

Bramley Baths and Community Limited

Job Description

Lifeguard

Post Title: Lifeguard

Directly responsible to: Operations Manager

Post for which directly responsible: None

Purpose of the job:
Maintain vigilant supervision of pool users and ensure their safety at all times, conveying a caring and friendly attitude to all centre users and potential users of the centre.

Responsibilities:
<ul style="list-style-type: none">• Maintain concentrated observation of the pool and pool users in order to anticipate problems. and to identify any emergency quickly.• Carry out rescues and initiate another emergency action, as and when necessary.• Give immediate first aid, in the event of injury to a bather, or other emergency.• Communicate with swimmers and other lifeguards on duty to fulfil the above tasks.• Encourage responsible behaviour by the swimmers - polite and firm reminders should be given to swimmers who are in breach of the rules.• Maintain communication with colleagues at all times. Use speech, whistle or agreed hand signals to deliver clear directions.• Ensure all emergency first aid equipment and poolside emergency equipment is present and working correctly.• Continuously inspect the areas and initiate action to ensure the required environment is maintained.• Participate in at least one two-hour training session per month, including wet and dry training. This shall include an element of monthly CPR training, NOP and EAP training.• To possess sound knowledge of all activities and services within Bramley Baths and promote these activities.• Deliver consistent excellent customer service and provide a professional, efficient and cheerful presence at all times.• To carry out duties in compliance with Bramley Baths policies Inc. Health and Safety policies and procedures.

- **Wear Bramley Baths uniform when on shift and uniform when leaving or arriving on site.**
- **To log and report any incidents/accidents or any other concerns to the duty manager on shift.**
- **Maintain your qualifications, ensuring they are up to date and relevant.**
- **Attend team meeting training session /employee review sessions/ CPD courses as recommended.**
- **To safeguard and promote the welfare of children, young people and vulnerable adults in your care.**

Relationships

The post holder will be required to maintain effective relationships with colleagues, staff, the Board of Trustees and the general public.

Physical Conditions

The post is to be based at Bramley Baths where there are stairs that have to be accessed by all staff to be able to fulfil this role.

Social Conditions

The post holder must work as part of a team.

Terms and Conditions:

Pay: £8.21 per hour

Annual Leave: 28 days per annum (including bank holidays) on a pro rata basis

Hours: Various weekday hours. Minimum 3 hours per week.

Employee Specification:

Detailed below are the skills, experience and knowledge that are required of applicants applying for the post. The 'Essential Requirements' indicate the minimum requirements and applicants lacking these will not be considered for the post. The points detailed under 'Desirable Requirements' are additional attributes to enable the applicant to perform the position more effectively or with little or no training. They are not essential, but may be used to distinguish between acceptable candidates.

Skills	Ess	Des
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Able to communicate effectively with a wide range of people	Yes		
Able to work with own initiative and with minimum supervision.	Yes		
Able to contribute positively to the team	Yes		
Able to prioritise and organise key duties	Yes		
Able to understand and interpret instructions	Yes		
Able to demonstrate a good level of fitness	Yes		
Able to motivate yourself and others	Yes		
Able to adapt to different work environments	Yes		
Able to give clear and precise guidance	Yes		

Knowledge / Qualifications	Ess	Des	
National Pool Lifeguard qualification (NPLQ)	Yes		
Awareness of the importance of a strong safeguarding culture and child protection policies	Yes		
Current Emergency First Aid or First Aid at Work qualification		Yes	
Awareness of health & safety requirements	Yes		

Experience	ESS	DES	
Experience of working in a customer focused environment	Yes		
Experience of working in a leisure centre or private sector leisure centre	Yes		
Experience of lifeguarding duties	Yes		

Behavioural and other related characteristics			
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A good understanding of and commitment to abide by the Equal Opportunities Policy	Yes		
Willing to carry out all duties having regard to an employee's responsibility under the health and safety policy.	Yes		
Able to work unsociable hours including evenings and weekends including emergency shift cover and short notice.	Yes		
Commitment to excellent customer care and providing a high-quality service	Yes		
Commitment to staff and team environments	Yes		
Commitment to own development	Yes		