DULWICH COLLEGE
FOUNDED 1619



Swimming Instructor

Information for Applicants

Welcome

Dear Potential Applicant

Thank you for applying to work at Dulwich College. I hope that you will find the prospectuses and web pages useful and feel that they provide a better understanding of our aims, values and ethos. I also hope this booklet makes you feel you might thrive here, would like to join us and make a great professional contribution.

At heart, the College's focus ensures the wellbeing, experience and achievements of our pupils. We want them to be happy, to flourish and to get the very best from their time here. These aims also allow us to have a positive relationship with our families, and uphold our reputation and strategic ambitions.

We have a large, diverse, dedicated and talented team of colleagues. It is a huge collective effort to achieve our annual and long-term goals, and we could not do this without everyone working together in a diligent and good humoured manner.

As well as rewarding and fun, being part of the College is demanding at times and we have high expectations of all our colleagues. There are, however, many advantages and opportunities, which are better explained in this booklet. Put simply, we wish to get the best from everyone and we will seek to invest in you and develop you during your time with us.

We recognise that many of our colleagues are professionally ambitious. We will certainly help you in your aims, through mentoring, professional development courses and career opportunities.

We are fortunate to have a large College community, with several career pathways and experiences available. We hope that you will enjoy working here, really understand the value and the commitment shown by everyone and wish to play your part in the exciting life of Dulwich.

Mr Robert Milne
Master





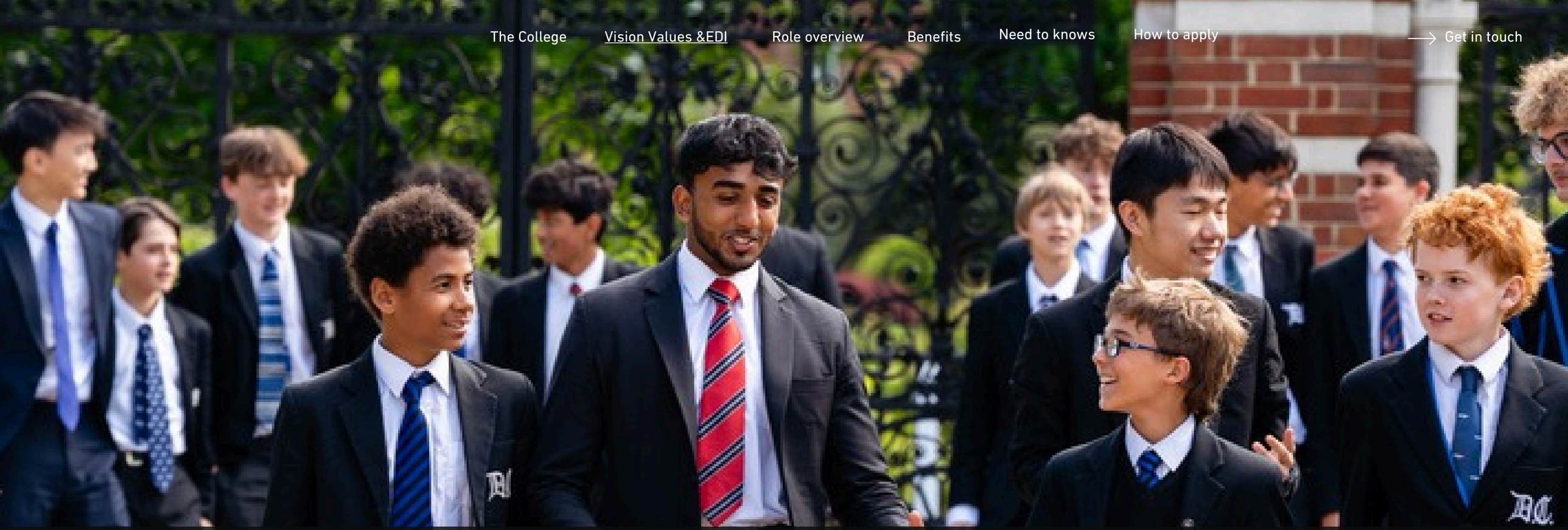


The College

Dulwich College is an academically selective independent school for boys in south east London, known for its inspired teaching, genuine scholarship and broad co-curricular life.

Our dedicated and increasingly diverse staff of approximately 250 teachers and 350 operational colleagues, support a pupil body of approximately 1,850 across the Senior and Junior Schools and DUCKS, our co-educational nursery and infant school.

