CANDIDATE BRIEF

Lifeguard

Sibford School

WELCOME TO **SIBFORD**

Sibford School is a co-educational, independent day and boarding school for children aged 3-18.

Sibford is a place where we aim to nurture ambitious learners who shape their worlds with their creative, compassionate and questioning minds, where your careerjourney can flourish alongside the growth of our exceptional students.

In our commitment to individuality, we recognise that employees, much like our students, are diverse in their approaches and strengths. At Sibford, you're encouraged to be adventurous, curious, creative, confident, and above all—be yourself.

Rooted in Quaker values, our approach to teaching is grounded in truth, integrity, equality, community, peace, simplicity, and sustainability. These values are not just words on paper but living principles that underpin the distinctive characteristics of Sibfordians.

In the nurturing, safe, and supportive environment we cultivate, you'll find a space where your potential has no limits. Here, there's no ceiling on your ability to inspire and shape young minds, both academically and personally. Tolerance and consideration towards each other are not just encouraged; they are integral to our community ethos.

Our curriculum is as diverse as the talents it aims to nurture. We pride ourselves on

traditional academics, creative arts, technology, and horticulture, in small, dedicated classes, inspiring and stretching each individual, guiding them to discover their own talents and embrace their authenticity.

Sibford is more than just a school; it's a place where employees are partners in the growth and development of future leaders and citizens. If you're seeking an environment that values creativity, agility, resilience, positivity and empathy, we warmly invite you to consider joining us at Sibford.

A candidate pack can only convey so much. Come and meet us in person—experience the genuine warmth and vibrancy that defines our educational community.

Looking forward to the prospect of welcoming you to the Sibford family.

Rebecca Evans, *Head*

EMPLOYEE BENEFITS FOR ASSOCIATE STAFF

Pay/Salary	Sibford Associate Scale. Previously attached to NJC payscale but now stands alone.
Pension Employer's contribution	5%
Pension Employee's contribution	5% minimum
Paid Holidays	28 days + Bank Holidays pro rata for part time
Sick Pay entitlement	Statutory Sick Pay
Free School lunch	Provided on working days
Free car parking	Parking is on the school site
Free use of School Swimming pool for staff	Allocated times

THE ROLE - LIFEGUARD

- **Hours: various shifts available, evenings, weekends and school holidays**
- **Salary: £10 per hour 20yrs and under, £12.21 per hour over 21's, plus holiday pay**

This part-time post will cover for periods of pupil and community use. The appointed person will be responsible for the life guarding of the pool for designated sessions. This will include evening and weekend work upon agreement.

The Lifeguard role is a year-round, part-time position, covering both pupil and community use. The appointed person will be responsible for the life guarding of the pool for designated sessions, these will be evenings, weekends and school holidays.

We are looking for someone with good interpersonal and communication skills and an appreciation of Health and Safety practices.

You must be appropriately qualified to lifeguard the pool, supervise groups of varying ages and be aware of pool safety operating procedures.

The Lifeguard will support the Duty Managers in the effective day to day running of the swimming pool.

he person appointed should

- Have good interpersonal and communication skills
- Be appropriately qualified to lifeguard the pool and supervise groups of varying ages.
- Be aware of pool safety operating procedures.
- Have an appreciation of Health and Safety practices

Responsibilities

- To be responsible for the safety of all pool users when on duty.
- Respond in an appropriate manner in the event of an incident occurring in the pool.
- Ensure that the activities in and around the pool are continually monitored.
- Keep the pool and changing areas clean and tidy.
- Undertake regular checks of water quality.
- Ensure swimmers are safely exited from the building in the event of an emergency.
- Offer advice to members of the public in respect of membership, opening hours and activity sessions.
- Run children's swimming parties as required.

PERSON SPECIFICATION

Requirements	Essential
Educational attainment	RLSS – NPLQ
Knowledge required	Understand Health and Safety requirements of a swimming pool
Experience required	To be able to demonstrate via RLSS Tahdah regular attendance to training sessions
Skills and aptitudes required	To follow standard Pool Safety Operating Procedures
	Be a good communicator and have strong interpersonal skills
Interests	Commitment to continued professional development and an interest in fitness and leisure
Personal qualities required	Enthusiastic and willing to work as a Team
	Professional and reliable

THE APPLICATION PROCESS

Thank you for showing an interest in our school and the vacancy which we are currently advertising.

You can complete the application online via the school website here: <u>Work With Us | Sibford School</u>.

If you have any questions or queries, please contact the HR department: <u>hr@sibfordschool.co.uk</u> or call 01295 781291.

Applications will be reviewed as they are received. The School reserves the right to appoint at any stage of the recruitment process; early applications are therefore encouraged.

 Sibford School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All offers of employment are subject to an enhanced DBS check.

We are unable to accept CVs due to Safer Recruitment Practices.

If you are successfully shortlisted, you will be invited for interview at the school.

Closing date for applications: 1pm on 31st August 2025

Interview date: TBC

Start date – As soon as available.