



Person Specification

JOB TITLE:	Swimming Teacher
DATE:	January 2022
STATUS:	Final

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Holds Level 2 Basic Skills (Literacy or Numeracy) or equivalent e.g. GCSE Maths and English	E	✓			✓
2. ASA Level 2 Swimming instructor or equivalent	E	✓			✓
3. Other relevant aquatic qualifications	D	✓			✓
4. National Pool Lifeguard Qualification (NPLQ), National Rescue Award for Swimming Teachers & Coaches (NRASTC) or equivalent	E	✓			✓
5. Evidence of relevant and recent CPD	D	✓		✓	
Experience					
6. Experience of teaching swimming to a variety of aged and abilities	E	✓	✓	✓	
7. Experience of working within a busy swim school	E	✓		✓	
8. Experience of working within a customer focused environment	E	✓		✓	
9. Experience of writing progress reports to swimmers	E	✓		✓	
Skills and competencies					

10. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	E	✓		✓	
11. Ability to understand and deliver exceptional customer service.	E	✓		✓	
12. Ability to relate well to young people to deliver fun and engaging sessions.	E		✓	✓	
13. Effective communication skills with colleagues and customers.	E	✓	✓	✓	
Other					
14. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓			✓
15. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓
16. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible	E	✓	✓	✓	