

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 £35.99 per month.

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

Swimming Teacher/Pool Attendant

Salary:	Pool Attendant – £22,384.93 p.a. pro rata for part-time under 21 years of age £24,876.43 p.a. pro rata for part-time age 21+ Swimming Teacher – £23,524.45 p.a. pro rata part-time under 21 years of age £25,417.22 p.a. pro rata part-time age 21+
Location:	Tameside Wellness Centre
Working hours:	Term Time: 6.5 hours - Pool Attendant 20.25 hours - Swimming Teacher School Holidays: 17.25 hours - Pool Attendant 9.5 hours – Swimming Teacher
Contract type:	Permanent
Closing date:	12 th October 2025
Interview Date:	W/c 20 th October 2025
Job Reference:	AT81

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)



[activetameside.com](https://www.activetameside.com)

Rota: Term Time

Monday (TWC)	06:15 - 10:30 pool	4.25	10.30-12.00 Teach	1.5	13:00 - 15.15 Teach	2.25		
Tuesday (TWC)	11.00-12.00 Teach	1	12.00-1.00 pool	1	13.00-15:00 Teach	2	15:45 - 19:45	4
Wednesday (TWC)	9.00 - 10:15 Pool	1.25	10.15-12.00 Teach	1.75	13.00-15.15 Teach	2.25		
Thursday							15.45 - 18.15	2.5
Friday							15.45 - 18.45	3
Saturday								
Sunday								

Lifeguard 6.5
 Teaching 20.3
 Total 26.75

Rota: School Holidays

Monday (TWC)	06:15 - 12:00 pool	5.75			13:00 - 15.15 Pool	2.25	
Tuesday (TWC)	11.00-15:00 Pool	4					15:45 - 19:45 4
Wednesday (TWC)	9.00 - 12:00 Pool	3			13:00 - 15.15 Pool	2.25	
Thursday							15.45 - 18.15 2.5
Friday							15.45 - 18.45 3
Saturday							
Sunday							

Lifeguard 17.25
Teaching 9.5
Total 26.75

role profile

Role Title: Swimming Teacher
Grade: D
Date: October 2021
Responsible to: Swimming Development Manager

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.

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):

Knowledge

ASA/STA Level 2 swimming teacher qualification

RLSS National Pool Lifeguard qualification

Child protection training

Knowledge of the STA learn to swim programme and assessment framework

Knowledge of health and safety requirements when delivering swimming lessons

Good level of education to include mathematics and English at GCSE level

Knowledge of equal opportunities issues and appreciation of equal opportunities within service provision

Experience

Experience of delivering high quality structured learn to swim swimming lessons to young people of all ages and abilities

Experience of NPLQ framework and training requirements

Experience of maintaining and updating records in relation to pupil attainment and attendance

Experience of updating health and safety records to ensure safety of all participants

Sport related degree or diploma

Membership of NGB coaches association

Skills

Excellent organisational and planning skills

Strong communication skills and the ability to communicate with parents on swimmer progression

The ability to analyse swimmer performance and to update weekly reports

Willingness to attend monthly NPLQ training to meet health and safety requirements

Use of course pro management system

Willingness to work flexibly when required

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

role profile

Role Title:	Pool Attendant
Grade:	C1
Date:	October 2021
Responsible to:	Assistant Service Manager

job description

You will be the person responsible for the health and safety of our members and ensure all our poolside activities are promoted and run effectively. Passion and personality will also stand you in good stead, combined with knowledge of health and safety legislation. A great team player, you'll make sure our customers have the best possible experience – in terms of enjoyment, health & safety and hygiene.

You will need a current RLSS National Pool Lifeguard qualification to apply.

Accountabilities:

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

1. To deliver and perform 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. Ensure that the safety and welfare of users of the centre is assured through the knowledge and implementation of Normal Operating Procedures and Emergency Action Plan Procedures.
3. Maintains constant surveillance of patrons in the facility; acts immediately and appropriately to secure safety of patrons in the event of emergency, providing emergency care and treatment as required until the arrival of emergency medical services, in accordance with RLSS/IQL/NPLQ
4. Undertakes various maintenance duties as directed to maintain a clean and safe facility.

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):

Knowledge

RLSS Pool Lifeguard foundation module (relevant version)

Additional First Aid qualifications

Pool/Plant Operations Certificate

Membership of CIMSP or a related institute

Skills

Effective communication skills and the ability to communicate information to managers, colleagues and customers

Ability to work well on own initiative and within a team

Experience

Experience of leisure facility operations

Knowledge of cleaning routines and techniques

Experience in the operation of filtration plant, Chemical dosing equipment and heating ventilation plant and equipment

Ability to relate to and deal with the public

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.