



Job Description

Job Title: Lifeguard

Location: Fountains Primary School

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Job Title	Lifeguard
Location:	Fountains Primary School
Hours per week:	3 (Sundays)
Weeks worked per year:	39.2
Reporting to:	Headteacher
Salary Scale:	Grade 4 Pt 5

Main purpose of Role

Under the direction of senior staff, to observe swimmers and enforce regulations in the guarding of life and the prevention of accidents at the school swimming pool.

Principal Accountabilities:

Support to Swimmers	- To supervise the activities of swimmers by enforcing rules and regulations. - To warn swimmers of improper activities or hazards. - To rescue people in distress or in danger of drowning when indicated and provide rescue breathing, CPR and first aid.
Support to School	- To notify senior managers of any accidents, rescues or problems that have arisen. - To report to senior managers any pool equipment that is in need of repair. - To ensure the first aid kit and is fully supplied. - Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with. - Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person. - Be aware of, support and ensure equal opportunities for all. - Contribute to the overall ethos/work/aims of the school. - Appreciate and support the role of other professionals. - Attend and participate in relevant meetings as required. - Participate in training and other learning activities and performance development as required. - Assist with pupil needs as appropriate during the school day.
Other General Requirements	Represent and promote the ethos and values of Esteem Multi-Academy Trust

	• To take and be accountable for all decisions made within the parameters of the job description • Participate with performance management and training and activities that contribute to personal and professional development • Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities & GDPR. • Provide a high standard of customer service in all dealings internal and external to the MAT
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This Job Description is non-exhaustive and sets out the main expectations of the post holder. This Job Description can be altered with the agreement of the postholder and will be reviewed regularly. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Person Specification

Criteria	Essential	Desirable
Experience	• Current certification in Red Cross Lifeguard Training or equivalent or willingness to undertake • Current Red Cross first aid certificate or equivalent or willingness to undertake • Current CPR Certificate or equivalent or willingness to undertake	Working with or caring for children of relevant age
Knowledge	• Knowledge of water hazards, lifesaving techniques and first aid. • Be able to recognise hazardous situations and adopt effective courses of action. • To be able to swim proficiently. • Ability to recognise visual and audible cues for distress. • Ability to recognise unsafe behaviours. • Ability to apply rescue and first aid techniques. • Ability to properly extract swimmers from the pool. • Full working knowledge of relevant policies/codes of practice/legislation. • Ability to relate well to children and to adults. • Methodical with a good attention to detail.	
Abilities	• Demonstrates a commitment to safeguarding and promoting the welfare of children and young people. • Understands the importance of maintaining professional boundaries, confidentiality and vigilance in relation to child protection and pupil welfare. • Customer focused. • Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect. • Open, honest and an active listener. • Takes responsibility and accountability. • Committed to the needs of the pupils, parents and other stakeholders and challenge barriers and blocks to providing an effective service. • Demonstrates a “can do” attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations. • Is committed to the provision and improvement of quality service provision.	

	• Is adaptable to change/embraces and welcomes change. • Acts with pace and urgency being energetic, enthusiastic and decisive. • Communicates effectively. • Has the ability to learn from experiences and challenges. • Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills.	
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In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

- **Motivation to work with children and young people.**
- **Ability to form and maintain 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.**

Signed:

Date: