

Post title: Swimming Teacher

Salary and grade: Grade 5

FTE: 0.4

Line manager/s: Deputy Headteacher

Main purpose of the job:

The Swimming Teacher is responsible for delivering high-quality, inclusive swimming education and aquatic experiences that support the physical, social, emotional, and personal development of pupils with special educational needs and disabilities (SEND).

The role exists to enable pupils to develop confidence, water safety awareness, independence, and lifelong skills within a safe, supportive, and engaging environment.

Success in this role is demonstrated through pupils making meaningful progress, increasing participation, building self-confidence, and achieving outcomes that enhance their health, wellbeing, and quality of life. The Swimming Teacher contributes to the wider educational and therapeutic aims of the school by promoting inclusion, personal achievement, communication, physical development, and positive experiences that support each pupil's individual needs and aspirations.

Through specialist teaching and collaboration with colleagues, the role supports Fountaindale School's commitment to providing outstanding opportunities that empower pupils to reach their full potential, develop greater independence, and achieve the best possible outcomes both within school and beyond.

Key duties and responsibilities

Responsible for:

- Delivering safe, inclusive, and high-quality swimming instruction that meets the diverse needs of pupils with SEND.
- Promoting pupils' physical development, water confidence, water safety awareness, and independence through planned aquatic learning experiences.
- Working collaboratively with teaching and support staff to ensure appropriate staffing ratios, effective pupil support, and safe participation within swimming sessions.
- Coordinating and communicating swimming timetables, rotas, and schedules with class teachers and relevant staff to support the efficient organisation of lessons.
- Adhering to, implementing, and contributing to risk assessments, health and safety procedures, safeguarding requirements, and pool operating standards to ensure a safe learning environment for all pupils and staff.
- Monitoring, assessing, and recording pupil progress, contributing to individual learning outcomes and wider educational goals.
- Creating and maintaining a positive, supportive, and stimulating learning environment that enables all pupils to participate and achieve success.

Additional Responsibilities

- Supporting pupils within classroom and wider school activities as required, particularly when swimming provision is unavailable or where additional support is needed to meet pupil and operational requirements.
- Undertaking moving and handling duties in accordance with individual pupil plans, risk assessments, training, and school procedures to ensure pupil safety, dignity, and wellbeing.
- To test the hydrotherapy pool water, backwash the pool and clean/check equipment, as required. To maintain chemical balance and temperatures within parameters and implement any remedials under guidance of the Pool Plant Operator, as required.

Additional duties:

As appropriate, the post holder's duties must be carried out in compliance with the following:

- Equal Opportunities Policy and Strategy;
- Information and Data Security Policies;
- ESFA's Financial Regulations as set out in the Academy Handbook;
- Health and Safety at Work Act (1974) (and subsequent health and safety legislation);
- Data Protection Act 2018;
- Information Records Management Toolkit for Schools.

These duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities, commensurate with the grading of the post, without changing the general character of the post.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding

Nexus MAT is committed to safeguarding and promoting the welfare of children and young people. The highest priority must be given to following the guidance and approaches to safeguard children and follow all safeguarding procedures outlined by the MAT and member schools.

