



ROLE PROFILE

Job Role:	School Swimming Activator
Salary:	Grade D (Fixed Rate £10.05per hr £19,389 Annual) 39 week, term time only contract
Competency Band:	2
Location:	Various across Kirklees
Responsible To:	Aquatics and Activity Manager
Responsible For:	None

Role Description

School Swimming Activator

In the role of School Swimming Activator you will be responsible for the planning, preparation, monitoring, evaluation and delivery of school swimming lessons from Key Stage 2 and above, delivering the National Curriculum and best practice to ensure that school swimming is delivered within the required attainment targets.

You will maintain effective systems for the evaluation, monitoring of lesson objectives, progress data and health and safety aspects to ensure the best outcomes for pupils.

Working within agreed policies and practices you will provide advice and swimming related information/communication to school staff. You will also provide guidance, direction and support to qualified/non-qualified adults involved in delivery of swimming activities.

KAL require our employees to be driven and want to achieve their best, whilst being respectful and thoughtful to other members of staff and our customers.

KAL believe that the quality of the learning experience in swimming lessons is dictated by the enthusiasm and passion of the School Swimming Activator. The School Swimming Activator will be required to be professional, with excellent organisational skills, knowledge and technical expertise in swimming instruction.

You will be required to be an excellent communicator and have great interpersonal skills to create a positive and fun environment that inspires confidence and motivates pupils to reach their full potential. You must also be creative in your delivery and have patience to be able to encourage pupils and put them at ease.

The right behaviours and attitudes are as important to us as the skills you bring to the job.

Key Tasks

- Take responsibility for assisting coaching and delivering activity sessions across Kirklees whilst ensuring the safety of participants through guidance, instruction, supervision and demonstration
- Administrative tasks related to the post including but not limited to; the continual monitoring and updating of the school swimming lesson objectives.
- Liaise with Lead School Swimming Activators and assist and support the Aquatic, Sports & Activity Team, on safe practice and the review of risk assessments and controls.
- Develop and deliver on the scheme of work in line with the National Curriculum, taking responsibility for ensuring the safe conduct of the class in the water and on poolside.
- Keep up to date with knowledge and developments around sports and physical activity
- Advise and assist customers with their enquiries and any feedback on assessments
- Ensure the safe provision of all equipment and its correct use.
- Apply the swimming pool safety policy and operations procedures and emergency action plans.
- Assist pool operators to deliver site risk assessments and identify and evaluate any potential hazards, taking appropriate steps to prevent harm and remedy any hazards found.
- Provide lifesaving and first aid skills where necessary and effectively carry out emergency procedures.

Essential Criteria Definition

These are the skills, qualifications, experience and attitude you will need in order to be shortlisted for the post. These are essential to perform your role on day one.

Desirable Criteria Definition

These skills, qualifications and experience are ideal to have on day one of the job, however, if you don't have them yet, we consider most of these can be obtained during the first few months in the role. You must be aware that you will need to be demonstrating these skills longer term. You will be expected to develop your skills and knowledge within an agreed timescale (usually within 3-6 months of your start date) to meet the Desirable criteria in full.

Essential Criteria

- The ability to demonstrate the KAL Values – ONE TEAM, PASSION, EXCELLENCE
- A minimum of 6 months' experience of working with people in a sport and physical activity environment
- Have an understanding of physical activity development and have recent experience of leading and supervising groups in a variety of physical activity programmes
- Basic knowledge and experience of health and safety
- The ability to prioritise tasks and work under pressure

- Strong organisation skills with the ability to complete a wide range of administration skills within set timescales
- A confident and friendly approach
- Flexibility with working hours (evenings and weekends are a must) and location
- **Hold the Swim England (STA) Level 2 Swimming Teacher qualification or equivalent ie STA, which would require internal training and RPL during the first 6 months**
- Hold the RLSS National Pool Lifeguard.

Desirable Criteria

- Manual Handling certificate / Knowledge and experience of moving and handling sports / activity equipment
- Experience of planning / delivery
- KAL product knowledge
- Knowledge of a variety of IT systems, eg TRP, Sharepoint, Plus2 and Learn2

Corporate Training Requirements

- KAL Corporate Induction
- KAL Health and Safety certificate
- Life Changing Event training
- L1 Safeguarding Children certificate

In addition, we expect that everyone:

- Complies with all health and safety legislation and any site safety rules imposed by management to ensure the health safety and welfare of yourself and other persons, such as members of the public. All relevant health and safety documentation and training will be provided.
- Acts in accordance with KAL's Equal Opportunities policy and treats colleagues and customers with dignity at all times, and does not discriminate against, or harass other members of staff or customers, regardless of their status. You should also counteract such practice or behaviour by challenging or reporting it.
- Must commit to, support and work within KAL's Safeguarding policies and procedures

Behavioural Competencies:

The role of a School Swimming Activator is Band 2 and you will be expected to demonstrate an ability to work at this level, satisfying the majority of the behaviours at application. You would then be expected to progress until you are consistently meeting all the competencies within Band 2.

You are expected to provide evidence of how you meet these competencies as part of the application process. These competencies may be tested within the interview process.



ONE TEAM



EXCELLENCE



PASSION

