

Candidate Pack

Lifeguard (two roles)

As soon as possible





About Us

Based in Salisbury, Wiltshire, Godolphin has been educating girls for almost three centuries. We intend to offer a co-education across all year groups in Godolphin Prep from September 2024 and Godolphin Senior from September 2025. Godolphin has a clear, modern outlook and is dedicated to equipping young people with the knowledge, qualifications and character to take their place and be successful in the increasingly challenging world.

Godolphin understands the huge amount of pressure there is on students today and strives to provide them with a safe, supportive yet challenging environment where they can take risks, be supported in setbacks and receive encouragement every step of the way. As well as achieving optimum academic results, Godolphin facilitates the development of confident, well informed and independent young people with a sense of adventure and a zest for life.

The culture of friendship, encouragement, support and mutual respect within the school is empowering and individuality is celebrated very firmly in the context of an inclusive, supportive and dynamic community. Whether boarding or day, Godolphin students have a strong sense of belonging.

Godolphin provides an education to students in an environment of excellence in academic endeavour, sport, the arts and personal development, celebrating diversity of community and thought, and respect for all.

From 1 May 2024, Godolphin will be joining the esteemed educational group, United Learning. Appointments after this date will be under the contracts and Terms & Conditions of United Learning.

Founded
1726



49%
achieved A*-A
79%
achieved A*-B

A-Level 2023

Average
value
added
+.8
Grades

GCSE 2023

93%
First
choice
university



Entry at
11+
13+
16+

Day, flexi, weekly
and full
boarding



"The professional, yet relaxed and
convivial atmosphere must surely
rub off on the pupils – it's friendly,
thoughtful, unstuffy and genuinely
delightful" Talk Education

Extensive
bus routes
and only
1 hour
from
international
airports



Future
Skills
Programme



In the
heart
of the
Cathedral
City of
Salisbury



Leaders
in Digital
Learning



"Pupils' tolerance, respect and
sense of inclusivity are successful in
producing a caring and harmonious
community" ISI 2023



450
Students

4
Boarding
houses

Walters
Cooper
Jerred
School



Eco-
Schools
Green Flag
Award



"Godolphin has the best of both
worlds – perched on the edge of town
with plentiful space, while enjoying a
strong bond with the city, its cathedral
and community" Muddy Stilletoes

Winners
Of National
Pro Corda
Chamber
Music
Competition



Average
value
added
+.6
Grades

A-Level 2023

Duke of
Edinburgh's
Award



5000
Alumnae



"Godolphin is a very
special place to grow up in"
Good Schools Guide

Combined
Cadet
Force

LEITHS
ACADEMY



"Throughout the school, pupils display a
thirst for knowledge across the curriculum.
This is due to the enthusiastic and expert
teaching which encourages pupils to do
well and try new things" ISI 2023

79%
A*-B
A-Level 2023



49%
achieved
A*-A
A-Level 2023

A-Level 2023

Successful
Oxbridge
places



Day, flexi, weekly
and full boarding
Integrated day &
boarding community



Scholarships
Academic
Art
Drama
Music
and Sport

Future
Skills
Programme



Average
value
added
+.6
Grades
A-Level 2023

93%
First choice
university



A-Level 2023

Russell Group
Universities

Combined
Cadet
Force



Winners
Of National
Pro Corda
Chamber
Music
Competition



Degree
Apprenticeships

Dyson, Google, Roke, Thales

"Pupils' tolerance, respect and
sense of inclusivity are successful in
producing a caring and harmonious
community" ISI 2023

LEITHS
ACADEMY



Success in
national
and
county
sport

Hockey,
Lacrosse
and
Netball

"Godolphin has the best of both
worlds – perched on the edge of town
with plentiful space, while enjoying a
strong bond with the city, its cathedral
and community" Muddy Stilletoes

Mentoring,
leadership
and
volunteering



Bright
Futures
Careers
Programme



Find
Your
Future
Friday
Series

Godolphin
Alumnae
network



44%
Degree
level

Maths,
engineering,
science and
medicine
courses

56%
Degree
level

Arts,
humanities
and social
sciences
courses

Scholars'
Programme



"Pupils are guided appropriately to the
courses which are right for them as first
choice destinations due to the success
of the school's carefully planned careers
education programme" ISI 2023

The Department

Godolphin Pool and Fitness Centre, which is located within the School grounds, consists of an impressive indoor 4 lane, 25m swimming pool with a viewing gallery, and a 13 station and free weights Gym.

