

Job Description	
Job Title:	Lead Swimming Teacher (Casual)
Salary:	£19.25 per hour (plus holiday pay)
Hours of Work:	Various
Contract:	Casual, Employed
Location:	York
Responsible to:	Learn to Swim Manager
Responsible for:	N/A

Purpose of Job:	<ol style="list-style-type: none"> To help, teach and coach people of all ages and abilities to develop swimming skills, technique and confidence in the water; To deliver sessions in a professional manner and undertake administrative tasks associated with the role (i.e. lesson plans, class registers, monitoring and evaluation).
Main Responsibilities:	<ul style="list-style-type: none"> To plan and deliver lessons in accordance with the scheme of work; Implement the Swim England Learn to Swim Framework and reward schemes into your classes; Ensure safe provision of all equipment and ensure it is used correctly; Ensure safety standards are followed in sessions and undertake risk assessments; Identify participants' abilities and encourage them to reach their full potential; Provide clear explanations and demonstrate swimming techniques; Correct faults in swimming techniques and identify ways to improve performance; To be a positive role model, creating a positive and fun environment in which to motivate and encourage participants to engage in swimming; Evaluate sessions and give feedback; Regularly assess each participant's ability and progress and arrange for the award of the appropriate certificates; To attend regular staff meetings as and when necessary; Be fully committed to own personal learning and development; To agree to abide by a code of conduct and carry out duties in accordance with YSA and site policies, including equal opportunities, safeguarding children, health and safety at work, etc.

Person Specification			
Skills	E	D	MoA
Ability to communicate effectively with a wide range of people	√		A / I / T
Can inspire confidence and motivate swimmers	√		A / I / T
Ability to differentiate delivery to meet the needs of individuals	√		A / I / T
Patience and perseverance when faced with challenging tasks	√		A / I / T
Professional, punctual and well-organised	√		A / I / T
Ability to work as part of a team and also on own initiative, with minimum supervision	√		
Flexibility to work weekdays, evenings and weekends	√		
Knowledge & Experience	E	D	MoA
Knowledge of Risk Assessments and understanding of relevant industry Health & Safety guidelines	√		A / I
Knowledge and understanding of child protection and welfare issues	√		A / I
Has a minimum of 1 year teaching experience	√		A / I
Knowledge of and experience in delivering the Swim England Learn to Swim Framework	√		A / I
Experience delivering lessons to Babies & Toddlers		√	
Experience delivering lessons to Adults		√	
Qualifications	E	D	MoA
Hold Swim England/STA Level 2 Teaching Qualification (or equivalent)	√		A
Hold Swim England Level 2 Baby and Toddler Qualification (or equivalent)		√	A
Hold RLLS NRASTC or NPLQ Qualification (or equivalent)		√	A
Enhanced DBS checked	√		A
Behavioural & Other Characteristics	E	D	MoA
Willing to abide by YSA's health and safety policies	√		A / I
Willing to abide by YSA's safeguarding policies	√		A / I
Ability to regularly travel to different locations around the city	√		A / I
Willing to work flexible hours, including weekends and evenings to cover the needs of the company and to work throughout the city	√		A / I
Commitment to customer care and continuous improvement	√		A / I
Commitment to staff and own development	√		A / I

E = Essential

D = Desirable

MoA = Method of Assessment (Application/Interview/Task)

Job Description	
Relationships:	The post holder will be an integral part of the delivery team and will be supported by the Learn to Swim Manager. The post holder will be required to work closely with the team of Lead and Assistant Swimming Teachers.
Physical Conditions:	The role involves working at various venues across the city. All venues are accessible by disabled persons. York Swimming Academy operates a non-smoking policy.
Prospects:	York Swimming Academy is enjoying continuous growth and with this comes the need to add additional roles to our company structure. Opportunities for advancement and promotion will occur at various points in the future, depending on rate of company growth. York Swimming Academy is committed to supporting individuals through both 'in-house' and external training.