



Lifeguard



About Us

Godolphin offers a world-class education for a changing world. Our purpose is to make the world a better place through the formation of individuals who are empowered to be ambitious and grow, lead with authenticity and compassion, and be courageous as they step into the world with confidence in readiness to shape it for the better.

For over 300 years, we have been changing lives. Achievement and innovation are woven into our heritages, and we continue to evolve with ambition. We welcomed boys as well as girls from September 2025, enriching every classroom, conversation and friendship. And from September 2026, we become Chafyn-Godolphin, the leading all through co-educational day school for children aged 2 to 18, with boarding available for Senior and Sixth Form students in the heart of Salisbury.

Our values reflect our purpose:

Ambition – We dream boldly and set brave goals, pursuing them with heart and resilience to be the very best version of ourselves.

Courage – We step forward with confidence, believing in ourselves and embracing challenge knowing that growth often begins at the end of our comfort zone.

Compassion – We lead with kindness and act with integrity in a community where everyone feels seen, valued and respected.

Our approach is grounded in exceptional teaching, deep pedagogical expertise and rigorous, data-informed tracking to fuel intellectual ambition and progress. We inspire a spirit of wonder and belonging that builds quiet confidence, curiosity and creativity, and we create meaningful opportunities for pupils to contribute beyond themselves through service, leadership and engagement with the wider world.

Godolphin is part of United Learning, a well-established group of more than 100 independent schools and academies, each retaining its own distinct character and ethos, united by a common commitment to educational excellence.

Being part of United Learning enables Godolphin to offer more to staff and pupils than would be possible as a standalone school. Centralised professional services, including finance, HR, estates and procurement, provide efficiency and stability, allowing school leaders and teachers to focus on what matters most: teaching, learning and continuous improvement. Extensive CPD opportunities are available through the Group, including formal qualifications, mentorship, leadership training and supporting subject-specific projects and pedagogical growth.

A photograph of three young boys in school uniforms standing in front of a stone wall. The boy on the left is looking up, the boy in the middle is looking slightly to the right, and the boy on the right is smiling at the camera. They are all wearing dark blue blazers, light blue shirts, and red and blue striped ties. A diamond-shaped school crest is visible on the pocket of the middle and right boys' blazers.

“Godolphin remains one of the most welcoming, utterly transparent, genuine and delightful schools out there. It's refreshingly down to earth, parents work hard to send their children here and greatly value the opportunities it offers.”

Talk Education, 2025

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 pupils 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 at the centre consists of the Pool and Fitness Centre Manager, Duty Manager and Lifeguards, all of whom work as a team to ensure the centre is safe, clean and welcoming to all users.



The Role

| | |
|---------------|---|
| Hours | Full-Time (40 hrs), Permanent |
| Salary | £28,600 p.a. / £13.75 p/h (+ enhanced hourly rate if acting as shift leader) |
| Weeks | Full-Time, 52 weeks (requests for term-time working will be considered) |

We are looking for an experienced, enthusiastic and flexible Lifeguard to support the Leisure Centre Manager. Working patterns include alternate weekends, evenings and bank holidays.

As well as the standard lifeguard shifts, an enhanced hourly rate is payable when undertaking responsibility for a shift if the Manager/Duty Manager is not on site.

Staff at Godolphin can enjoy free on-site parking, complimentary lunch during term-time, free membership of our Leisure Centre, access to Health Assured Employee Assistance Programme, Cycle-to-Work scheme and other work-related benefits.



Job Description

| | |
|---------------------|---|
| Role | Lifeguard |
| Reports to | Leisure Centre Manager |
| Department | Estates |
| Relationship | The post holder is accountable to the Leisure 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. |

Purpose of the Role

To support the Leisure Centre Manager in safeguarding pupils, leisure club members, and hire groups who make use of the swimming pool. To deputise for the Leisure Centre Manager/Duty Manager when not on site (age/experience dependent).

Duties & Responsibilities

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/Assistant Manager to ensure water chemistry is within guidelines
- Cleaning and maintaining 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, in accordance with the qualification requirements of the latest NPLQ syllabus, to ensure competence is maintained, and training hours are logged under the guidance of a qualified trainer/assessor
- To open/close the building when required (age/experience dependent)

Values

Promote Chafyn-Godolphin's three core values through an inclusive, healthy and ambitious provision for all based on:

- **Ambition:** We dream boldly and set brave goals, pursuing them with heart and resistance to be the very best version of ourselves.
- **Courage:** We step forward with confidence, believing in ourselves and embracing challenge knowing that growth often begins at the end of our comfort zone.
- **Compassion:** We lead with kindness and act with integrity in a community where everyone feels seen, valued and respected.

Professional Responsibilities

- To promote and safeguard the welfare of pupils 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 Director of Finance and Operations 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 Original Certificates |
| | Pool plant qualification OR willingness to undertake | Essential | |
| | First Aid at Work Certificate | Desirable | |
| Work Experience | Previous experience working as a lifeguard | Desirable | Application Form References |
| | Previous experience in customer relations/service | Desirable | |
| | Working with school children/pupils, up to age 18 | Desirable | |
| | Previous experience in Independent Schools | Desirable | |
| Communication Skills | Good communication skills in all forms | Essential | Application Form Person Specification Statement |
| | Customer focussed, tactful and diplomatic | Essential | |
| | 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 | |

HOW TO APPLY

Interviews

The closing date for applications is **27 March 2026, at 9am**. However, this vacancy will close as soon as sufficient applications have been received.

Safer Recruitment

Godolphin 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.

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.

Recruitment Policy

Godolphin is positive about disability and encourages applications from disabled people. All disabled applicants who satisfy the minimum criteria will be offered an interview if they state this prior to shortlisting.

If you consider that the provisions of the Equality Act 2010 apply to you, or if you require assistance at any stage of the process, please contact the HR Department, telephone 01722 430569 or email hr@godolphin.org

The School's Recruitment, Selection and Disclosure Policy and procedure is available for your information on the school website; www.godolphin.org. Godolphin actively supports equality, diversity and inclusion and encourages applications from all sections of society.





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January 2026

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