



# Kimbolton School

C A M B R I D G E S H I R E



## APPLICATION PACK

### SWIMMING TEACHER

Required as soon as possible



## **Welcome From Will Chuter, Headmaster**

*I'm delighted that you're interested in this important role at Kimbolton School, and I hope this candidate pack answers some of the many questions you will surely have about life here.*

*Whether you are at the Prep, at one end of the village and our parkland, or the Senior School, at the other, your experience at Kimbolton will be characterised by the same educational ethos: we value character just as much as academic achievement, and we value kindness most of all. To join our school is to enter a friendly and inclusive environment that provides the space and support for children to grow into themselves. Our site is beautiful and safe, with room enough for all our 1,100 pupils to roam, and we are lucky to call Kimbolton Castle and its stunning grounds home.*

*The most important part of the school is, of course, its people, and you will be welcomed as an old friend by our warm community of pupils and staff. You will find that staff here are well supported and rewarded for their commitment to our pupils, but that what they value most is the camaraderie of supportive colleagues who do not take themselves too seriously.*

*Kimboltonians are well rounded and have their feet on the ground. They understand the value of hard work, service, and taking failure in their stride. Yet they know how to have fun and they play just as hard as they work - on the sports pitches, on the stage, or just climbing a tree at break time. Their academic results are excellent, too. Our broad curriculum is guided by a desire to see young adults emerge with many strings to their bows and a clear sense of the difference they want to make in the world. Expert staff, who know the pupils as individuals and place their wellbeing first, nurture and challenge them to find their passions and do their personal best.*

*Kimbolton is, first and foremost, a happy place where every child is valued. I do hope that you will want to join our team.*

A handwritten signature in black ink, consisting of a stylized 'W' followed by a long horizontal line.

Will Chuter  
Headmaster



# Job Description

## Swimming Teacher

**Required to start at the earliest opportunity**

### The School

Kimbolton School was founded in 1600 and is situated in 100 acres of grounds in the West Huntingdon town of Kimbolton. The School currently educates over 1000 children aged 4-18 in a coeducational, predominantly day environment, although there are up to 60 boarders. The Senior School is located around Kimbolton Castle while the Preparatory School is housed to the west of the village on the original Grammar School site. The School employs approximately 350 staff and also owns a subsidiary company, Kimbolton School Enterprises, which transacts all non-charitable trading activity.

Further information about the School can be found on the School website at [www.kimboltonschool.com](http://www.kimboltonschool.com).

### Commitment to Safeguarding

Kimbolton School is dedicated to safeguarding and promoting the welfare of its boarding and day pupils, regardless of age, ability, race, culture, religion, sexuality or class. Safeguarding is integrated into the School ethos. It is the duty of all members of staff including full-time, part-time and volunteers, both teaching and support, to play an active role in ensuring the safety and promoting the welfare of the children in the School's care. Safeguarding is everyone's responsibility.

### Kimbolton School Swimming Pool

Following a full refurbishment, our modernised 25m pool is better than ever. With five lanes and competitive starting blocks, it offers an exceptional training environment for every swimmer - whether you're just starting out or already competing at an advanced level. Outside of school use, we welcome the local community to enjoy a wide range of public swimming sessions and lessons throughout the year. Our facilities are also popular with local swimming clubs, community groups, and schools.

We offer high-quality lessons on a term-time basis, starting from Parent & Child classes right through to Squad Development sessions for advanced swimmers. During school holidays, we also run engaging Crash Course swimming programmes as well as personalised One-to-One lessons.

Kimbolton School Swimming Pool is proud to be an RLSS-Approved Lifeguard Training Centre. As an approved centre, we undergo regular inspections to ensure we consistently meet the highest standards for lifeguard training and NPLQ instruction.



## The Role

We are seeking to employ fun and enthusiastic swimming teachers to support our Junior Swimming Lesson scheme. The successful candidate will be available to provide lessons to children of all ages and swimming abilities. We pride ourselves on being a well-established lesson scheme within the local area and are looking for a teacher who has the passion for swimming and can tailor their teaching techniques to suit a broad range of abilities.

Our Swimming Lessons run on a Monday, Wednesday, Friday and a Saturday morning term time only. We are currently recruiting for hours on a **Monday, Wednesday 4.00-6.30pm and a Friday - 4.30-6.30pm from January 2026**. There will also be the opportunity to gain extra hours during the School Holidays if the candidate wishes as holiday 1:1 lessons and Crash Courses are offered equally.

