

## CHILDREN AND LIFELONG LEARNING – HR SERVICES

School				
Job No.	Post Title	Grade	JE Pts	Date
C1183	Lifeguard	Grade 4	370 NJC	April 2008

### Statement of Purpose

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.

### 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 Organisation

- 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.

### Support to School (This list is not exhaustive and should reflect the ethos of the school)

- 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.

#### **Note 1:**

***The content of this job description will be reviewed with the post holder on an annual basis in line with the School's performance and development review policy. Any significant change in level of accountability that could result in a change to the grade must be discussed with the post holder and the relevant trade union before submitting for re-evaluation.***

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**Person Specification  
Lifeguard  
Level 2**

<b>Essential Criteria</b>	<b>Measured By</b>
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• General experience of working with service users.</li> </ul>	AF/I
<p><b>Qualifications/Training</b></p> <ul style="list-style-type: none"> <li>• Current certification in Red Cross Lifeguard Training or equivalent.</li> <li>• Current Red Cross first aid certificate or equivalent.</li> <li>• Current CPR Certificate or equivalent.</li> </ul>	I
<p><b>Knowledge/Skills</b></p> <ul style="list-style-type: none"> <li>• Knowledge of water hazards, lifesaving techniques and first aid.</li> <li>• Be able to recognise hazardous situations and adopt effective courses of action.</li> <li>• To be able to swim proficiently.</li> <li>• Ability to recognise visual and audible cues for distress.</li> <li>• Ability to recognise unsafe behaviours.</li> <li>• Ability to apply rescue and first aid techniques.</li> <li>• Ability to properly extract swimmers from the pool.</li> <li>• Full working knowledge of relevant policies/codes of practice/legislation.</li> <li>• Ability to relate well to children and to adults.</li> <li>• Methodical with a good attention to detail.</li> </ul>	AF/I
<p><b>Behavioural Attributes</b></p> <ul style="list-style-type: none"> <li>• Customer focused.</li> <li>• Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect.</li> <li>• Open, honest and an active listener.</li> <li>• Takes responsibility and accountability.</li> <li>• Committed to the needs of the pupils, parents and other stakeholders and challenge barriers and blocks to providing an effective service.</li> <li>• Demonstrates a “can do” attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations.</li> <li>• Is committed to the provision and improvement of quality service provision.</li> <li>• Is adaptable to change/embraces and welcomes change.</li> <li>• Acts with pace and urgency being energetic, enthusiastic and</li> </ul>	AF/I

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decisive. <ul style="list-style-type: none"><li>• Communicates effectively.</li><li>• Has the ability to learn from experiences and challenges.</li><li>• 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.</li></ul>	
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AF - Application form | - Interview

**Note 1:**

***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.***