Set within 70 acres of beautiful grounds, yet only 12 minutes by train from central London, the College offers an exceptional working environment — spacious, well-resourced and rich in heritage. The campus blends iconic listed buildings with award-winning new architecture, creating a dynamic and inspiring setting that values curiosity, creativity and collaboration among both pupils and staff.



Vision Values & EDI

Our Vision

to be an outstanding school that inspires every pupil to work, study and serve with purpose, developing the potential to make a positive difference in the world.

Our Values

purpose, kindness and joy – underpin a culture of curiosity, creativity, compassion and integrity. We promote collaboration, resilience and appreciation of the benefits of living and learning within a diverse, inclusive community.

Equity, Diversity and Inclusion

We celebrate the diversity of our pupils, staff, alumni and parents, recognising that varied backgrounds and experiences create a vibrant and forward-looking community. Dulwich College stands firmly against discrimination in all forms and is committed to advancing inclusion, social responsibility and the core British values of democracy, liberty, respect, tolerance and the rule of law.

Job description - Swimming Instructor

Reporting to
Sport Course Coordinator

Salary
£27.50 per hour

Role Overview
As a Swimming Teacher, you will play an important role in helping people of all ages develop confidence and essential life skills in the water. You'll deliver high-quality, safe, and engaging swimming lessons that inspire participants to achieve their full potential, whether teaching children or adults in group sessions or one-to-one lessons.

While some administrative tasks are required, the majority of your time will be spent doing what you do best, teaching and encouraging swimmers to succeed.

We're looking for enthusiastic and approachable individuals who are passionate about teaching. You'll be patient, encouraging, and able to build strong relationships with swimmers and their families, motivating participants through positive reinforcement and excellent communication.

To be successful in this role, you must hold either an STA Award or Certificate or Swim England Level 2 Swimming Teacher qualification. The National Rescue Award for Swimming Teachers and Coaches (NRASTC) is desirable.

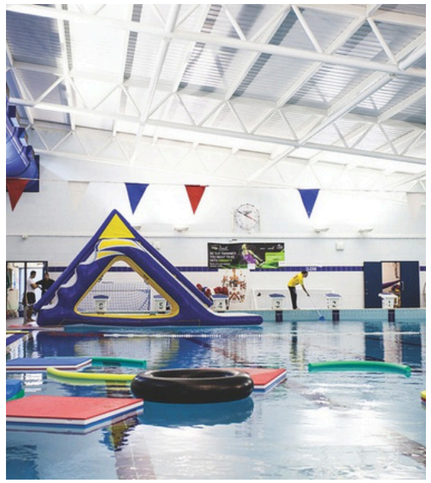
A good understanding of health and safety legislation, safeguarding, and child protection responsibilities is essential, along with a commitment to maintaining the highest standards of safety and customer care at all times.

Our swim school operates on the following days:

Wednesdays	16:30-18:00
Fridays	16:00-18:00
Saturdays	09:00-12:00
Sundays	09:00-10:30













Role details

→ Get in touch

Key Responsibilities

- Provide a welcoming, professional, and customer-focused poolside experience, maintaining a positive image of the Centre for all customers and visitors.
- Deliver excellent customer service and ensure standards are consistently achieved.
- Ensure the safety, wellbeing, and effective supervision of all pupils during swimming lessons, enforcing and complying with all relevant health, safety, and operational procedures.
- Encourage swimmers to continue their development by promoting progression onto further lessons and short courses where appropriate.
- Support the General Manager with new enrolments and re-enrolments, helping to maximise participation in the Swim School programme.
- Understand and comply with the college Safeguarding Policy and Procedures and Behaviour Policy, ensuring the welfare of all participants is always a priority.
- Accurately assess, record, and update swimmers' progress and awards in line with Swim School standards, ensuring achievements are recognised at the appropriate level.
- Deliver swimming lessons in accordance with the Swim School Product Manual, maintaining a high-quality and consistent teaching experience.



