

ROLE PROFILE

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| Job Role: | Swimming Instructor (Level 2) |
| Salary: | Instructor Cat 2 |
| Location: | Various Locations across Kirklees |
| Responsible To: | Aquatic and Activity Management |
| Responsible For: | None |

Role Description

KAL is one of the only Trusts in the UK to provide a complete career in the Aquatics Pathway from Apprenticeships through to Corporate Management. We are seeking to expand our Aquatics Team by increasing our Swimming Instructor workforce. Within this role, you will deliver high quality sessions in accordance with the Swim England Learn to Swim/School Swimming Charter Scheme, ensuring that all customers have a great experience. You will ensure that parents/teachers are aware of children's progression through the Aquatic Pathway by the effective use of KAL's recording systems.

KAL will provide the opportunities for you to undertake Continued Professional Development (CPD) which may include various training opportunities, upskilling of present qualifications and mentoring through the experienced KAL workforce.

Key Tasks

- You will be required to plan and deliver a range of safe, structured and fun aquatic lessons to a diverse customer base.
- You will contribute to customer safety by making sure you supervise the sessions and give instructions as needed.
- Update the recording systems after each lesson and liaise with management to report on progress as required.
- Willingness to attend any meetings concerned with the activity or promotion of Leisure and Recreation.
- Undertake staff training and to be aware of current developments/issues in the activity, including the updating of qualifications as required.
- Undertake any administration required as per quality procedures defined by the Service.

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
- **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 or NRASTC Qualification or the ability to complete within the first 3 months of employment (must be NPLQ for school swimming)
- A basic understanding of Health & Safety
- Good time management skills
- Flexibility with working hours (daytime, evenings and weekends are a must)
- A mature, confident and professional approach

Desirable Criteria

- GCSE C or above in Maths & English or equivalent
- 6 months work experience or volunteering
- Previous experience in dealing with people, giving instructions, relaying information and dealing with conflict

These are some examples of qualifications and training that will be discussed as part of the your development. Any specific training required of the role will be provided.

- Level 1 Safeguarding Children Certificate
- Manual Handling training or experience with lifting, carrying, setting up and dismantling equipment
- KAL Corporate Induction
- KAL Corporate Health and Safety Certificate
- Life Changing Event training

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