Person Specification

		Essential	Desirable
Qualifications & Skills	<ul style="list-style-type: none"> • STA/Swim England Level 2 Swimming Teacher Qualification (or equivalent recognised qualification). 		
	<ul style="list-style-type: none"> • Competent swimmer with the ability to demonstrate and teach a range of swimming techniques and water safety skills. 		
	<ul style="list-style-type: none"> • Ability to plan, deliver, and evaluate inclusive swimming lessons for individuals and groups. 		
	<ul style="list-style-type: none"> • Good organisational and administrative skills, including maintaining records and coordinating swimming timetables. 		
	<ul style="list-style-type: none"> • Ability to contribute to and implement risk assessments and safe systems of work. 		
	<ul style="list-style-type: none"> • Pool Plant Foundation (or willingness to undertake) 		
	<ul style="list-style-type: none"> • National Pool Lifeguard Qualification (NPLQ). 		
	<ul style="list-style-type: none"> • First Aid qualification. 		
	<ul style="list-style-type: none"> • Additional aquatic or disability swimming qualifications. 		
Knowledge & Experience	<ul style="list-style-type: none"> • Experience of teaching swimming to children and/or young people. 		
	<ul style="list-style-type: none"> • Knowledge of water safety principles and swimming teaching methodologies. 		
	<ul style="list-style-type: none"> • Experience of working as part of a multidisciplinary team. 		
	<ul style="list-style-type: none"> • Understanding of safeguarding responsibilities and health and safety requirements. 		
	<ul style="list-style-type: none"> • Understanding of safe moving and handling practices, or willingness to undertake relevant training. 		
	<ul style="list-style-type: none"> • Experience of developing or contributing to risk assessments and individual support plans. 		
	<ul style="list-style-type: none"> • Experience of monitoring progress and adapting teaching approaches to meet individual needs. 		
	<ul style="list-style-type: none"> • Experience of supporting pupils with complex physical needs, including the implementation of moving and handling plans. 		
	<ul style="list-style-type: none"> • Experience of working with children and young people with Special Educational Needs and Disabilities (SEND). 		
Personal Effectiveness	<ul style="list-style-type: none"> • Commitment to promoting inclusion, equality, and high expectations for all pupils. 		
	<ul style="list-style-type: none"> • Flexible and adaptable approach to meeting changing pupil and organisational needs. 		
	<ul style="list-style-type: none"> • Ability to work independently and use initiative while recognising when support is required. 		
	<ul style="list-style-type: none"> • Reliable, professional, and able to maintain confidentiality. 		

		Essential	Desirable
	<ul style="list-style-type: none"> Resilient and able to remain calm under pressure. 		
	<ul style="list-style-type: none"> Commitment to working as part of a whole-school team and contributing to the broader life of the school. 		
	<ul style="list-style-type: none"> Willingness to work flexibly across swimming, classroom, and wider school activities to meet the needs of pupils and the school. 		
	<ul style="list-style-type: none"> Flexible and adaptable approach to meeting changing pupil and organisational needs. 		
Thinking Ability & Mental Demands	<ul style="list-style-type: none"> Ability to assess situations, identify risks, and make sound decisions to ensure pupil safety. 		
	<ul style="list-style-type: none"> Ability to adapt teaching methods and activities to meet a wide range of individual needs and abilities. 		
	<ul style="list-style-type: none"> Capacity to manage competing priorities and organise workloads effectively. 		
	<ul style="list-style-type: none"> Ability to analyse pupil progress and use this information to inform future planning and delivery. 		
Interpersonal Relationships & Communication Skills	<ul style="list-style-type: none"> Excellent communication skills with the ability to engage effectively with pupils, colleagues, parents/carers, and external professionals. 		
	<ul style="list-style-type: none"> Ability to build positive and supportive relationships with pupils with diverse communication and learning needs. 		
	<ul style="list-style-type: none"> Ability to work collaboratively with teachers, teaching assistants, therapists, and other staff to ensure effective support and appropriate staffing ratios. 		
	<ul style="list-style-type: none"> Ability to communicate swimming schedules, timetables, and relevant information clearly and professionally. 		
	<ul style="list-style-type: none"> Ability to provide constructive feedback regarding pupil progress and participation. 		
General	<ul style="list-style-type: none"> Commitment to safeguarding and promoting the welfare of children and young people. 		
	<ul style="list-style-type: none"> Commitment to the values, aims, and ethos of Fountainsdale School. 		
	<ul style="list-style-type: none"> Willingness to undertake relevant training and continuous professional development. 		
	<ul style="list-style-type: none"> Ability to work within school policies, procedures, and statutory requirements. 		
	<ul style="list-style-type: none"> Satisfactory enhanced DBS clearance and any other checks required for working with children and vulnerable young people. 		