

## committed to helping everyone live their best life

Working for us is much more than just a job. You'll become one of our own, part of our inspiring Active Tameside family, bound together by a strong sense of belonging which only comes from like-minded people, passionate about helping people to live their best lives.

As an awarding winning and compassionate Charitable Trust we have your health, wellbeing and happiness at heart, offering excellent training, development and career progression, a host of benefits including a local government pension scheme and free Active Premier membership with access to all 7 of our facilities. Membership includes gym, classes, general swim, spa and exclusive Les Mills virtual classes on our app - all worth £34.99 per month.

**So, what are you waiting for? Become part of something different and help us make a difference.**

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## Swimming Teacher

<b>Salary:</b>	£19,534.92 p.a pro rata for part-time
<b>Location:</b>	Tameside Wellness Centre
<b>Working hours:</b>	28.75 hours
<b>Contract type:</b>	Permanent
<b>Closing date:</b>	5 <sup>th</sup> February 2023
<b>Interview Date:</b>	w/c 13 <sup>th</sup> February 2023
<b>Job Reference:</b>	AT737

## how to apply

To apply for this position please fill out the form online or alternatively complete an application form and return it to **HR@activetameside.com** or Human Resources, Active Tameside, Active Ken Ward, Hattersley Road East, Hattersley, Hyde, SK14 3NL.

Application forms can be found on **www.activetameside.com/job-vacancies** or email **HR@activetameside.com**. For help or advice in completing the application form please contact Human Resources on 0161 366 4814.



## here for Tameside, not for profit.

Active Tameside is a registered charity which means 100% of our profits go back into ensuring the best possible facilities and services for the Tameside community.

Find out more at [activetameside.com/charity](https://www.activetameside.com/charity)



## job description

As a Swimming Teacher you will be responsible for delivering private swimming lessons as part of the Swim School pathway. You will also be responsible for the maintenance of records and supervising customers using the pool. You must have experience of class organisation and control, along with confidence in dealing with adults and children. You will need to possess strong communication skills and customer service skills, along with the ability to work on your own initiative and be able to motivate others.

**You will need an STA/ASA Level 2 Swimming Teachers Qualification to apply for this position.**

## rota

	Morning		Afternoon		Private Lessons	
Monday	09:00 - 12:00	3	13:00 - 15:15	2.25		
Tuesday	09:00 - 12:00	3	13:00 - 15:00	2	15:45 - 19:15	3.5
Wednesday	10:30 - 12:00	1.5	13:00 - 15:00	2	15:45 - 19:15	3.5
Thursday	09:00 - 12:00	3	13:00 - 15:00	2	15:15 - 18:15	3
Friday	Day Off					
Saturday	Day Off					
Sunday	Day Off					
		10.5		8.25		10
Total	28.75					

## role profile

<b>Role Title:</b>	Swimming Teacher
<b>Grade:</b>	D
<b>Date:</b>	October 2021
<b>Responsible to:</b>	Swimming Development Manager

## Accountabilities:

All our roles play a key part in delivering our strategic themes to achieve our goals:

1. Contribute towards achieving a positive culture in delivering our dynamic and life enhancing strategy and outcomes. Build positive and effective relationships with customers, colleagues, partners and key stakeholders.
2. To plan and deliver high quality swimming lessons in line with the STA aquatic pathway to young people from stages 1-6.
3. To record and collate via course pro pupil assessments/registers on a weekly basis to feedback to parents/swimming development co-ordinator on each pupils attainment/attendance within Active Tameside swimming lessons.
4. To ensure all health and safety guidance is adhered to when delivering swimming lessons.
5. Be a flexible and proactive team member who inspires improvements and developments in people, performance and processes. To inspire a "best in class" approach in representing our brand internally and externally.

6. Live and breathe the vision and values of Active Tameside in a customer focused way to drive us to be the best that we can be. To lead by example and to be an active role model in delivering our policies and procedures.

**Requirements:**

Our recruitment process will include you demonstrating these requirements from your application form, interview and/or assessment(s):

<p><b>Knowledge</b></p> <p><b>ASA/STA Level 2 swimming teacher qualification</b></p> <p><b>RLSS National Pool Lifeguard qualification</b></p> <p><i>Child protection training</i></p> <p><b>Knowledge of the STA learn to swim programme and assessment framework</b></p> <p><b>Knowledge of health and safety requirements when delivering swimming lessons</b></p> <p><b>Good level of education to include mathematics and English at GCSE level</b></p> <p><b>Knowledge of equal opportunities issues and appreciation of equal opportunities within service provision</b></p> <p><i>Sport related degree or diploma</i> <i>Membership of NGB coaches association</i></p>	<p><b>Experience</b></p> <p><b>Experience of delivering high quality structured learn to swim swimming lessons to young people of all ages and abilities</b></p> <p><b>Experience of NPLQ framework and training requirements</b></p> <p><b>Experience of maintaining and updating records in relation to pupil attainment and attendance</b></p> <p><b>Experience of updating health and safety records to ensure safety of all participants</b></p>
<p><b>Skills</b></p> <p><b>Excellent organisational and planning skills</b></p> <p><b>Strong communication skills and the ability to communicate with parents on swimmer progression</b></p> <p><b>The ability to analyse swimmer performance and to update weekly reports</b></p> <p><b>Willingness to attend monthly NPLQ training to meet health and safety requirements</b></p> <p><i>Use of course pro management system</i></p> <p><b>Willingness to work flexibly when required</b></p>	<p><b>Values</b></p> <ul style="list-style-type: none"> <li>★ <b>Active</b> - we encourage people to be healthy and active</li> <li>★ <b>Champion</b> - we work and adapt so that we can be the best</li> <li>★ <b>Together</b> - we are there for people that need our help</li> <li>★ <b>Integrity</b> - we are genuine and honest with people</li> <li>★ <b>Value</b> - we respect people's opinions and differences</li> <li>★ <b>Enthusiasm</b> - we enjoy what we do and act positively</li> </ul>

**Essential Criteria – in bold**    *Desirable Criteria – in italics*

**our employee  
lifecycle**



**Hire me** Provide a job role that enables me to utilise my unique talents ensuring individuals are fit for purpose and success.

**Develop me** I am supported by managers that will help me develop as an individual to be the best I can be.

**Manage my performance** Provide an environment that promotes continuous learning and development. Managers and employees are clear on their mutual expectations and managers provide helpful and constructive feedback.

**Engage and motivate me** I am able to participate in decisions that affect me and my team. And concerns I have are dealt with urgently with any issues dealt with sensitively and with emotional intelligence.

**Thank me** My time and extra effort are recognised and appropriately rewarded. Leaders and managers show respect for my time.

**Wish me farewell** My feedback is appreciated and may enable continued improvements in the workplace for others.