The centre is used extensively by Godolphin students and staff along with external bookings from local swimming clubs. We are also delighted to offer the local community use of our leisure facilities.

Staffing of the centre consists of the Pool and Fitness Centre Manager, Deputy Manager and Lifeguards, all of which work as a team to ensure the centre is safe, clean and welcoming to all of its users.



The Role

Two

Hours	Full-Time – 40 hours per week 52 week and Term-Time + 1 week contracts available (2 posts) Two week shift pattern, to include earlies/lates, alternate weekends and bank holidays
Salary	£22,547 to £24,960 for 52-week role £17,773 to £19,675 pro-rata for Term-Time + 1 week role £10.84 to £12.00 per hour Enhanced hourly rate of £13.19 per hour for shifts where Manager/Deputy Manager not on site (e.g. shift pattern, annual leave, sickness)
Additional	6 weeks annual leave (p/r for term-time working)

We are looking for **two** experienced, enthusiastic and flexible Lifeguards to support the Pool & Fitness Centre Manager. One role is an all-year round role (52 weeks), and the other is a term-time + 1 week role (35 working weeks). As well as the standard lifeguard shifts, an enhanced hourly rate is payable when undertaking responsibility for a shift if the Manager/Deputy Manager is not on site.

Staff at Godolphin can enjoy free on-site parking, complimentary lunch during term-time, free membership to our Leisure Centre, access to Bupa Healthy Minds, Cycle-to-Work scheme and other work-related benefits.



Job Description

Role	Lifeguard
Reports to	Pool & Fitness Centre Manager
Department	Pool & Fitness Centre
Relationship	The post holder is accountable to the Pool & Fitness Centre Manager in all matters relating to this post. All staff are ultimately responsible to the Head. The post holder will work closely with team members and support the team when necessary.

Duties & Responsibilities

Purpose

To support the Pool & Fitness Centre Manager in safeguarding students, leisure club members, and hire groups who make use of the swimming pool. To deputise for the Pool & Fitness Centre Manager / Deputy Manager when not on site.

Values

- Promote Godolphin's four core values through an inclusive, and ambitious provision based on:
 - **Ambition:** Always strive to achieve your best. Set challenging goals and work hard to reach them. Support others with their ambitions.
 - **Authenticity:** Be confident in yourself. Always be honest, loyal and trustworthy.
 - **Kindness:** Care for others and value yourself. Understand the value of diversity and offer help where you can.
 - **Courage:** Trust yourself and never let fear stop you developing your skills. Find opportunities, understand the risks and ensure your ideas lead to positive actions.

Department

- Safeguard customers using the swimming pool, to ensure a safe and well-maintained swimming facility, in compliance with the centre's Normal Operating Procedures (NOP), Emergency Action Plan (EAP) health and safety recommendations.

- Ensure swimmers follow safety rules and identify potential threats to safety by remaining vigilant; ensure appropriate person is contacted should a situation escalate.
- Carry out emergency rescues, first aid and CPR if required.
- Carry out Pool water treatment tests and work alongside the Manager/Deputy Manager to ensure water chemistry is within guidelines.
- Cleaning and maintaining the swimming pool, fitness studio, changing rooms, and surrounding areas.
- Assist with the cleaning and maintaining of the swimming pool, fitness studio, changing rooms and surrounding areas.
- Maintain a level of physical competence to carry out the role safely and effectively.
- Attend monthly staff lifeguard training sessions, as and when held, in accordance with the qualification requirements of the Generation 10 NPLQ syllabus, to ensure that competence is maintained, and training hours are logged under the guidance of a qualified trainer/assessor.
- To open/close the building when required.

