

## 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 & Pool Attendant (Dual Role)

<b>Salary:</b>	<b>Swimming Teacher</b> £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+ <b>Pool Attendant</b> £24,026.62 p.a pro rata for part-time under 21 years of age £26,518.12 p.a pro rata for part-time age 21+
<b>Location:</b>	Tameside Wellness Centre
<b>Working hours:</b>	Swim Teacher Average: 16.81 hours Pool Attendant Average: 0.69 hours
<b>Contract type:</b>	Permanent
<b>Closing date:</b>	31 <sup>st</sup> May 2026
<b>Interview date:</b>	Thursday 11 <sup>th</sup> June 2026
<b>Job Reference:</b>	AT246

### 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](mailto: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](http://www.activetameside.com/job-vacancies) or email [HR@activetameside.com](mailto: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](http://activetameside.com/charity)



[activetameside.com](http://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

You will need a current RLSS National Pool Lifeguard qualification to apply. If you are not currently an employee of Active Tameside, you will be required to undertake a competency assessment.

All external candidates are required to provide a copy of their current, in-date NPLQ certificate.

### rota: Term Time (39 Weeks) Swimming Teacher

	Morning		Afternoon		Evening	
Monday					3.45pm-7.15pm	3.5
Tuesday					3.55pm-7.25pm	3.5
Wednesday					3.45pm-7.15pm	3.5
Thursday						
Friday	10.15am – 12pm	1.75	1pm-3.15pm	2.15		
Saturday	8.45am-11.45am	3				
Sunday						
<b>Total Hours</b> 17.5		<b>4.75</b>		<b>2.15</b>		<b>10.5</b>

## rota: School Holidays (13 Weeks) Swimming Teacher & Pool Attendant

	Morning		Afternoon		Evening	
Monday					3.45pm-7.15pm	3.5
Tuesday					3.55pm-7.25pm	3.5
Wednesday					3.45pm-7.15pm	3.5
Thursday						
Friday	10.15am-10.30am (pool) 10.30am – 11.45am	0.25 1.25	1pm-3.15pm (Pool)	2.25		
Saturday	11.45am-12pm (pool) 8.45am-11.45am	0.25 3.00				
Sunday						
<b>Total Hours</b>		<b>4.25</b> <b>0.5</b>		<b>2.25</b>		<b>10.5</b>

**Total Hours Swim Teacher = 14.75 Pool Attendant = 2.75**

**Average Hours Swim Teacher = 16.81**  
**Pool Attendant = 0.69**

## role profile

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

## role profile:

<b>Role Title:</b>	Pool Attendant
<b>Grade:</b>	C1
<b>Date:</b>	November 2023
<b>Responsible to:</b>	Duty Manager

## Accountabilities:

### Strategic Contribution

- Support the organisation's mission by ensuring a safe and enjoyable environment for all facility users.
- Promote safety awareness and adherence to rules, contributing to the organisation's values and objectives.

### Operational Responsibilities

- Provide vigilant supervision of swimming pools and surrounding areas, ensuring adherence to safety guidelines and protocols.
- Respond quickly and effectively to emergencies, including performing first aid and lifesaving techniques when required.
- Conduct routine inspections of pool areas, equipment, and facilities to maintain cleanliness and operational standards.
- Assist in setting up and taking down equipment for activities or events as needed.

### Customer Experience

- Deliver friendly and professional service to all facility users, addressing inquiries and concerns promptly.
- Educate customers on pool safety rules and ensure compliance to create a secure environment.
- Promote a positive atmosphere that enhances the overall customer experience.

### Teamwork and Development

- Work collaboratively with colleagues to ensure smooth operation of the facilities and efficient handling of any issues.
- Participate in regular training sessions and drills to maintain and enhance lifesaving skills and knowledge.
- Support new team members by sharing expertise and best practices.

### Compliance and Safety

- Adhere to all health and safety regulations, including Normal Operating Procedures (NOP) and Emergency Action Plans (EAP).
- Conduct regular water quality tests and report any issues to the appropriate personnel.
- Ensure personal compliance with safeguarding and child protection policies.

### Brand Representation

- Represent the organisation professionally, acting as an ambassador for its values and commitment to safety.
- Maintain a neat and professional appearance in line with uniform and grooming standards.

## Requirements:

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

### Knowledge

#### **National Pool Lifeguard Qualification (NPLQ)**

#### **Knowledge of health and safety regulations related to swimming pools.**

*First Aid at work certification*

*Safeguarding and child protection training.*

### Skills

#### **Strong observational skills and attention to detail.**

#### **Excellent communication and interpersonal skills.**

#### **Ability to remain calm and act decisively in emergency situations.**

*Conflict resolution skills to manage challenging situations effectively.*

*Strong teamwork and collaboration abilities.*

### Experience

#### **Experience working in a customer-facing role.**

#### **Familiarity with pool supervision and emergency response procedures.**

*Previous experience as a lifeguard in a leisure or recreational facility.*

*Experience assisting with swimming lessons or aquatic activities.*

#### **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.