

JOB DESCRIPTION

POST TITLE: Swimming Teacher

GRADE: 8A/PCD8ii

RESPONSIBLE TO: Headteacher

RESPONSIBLE FOR: Students and support staff

LIAISE WITH: SLT, HR and Hydrotherapy Pool staff

MAIN DUTIES:

1. To plan, deliver and review the highest quality, themed, fun and safe learn to swim lessons and/or sensory swim sessions for 3-19 years.
2. To work closely with and supervise the support staff that will accompany the students whilst they are in their swimming sessions.
3. To record swimming achievements in line with the Learn To Swim and Dolphin awards, giving certificates where appropriate.
4. To identify the children's abilities and encourage them to reach their full potential.
5. To adhere to and have a good understanding of the school safeguarding policy and procedures.
6. To understand and follow the NOP and EAP as set out by the school and/or Hydrotherapy Pool.
7. To help organise the swimming timetable and changing room plan.
8. Ordering of, maintaining, setting up and storage of equipment.
9. To present yourself and the facility in a professional and proactive manner ensuring that all standards and codes of practice are met.
10. To be able to communicate and liaise with the SLT, Hydrotherapy pool staff and other outside agencies (e.g. physiotherapist) in a professional manner.
11. Attend meetings and staff training days.
12. Update training when required to meet the standards of the School and that of Swim England.

SKILLS/ATTRIBUTES

The candidate:

1. Must hold a level 1 and level 2 Swimming Teacher qualification (ASA or Swim England Certified). (professional teaching bodies). Level 2 equips you with in-depth stroke analysis and offers some focus on teaching swimming to participants with varying disabilities.
2. Will have an enthusiastic and positive attitude with the ability to inspire confidence and motivate the students.
3. The position requires applicants to deliver annual centre-specific training to volunteers and school staff in collaboration with Hydrotherapy pool staff.
4. The position requires knowledge of the National Curriculum on teaching swimming and water safety to the relevant educational key stages.
5. Strong communication skills are essential when working with SLT and class teachers during the planning process. Applicants must also demonstrate flexibility, particularly when planning registers and adapting to the scheduling needs of Sandgate students.
6. Applicants should be adaptable in their teaching methods to meet the individual needs of participants, while maintaining a fun, inclusive, and safe learning environment.
7. Applicants should have basic IT skills, including the use of MS Office and Outlook for session planning and liaising with class teachers.
8. The role includes updating pupil records, monitoring progress, and distributing certificates or other forms of recognition as appropriate. STA Rockhopper series awards are used. There are nine levels in the scheme, which is catered for participants with disabilities. Most of our students are now on Level 3/9.
9. Applicants should ideally work with school staff to assist with specific hydro-therapeutic exercises for children with disabilities.
10. Applicants must be confident in understanding behavioural patterns associated with neurodiversity such as ASD and ADHD, and be able to work safely with staff in line with Team Teach principles during behavioural incidents.
11. Applicants will be responsible for the maintenance and upkeep of swimming equipment, including ordering supplies and ensuring equipment is cleaned and disinfected as required.
12. Very importantly, applicants should provide playful and engaging swim sessions for Sandgate students, giving them the FUNdamental skills they need to enjoy water safely and build upon their aquatic confidence.
13. Must have a desire to meet and work with the individual/SEN needs of our students.
14. Will have a high level of patience.
15. Will be professional, punctual and well organised.

OTHER DUTIES: In order to deliver services effectively, a degree of flexibility is needed and the post holder may be required to perform work not specifically referred to above. Such duties, however, should not normally exceed those expected of an employee at that grade.

HEALTH AND SAFETY: The School has a Health and Safety Policy which outlines its responsibilities as an employer and the responsibilities of its employees in respect of health and safety. All employees need to be aware of this Policy and comply with its content.

RISK MANAGEMENT: All employees need to have an awareness of risk management and are responsible for ensuring that they manage risk effectively in their job and report hazards and risk to a member of the SLT or the Hydrotherapy Pool manager (where appropriate).

DATA PROTECTION: It is the responsibility of the post holder to ensure that they meet the requirements for compliance within the Data Protection legislation.

SINGLE EQUALITY SCHEME: The School has a Single Equality Policy which gives clear guidance on the responsibilities of both the employee and the employer. All employees must be familiar with and comply with all aspects of the Policy.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS: The School has a Safeguarding Policy, which outlines its responsibilities and the responsibilities of its employees. All employees need to be aware of this Policy and comply with the contents.

JOB WORKING CIRCUMSTANCES:

- The Job Working Circumstances for this post group are assessed on an individual basis using the JWC guidance document for Schools and School services.
- Examples may include:
 - “ Working with pupils with severe and complex learning difficulties and associated disabilities including those with challenging behaviour

Date: July 2025