## Main Duties

- To deliver exciting, engaging, and inclusive swimming lessons following Kimbolton Swimming Academy scheme
- Adapt teaching methods to suit different ages, abilities, learning styles, and individual needs, including nervous or SEND swimmers.
- Be comfortable teaching on a 1:1 basis as well as group lessons.
- To use positive and reinforcing language when providing feedback to both students and parents
- Maintain excellent class control and poolside supervision, ensuring adherence to all pool rules, health and safety and safeguarding procedures.
- Record attendance and progress, keeping accurate and up-to-date registers, conduct termly testing of pupils and complete termly swimming lesson reports.
- To set up and tidy away any pool teaching equipment used
- To liaise with Pool Managers regarding any changes to pupils grouping/progress
- To be flexible in your working hours to help cover absences
- To hold a Level 2 or above Swimming Teaching qualification. We will also consider applications from Level One Swimming Teachers who are proactively seeking to complete their Level Two.
- To always be responsible for the pupil's safety and ensure the pupils feel supported in the lessons.
- To always wear correct uniform
- To be reliable and available for all lessons and advise of any absences as far in advance as possible.
- Any other duties that may be required from time to time.

## Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Level Two Swimming Teachers Qualification or equivalent. However, we would consider applications from Level One Swimming Teachers who are proactively seeking to complete their Level Two.</li> </ul>	
<b>Skills and Experience</b>	<ul style="list-style-type: none"> <li>Excellent timekeeping and organisational skills.</li> <li>Understanding of swimming strokes, water safety principles, and progressive teaching methods with the ability to plan and deliver engaging lessons and encourage pupils' progression.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Friendly, approachable, and enthusiastic about helping people learn to swim.</li> <li>Patient, supportive, and encouraging-able to inspire confidence in nervous swimmers.</li> <li>Professional attitude with a commitment to high standards of customer care.</li> <li>Willingness to continue personal development and training.</li> </ul>	

## Terms and Conditions

<b>Reporting to:</b>	Pool Managers
<b>Accountable to:</b>	Bursar
<b>Hours of Work:</b>	<p>7 hours per week. Initially the following working pattern which may change dependent upon requirements and prior agreement.</p> <p>Monday – 16:00 - 18:30  Wednesday – 16:00 - 18:30  Friday – 16:30 - 18:30</p>
<b>Remuneration:</b>	£20.59 per hour (FTE £40,150)
<b>Pension:</b>	The School offers a contributory pension scheme
<b>Lunches:</b>	All employees are entitled to free lunch in the school dining halls during term time. Time taken for lunch is not paid.

<b>Additional benefits:</b>	Details of the further benefits on offer can be found on the Kimbolton School <a href="#">MyNewTerm profile page</a> .
<b>Referees:</b>	The names, addresses and telephone numbers of three professional referees are required. Referees will not be contacted without the permission of the applicant.

## How to Apply

To apply, please visit our [website](#) and follow the link to [MyNewTerm](#).

If you have any queries, please contact the HR team via [recruitment@kimboltonschool.com](mailto:recruitment@kimboltonschool.com) or by calling 01480 862049.

Please submit your application by the closing date of **Monday 19<sup>th</sup> January 2026 at 9.00am**. Any late application submissions will not be accepted.

Interviews will take place week commencing **Monday 26<sup>th</sup> January 2026**.

Please note: We reserve the right to interview and appoint during the period up to and including the closing date.

Due to the overwhelming response we receive to our vacancies, we provide feedback only to those applicants who are interviewed.

**Kimbolton School is committed to the highest standards of safeguarding and implements a rigorous and robust recruitment process that gathers and evaluates child protection relevant evidence about candidates prior to interview. All appointments are subject to satisfactory completion of an enhanced DBS check and proof of right to work in the UK. All applicants are requested to read the [Safeguarding Policy document](#). Please note that Kimbolton School does not have a sponsored Licence to recruit non-UK workers and therefore all candidates are expected to be able to work in the UK.**

## Notes

The post holder is required to operate within school policies and procedures, including Health and Safety.

Kimbolton School is an equal opportunities employer.

Kimbolton School operates a No Smoking policy on the Estate.

Under the Guidelines Safeguarding Children: Safer Recruitment and Selection in Education Settings June 2005, Kimbolton School reserves the right to request age related information from the candidate.

Kimbolton School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post. It is an offence for any organisation to offer employment that involves regular contact with young people under the age of 18 to anyone who has been convicted of certain specified offences, or included on lists of people considered unsuitable for such work held by the Department of Education. It is also an offence for people convicted of such offences to apply for work with young people. The successful candidate is

subject to satisfactory completion of an Enhanced Disclosure from the Disclosure and Barring Service before the appointment is confirmed. This check will include details of cautions, reprimands or final warnings as well as convictions. Further information about the Disclosure scheme can be found at [www.gov.uk/government/organisations/disclosure-and-barring-service](http://www.gov.uk/government/organisations/disclosure-and-barring-service). All employees will be expected to abide by the School's Safeguarding Code of Conduct and will attend Safeguarding training.

A copy of the School's Safeguarding Policy can be found on the website [www.kimboltonschool.com/about-us/policies](http://www.kimboltonschool.com/about-us/policies)