Person specification

→ Get in touch

Qualifications and Experience

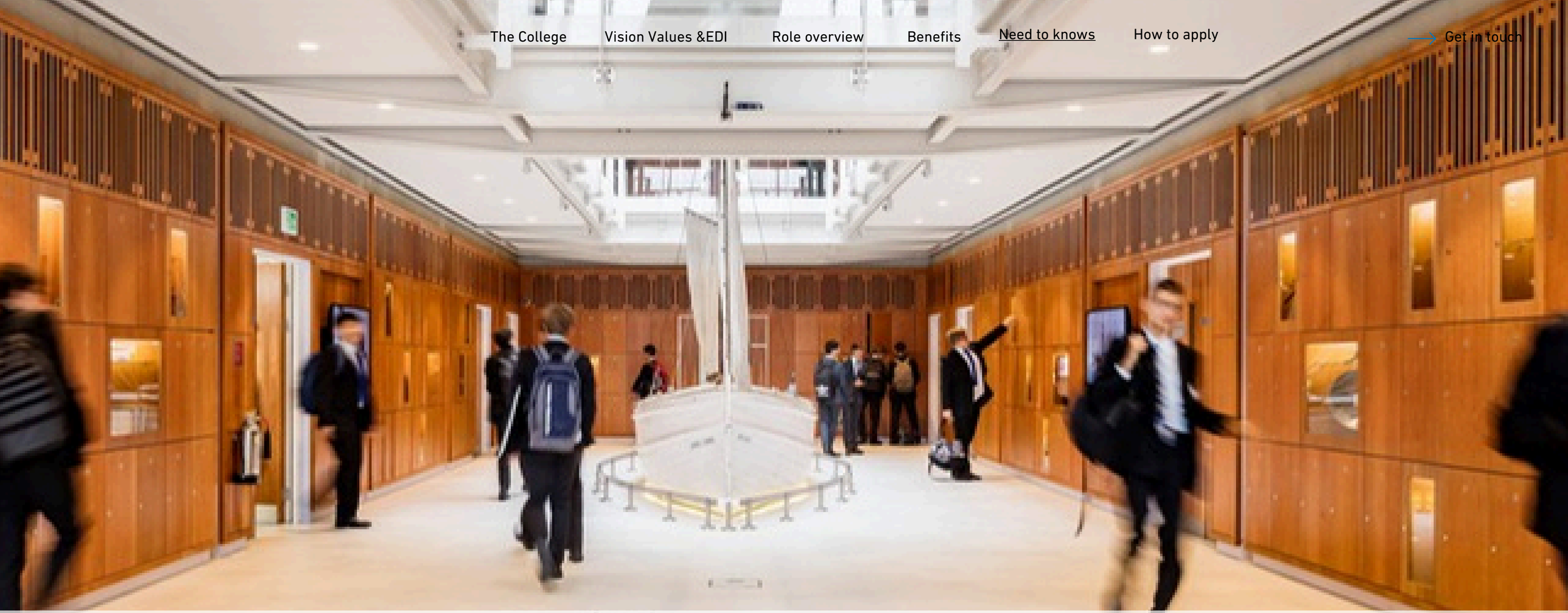
- Hold a current STA Award or Certificate, or Swim England Level 2 Swimming Teacher qualification.
- Hold, or be willing to obtain, the National Rescue Award for Swimming Teachers and Coaches (NRASTC).
- Sound knowledge of health and safety legislation and safe working practices relevant to swimming instruction.
- Understanding of safeguarding and child protection responsibilities when working with children and young people.
- Previous experience of delivering high-quality swimming lessons to a range of ages and abilities.

Knowledge and Skills

- Excellent interpersonal and communication skills, with the ability to build positive relationships with pupils, parents, colleagues and other stakeholders.
- Ability to motivate, engage and inspire swimmers of all ages and abilities.
- Strong organisational skills, with the ability to plan and deliver safe, effective and enjoyable lessons.
- Ability to work effectively both independently and as part of a team.
- Commitment to delivering a high standard of customer service.

Personal Attributes

- Enthusiastic and passionate about swimming, with a genuine commitment to developing participants' confidence and ability.
- Professional, approachable and reliable, demonstrating high standards of conduct at all times.
- Flexible and adaptable, with the willingness to work a variety of hours and undertake duties as required.
- Smart and professional in personal presentation.
- Committed to safeguarding and promoting the welfare of children and young people.
- Positive, proactive and customer-focused, with a friendly and welcoming approach.



Important information

Safeguarding

All staff are responsible for safeguarding and promoting the welfare of children, completing the required training, and adhering to College safeguarding policies.

Health and Safety

Staff must also take reasonable care of their own health and safety and that of others, follow safety procedures, use equipment responsibly, and co-operate with managers on all health and safety matters.

Safer Recruitment

You will find our application form detailed — this ensures we meet the rigorous standards required when employing people to work with or around children and young people.

Vetting

All appointments are subject to pre-appointment vetting, as required by law, which willinclude satisfactory criminal record checks.

Get in touch

Queries should be sent to **joinourteam@dulwich.org.uk**

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