's policies and procedures will be followed at all times.

This post is deemed to be a Safety Critical post in line with the Council's Workplace Substance Misuse Policy. In addition to those circumstance listed in the policy where a test will be required, this post will be subject to random testing.

#### Job Purpose:

**To deliver high quality, professional swim teaching and instruction in line with the latest Swim England Framework and site-specific related procedures and to maintain associated records.**

#### Operational management:

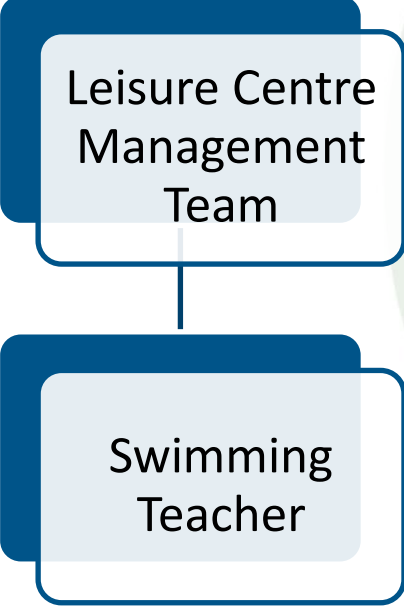
- To be part of the centre team working towards the centres vision, purpose, values and service standards and objectives.
- Provide a friendly and welcoming environment which encourages and supports continual interaction, delivering and maintaining high levels of customer service at all times making every effort to assist the customer or find a colleague that can, in the event you are unable to, effectively communicating your action
- To comply with the Health and Safety at Work Act, and any other relevant regulations, as detailed in the Council and centre policy statements, observing safe working practices to ensure the safety of all staff, users and visitors.
- To plan and deliver effective, enjoyable and motivational swim teaching and instruction programmes in line with the Swim England framework whilst being customer orientated at all times.
- Safely prepare teaching areas for use including equipment set up, dismantling and storage of equipment after lessons and report any defective equipment, or essential maintenance, in accordance with operational procedures.
- To ensure lessons start and finish at the correct time.
- To discuss the child's/adult's development and performance with the parent/adult.
- To administer and/or assist with first aid when necessary (if qualified).
- Assist in the delivery of other specialist aquatic sessions where trained.

	<ul style="list-style-type: none"> <li>To wear staff issued uniform and always ensure professional personal appearance whilst at work</li> <li>To undertake duties relevant and commensurate with the post pay grade.</li> </ul>
<b>Systems and information:</b>	<ul style="list-style-type: none"> <li>To maintain and update the associated records (e.g. registers) identified in operational procedures being conscious of the GDPR's</li> <li>To attend updates, CPD's and seminars to maintain an up to date knowledge of all relevant Swim England teaching frameworks.</li> </ul>

<b>Person Specification:</b>	
<b>Essential</b>	<b>Desirable</b>
<b>Knowledge and Experience</b> <ul style="list-style-type: none"> <li>Working in a leisure/swimming pool environment</li> <li>Working with relevant age/ability groups</li> <li>Awareness of safeguarding children and vulnerable adults</li> <li>Aware of health and safety practices</li> </ul>	<ul style="list-style-type: none"> <li>Experience of coaching/teaching variety of sports</li> <li>Current working experience of the Swim England framework</li> <li>Working in/for a team</li> </ul>
<b>Occupational Skills</b> <ul style="list-style-type: none"> <li>Ability to work effectively within the swim teachers' team</li> <li>Be able to give clear, accurate and assertive instructions verbally to lesson customers</li> <li>Be able to adapt to different age/ability of lesson customer and sensitive to their individual needs</li> <li>Ability to demonstrate high levels of customer service at all times</li> </ul>	<ul style="list-style-type: none"> <li>ICT literacy</li> <li>Creative, to improve engagement of learners and variety in lessons.</li> <li>Good administration skills</li> </ul>
<b>Behaviours</b> <a href="#">Link</a>	
<b>Professional Qualifications</b> <ul style="list-style-type: none"> <li>Current Swim England Level 1 Swimming Assistant (Teaching) qualification or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>Swim England Level 2 Teaching swimming qualification or equivalent</li> <li>RLSS Pool Lifeguard</li> <li>Evidence of recent CPD updates</li> </ul>
<b>Other Requirements</b> <ul style="list-style-type: none"> <li>Enhanced DBS disclosure (completed upon recruitment and prior to job offer)</li> <li>Willingness to learn &amp; develop</li> </ul>	

<b>Career progression:</b>
<ul style="list-style-type: none"> <li>At NYC we value our employees, and as part of this we can provide wider opportunities to progress in your career. Through discussion with your manager identify areas of interest and consider avenues to progress to them, e.g. apprenticeships and work shadowing/coaching.</li> <li>As a large council we have a range of roles, across our services, and can provide a wealth of career and development opportunities to help our employees find fulfilling career development opportunities.</li> </ul>

## Structure



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graph TD; A[Leisure Centre Management Team] --- B[Swimming Teacher];
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Leisure Centre  
Management  
Team

Swimming  
Teacher

NB – Assessment criteria for recruitment will be notified separately.

Optional - Statement for recruitment purposes: You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.