**Person Specification**

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| **Job Title:**  | Swimming Teacher  |
| **School/Trust:**  | Benfield Sports Centre |
| **Job Evaluation Code:**  | A4353 |
| **Date:**  | January 2022 |
| **Status:**  | Final |

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| **Criteria**   | **Essential/Desirable**  | **Application**  | **Tasks**  | **Interview**  | **Vetting checks**  |
| **Knowledge and qualifications**  |
| Holds Level 2 Basic Skills (Literacy or Numeracy) or equivalent e.g. GCSE Maths and English  | E  |  |   |   |  |
| ASA Level 2 Swimming instructor or equivalent | E |  |   |   |  |
| Other relevant aquatic qualifications | D |  |  |  |  |
| NPLQ, NRASTC or equivalent | E |  |  |  |  |
| Evidence of relevant and recent CPD  | D  |  |   |  |   |
| **Experience**  |
| Experience of teaching swimming to a variety of aged and abilities | E |  |  |  |  |
| Experience of working within a busy swim school | E |  |  |  |  |
| Experience of working within a customer focused environment  | E |  |  |  |  |
| Experience of writing progress reports to swimmers | E |  |  |  |  |
| **Skills and competencies**  |
| Ability to understand and deliver exceptional customer service |  |  |  |  |  |
| Able to relate well to young people  | E  |   |  |  |   |
| Effective communication skills  | E  |  |  |  |   |
| 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  |   |   |  |  |
| **Personal qualities**  |
| Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible  | E  |  |  |  |   |
| **Other**  |
| No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role  | E  |  |   |  |  |
| No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role  | E  |   |   |   |  |
| Two satisfactory references including at least one from the current employer  | E  |   |  |   |  |