Professional Responsibilities

- To promote and support Godolphin's values of Ambition, Authenticity, Kindness and Courage and encourage staff and students to follow this example.
- To promote, facilitate and deliver excellent educational outcomes for all.
- To promote and safeguard the welfare of students in your care or that you come into contact with, in accordance with the relevant School Child Protection and Safeguarding policies.
- To comply with, promote and act in accordance with all School policies.
- To be responsible for complying with data protection legislation and expectations for confidentiality, and to report any breaches to the School Business Manager or Data Protection Officer at the earliest opportunity.
- To be responsible for complying with health & safety legislation and guidance, and to report any issues or breaches to the Estates Manager immediately.
- To maintain consistent positive working relationship with colleagues, supporting them in line with your role and responsibilities.
- To keep colleagues informed about aspects of your work and schedule which may affect the support you can give them.
- To develop your effectiveness by updating your knowledge and skills, seeking and taking account of constructive feedback on your performance, making effective use of the development opportunities made available to you.
- To identify and agree personal development objectives with your line manager.
- To be courteous to colleagues and provide a welcoming environment to visitors.

Person Specification

CRITERIA	Requirements		EVIDENCE
Qualifications	Royal Life Saving Society (RLSS) National Pool Lifeguard qualification (NPLQ)	Essential	Application Form
	Pool plant qualification OR willingness to undertake	Essential	Original Certificates
	First Aid at Work Certificate	Desirable	
Work Experience	Previous experience working as a lifeguard	Essential	Application Form
	Previous experience in customer relations/service	Desirable	References
	Working with school children/students, up to age 18	Desirable	
	Previous experience in Independent Schools	Desirable	
Communication Skills	Good communication skills in all forms	Essential	Application Form
	Customer focussed, tactful and diplomatic	Essential	Person Specification Statement
	Open, clear, and approachable communication verbally and non-verbally.	Essential	
	Able to liaise effectively with parents, professional agencies and other organisations	Desirable	
Knowledge	Health and Safety knowledge	Desirable	Application Form
	Basic anatomy and physiology	Desirable	
	Basic pool water treatment and testing methods	Desirable	
Personal Qualities or Skills	Good organisational skills, able to manage a range of competing demands	Essential	Application Form
	Responsive to emergencies, able to act on own initiative	Essential	
	Proactive, able to think laterally when required	Essential	
	Self-motivated, adaptable and flexible	Essential	
	Positive team player	Essential	
	Approachable	Essential	
	Good sense of humour	Essential	



For more information and to download an Application Form, please click [here](#) to our vacancies section of the website.

Your application should reach the HR Department, Godolphin, Salisbury, Wiltshire SP1 2RA by the closing date on the advertisement.

Please note, we do NOT accept application by Curriculum Vitae.

For an informal discussion or to arrange a visit, please contact a member of our HR Team on 01722 430536.

Interviews

The closing date for applications is **14 April 2024**. This vacancy will close as soon as sufficient applications have been received. Interviews will take place week commencing: **29 April 2024**.

Safer Recruitment

Godolphin School is committed to safeguarding and promoting the welfare of children and young adults and expects all staff to share this commitment. An 'online search' will be conducted on short-listed candidates and the successful applicant will be subject to an enhanced Disclosure and Barring Service (DBS) and Barred Lists check (Adult and/or Children's Workforce), plus registration with the DBS Update service will be required. Staff are prohibited from promoting extremist/radical religious or one-sided political views whilst working at Godolphin and /or whilst participating in activities associated with their employment within Godolphin.

Recruitment Policy

The School's Recruitment, Selection and Disclosure Policy and procedure is available for your information on the School [website](#). Godolphin actively supports equality, diversity and inclusion and encourages applications from all sections of society.



Helpful Links

Godolphin Website - <https://www.godolphin.org/>

Work with us - <https://www.godolphin.org/community/vacancies-1>

Staff profiles - <https://www.godolphin.org/school-life/staff-list-1>

Prospectus - <https://www.godolphin.org/admissions/prospectus>



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www.godolphin.org

March 2024

Although correct at the time of going to the press, this booklet may be superseded as part of our commitment to continuing improvement.