

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 £37.29 per month.

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

Swimming Teacher & Facility Attendant (Dual Role)

Salary:	Swimming Teacher £25,166.14 p.a pro rata for part-time under 21 years of age £27,058.91 p.a. pro rata for part-time age 21+ Facility Attendant £23,543.77 p.a pro rata for part-time under 21 years of age £25,977.33 p.a pro rata for part-time age 21+
Location:	Tameside Wellness Centre
Working hours:	Swim Teacher Average: 29.22 hours Facility Attendant Average: 3.07 hours
Contract type:	Permanent
Closing date:	16 th August 2026
Interview date:	20 th August 2026
Job Reference:	AT278

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



activetameside.com



This role is subject to an enhanced DBS (Disclosure and Barring Service) check

You will need the following to apply for this position:

Safety award for teachers or NPLQ qualification

STA level 2 award qualification

Or ASA equivalent

rota: Term Time (39 weeks) Swimming Teacher

	Morning		Afternoon		Evening	
Monday	9.00am – 12.00pm	3	1.00pm – 3.15pm	2.25	3.45pm – 7.15pm	3.5
Tuesday	9.00am – 12.00pm	3	1.00pm – 3.00pm	2	3.45pm-7.15pm	3.5
Wednesday	10.15am – 12.00pm	1.75	1.00pm – 3.00pm	2	3.45pm-7.15pm	3.5
Thursday	9.00am – 12.00pm	3	1.00pm – 3.00pm	2	3.15pm-6.15pm	3
Friday						
Saturday						
Sunday						
		10.75			8.25	13.5

Total Hours Swim Teacher = 32.5

rota: School Holidays (13 Weeks) Swimming Teacher

	Morning		Afternoon		Evening	
Monday	9.00am – 9.45am 9.45am -12.00pm	0.75 2.25	1.00pm – 3.15pm	2.25	3.45pm – 7.15pm	3.5
Tuesday	9.00am – 10.15am 10.15am – 11.00am	1.25 0.75	1.00pm – 3.00pm	2	3.45pm-7.15pm	3.5
Tuesday	11.00am – 12.00pm	1				
Wednesday	10.30am – 11.45am 10.15am – 10.30am 11.45am – 12.00pm	1.25 0.25 0.25	1.00pm – 3.00pm	2	3.45pm-7.15pm	3.5
Thursday	9.00am – 10.15am 10.15am – 10.45am 11.45am – 12.00pm	1.25 0.5 0.25	1.00pm – 3.00pm	2	3.15pm-6.15pm	3
Thursday	10.45am – 11.45am	1				
Friday						
Saturday						
Sunday						
		6.5 4.25			8.25	13.5

Total hours Swim Teacher = 20

Total hours Facility Attendant = 3.047

Average Hours: **Swim Teacher: 32.5**
Facility Attendant: 3.07

role profile:

Role Title:	Facility Attendant
Grade:	A
Date:	January 2025
Responsible to:	Duty Manager

job description

To ensure a clean, safe, and welcoming environment for all users by delivering high-quality cleaning services. This role is essential in maintaining hygiene and operational standards, creating positive experiences for customers and supporting the organisation's objectives. And to undertake any duties commensurate with the role, as required, to meet the needs of the organisation and ensure the smooth delivery of services.

Accountabilities:

Strategic Contribution

- Support the organisation's mission by maintaining a clean and safe environment that encourages customer satisfaction and loyalty.
- Foster a positive culture that aligns with organisational values and goals.

Operational Responsibilities

- Perform daily cleaning tasks, including sanitising surfaces, vacuuming, dusting, and waste disposal.
- Operate cleaning equipment safely and effectively, adhering to operational guidelines.
- Ensure cleaning supplies are stocked and stored properly.
- Conduct routine inspections of areas to ensure high cleanliness standards are consistently met.

Customer Experience

- Provide friendly and approachable service, ensuring customer needs are addressed promptly and effectively.
- Contribute to creating a welcoming environment that enhances the customer's overall experience.

Teamwork and Development

- Collaborate with team members to ensure seamless service delivery.
- Participate in training and development opportunities to enhance skills and knowledge.
- Support colleagues during peak periods or special events.

Compliance and Safety

- Follow all health and safety regulations, including COSHH and PPE guidelines.
- Adhere to Normal Operating Procedures (NOP) and Emergency Action Plans (EAP).
- Report any maintenance or safety issues promptly to the appropriate personnel.

Brand Representation

- Act as an ambassador for the organisation by embodying its values and commitment to excellence.
- Uphold professional standards in all interactions with customers, colleagues, and stakeholders.

Requirements:

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

Knowledge

Understanding of cleaning techniques & hygiene standards

Basic knowledge of health & safety regulations

COSHH certification

Member of relevant professional body (e.g., BICS)

Skills

Ability to work well independently and within a team

Strong organisational & time-management skills

Attention to detail to maintain high cleaning standards

Problem-solving skills to address operational changes.

Ability to adapt to changing priorities & schedules

Experience

Experience of cleaning practices within a commercial or public setting

Familiarity with the use of cleaning equipment & machinery

Previous experience in a leisure, hospitality, or healthcare environment.

Experience working in a customer-facing role

Essential Criteria – in bold. *Desirable Criteria – in italic*

role profile

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

job description

To deliver high-quality swimming lessons that inspire confidence and foster skill development in swimmers of all ages and abilities in line with the STA pathway. The role ensures a safe, engaging, and supportive learning environment while promoting water safety and the organisation's commitment to excellence. And to undertake any duties commensurate with the role, as required, to meet the needs of the organisation and ensure the smooth delivery of services.

Accountabilities:

Strategic Contribution

- Support the organisation's mission to promote health, fitness, and water safety by delivering exceptional swimming instruction.
- Contribute to the growth and success of the swimming programme, ensuring it aligns with organisational values and goals.

Operational Responsibilities

- Plan, deliver, and assess swimming lessons tailored to the needs and abilities of individual participants or groups.
- Provide constructive feedback to swimmers and parents/guardians to support ongoing development.
- Ensure lesson plans align with recognised swimming teaching frameworks and standards.
- Prepare and maintain a clean and safe teaching environment, including setting up and storing equipment.

Customer Experience

- Deliver engaging and professional instruction that encourages participation and confidence in the water.
- Build positive relationships with swimmers, parents, and guardians, addressing any concerns promptly and effectively.
- Foster a welcoming and inclusive environment that meets the needs of diverse participants.

Teamwork and Development

- Collaborate with colleagues to ensure consistent delivery of the swimming programme and share best practices.
- Participate in regular training sessions to enhance skills and maintain up-to-date knowledge of teaching methods.
- Provide guidance and mentorship to assistant instructors or new team members.

Compliance and Safety

- Adhere to all safeguarding policies and procedures, ensuring the welfare of all participants.
- Follow health and safety guidelines, including poolside risk assessments and emergency procedures.
- Maintain accurate records of attendance, progress, and any incidents during lessons.

Brand Representation

- Act as an ambassador for the organisation, promoting its vision and values in all interactions.
- Maintain a professional appearance and conduct at all times, ensuring a positive representation of the swimming programme.

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*

**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.