

Candidate Pack

Lifeguard



About Us

Godolphin is a distinguished school with an extraordinary legacy spanning nearly three hundred years. Our school provides an inspiring environment for learning, discovery and personal growth, welcoming young people aged three to nineteen years. We embrace a holistic approach to education, emphasising curiosity, intellectual growth, practical skills and critical thinking.

Our progressive philosophy reflects our commitment to fostering an inclusive and diverse educational environment, equipping all pupils for the challenges and opportunities of modern society.

In an exciting development, Godolphin has recently moved to co-education, welcoming boys into our community. We believe this change will bring numerous benefits, including greater diversity of thought, enriched collaborative opportunities and better preparation for pupils for the realities of life beyond school.

At Godolphin, we strive to cultivate a culture of excellence, empowering every young person to explore their talents, broaden their perspectives and unlock their full potential.

Our core values - ambition, authenticity, courage, and kindness - are embedded in every aspect of school life and form the foundation of our empathic culture. Our mission is to support every pupil on their journey to adulthood, providing them with the skills and resilience necessary to confront life's challenges and make a positive impact on the world. Godolphin offers all young people the opportunity to explore and develop their own personal narrative.

Godolphin is part of United Learning, a large and growing group of schools aiming to offer a life-changing education to children and young people across England. United Learning is now a diverse nationwide group of over 85 state and 14 independent schools, each with its own unique character and ethos. While the founding independent school group is now smaller than the academies side, the Group is very much a partnership of equals and the fundamental aims are the same – beginning with excellence in education for children and young people.

As a large group of schools, United Learning (the Group) believes it can offer more to staff, pupils and the wider community than Godolphin could provide as a standalone school. With common 'back office' systems for finance, HR and management information as well as central procurement and specialist estate management and HR support, the Group offers efficiency and effectiveness while also adding significant value in supporting schools and helping them to accelerate progress.

Co-educational from
2025



20%
HM Forces
discount

Average
value
added
+ .8
Grades

GCSE 2024

87%
University
of choice



Digital
Learning



"One of the most welcoming, utterly transparent, genuine and delightful schools, Godolphin is refreshingly down to earth. Parents work hard to send their children here and greatly value the opportunities it has to offer" Talk Education 2024

Extensive
bus routes
and only
1 hour
from
international
airports



Future
Skills
Programme



Mixed sports
from September 2025

Athletics
Basketball
Cricket
Running
Football
Hockey
Lacrosse
Tennis
Swimming



*"Surround-sound
pastoral care"*
Good Schools Guide



A-level
Politics
from
Sept.
2025



Bright
Futures
Careers
Programme



United Learning
The best in everyone™

Duke of
Edinburgh's
Award



Godolphin
Alumni
Network



25 years of
Combined
Cadet Force



LEITHS
ACADEMY



Australia
and Chile
exchange programmes



Scholarships
Academic
Art
Drama
Music
Sport

Average
value
added
+ 1.5
Grades
Biology
PE

A-level 2024

"Pupils of all ages, needs and abilities demonstrate excellent attitudes to learning and are engaged and productive in lessons and clubs. This exemplary, positive approach comes naturally to them due to the studious and collaborative ethos in the school" ISI report 2023

77%
A*-B

A-level 2024



Average
value
added

+ 1.5
Grades

Biology
PE

A-level 2024

Under-19
Lacrosse

2nd of 48
at National
Schools
Championship
2024



52%
A*-A

A-level 2024

International
university
places

Tufts
UNIVERSITY
ie
UNIVERSITY
Madrid

"'Surround-sound pastoral care,' agree parents, 'woven throughout school life.' Highly nurturing and inclusive environment, in which pupils are genuinely known and appreciated as individuals by everyone from SLT to catering staff. 'The personal touch stands out'"
Good Schools Guide 2024

87%

University of choice

A-level 2024



25 Years of
Combined
Cadet Force



20%
HM Forces
discount



Scholarships
Academic
Art
Drama
Music
Sport

Future
Skills
Programme



TE Awards for
Innovation in
Education
2024 Winner



LEITHS
ACADEMY



100%
A*-A
Biology
Economics
PE

A-level 2024



United Learning
The best in everyone™

Mentoring,
Leadership
and
Volunteering



Bright
Futures
Careers
Programme



A-level
Politics
from
Sept.
2025



Godolphin
Alumni
network



University destinations

University of Oxford
University of Cambridge
Royal Holloway London
University of Nottingham
University of St Andrews
Durham University
UCL
University of Exeter
King's College London
University of Warwick
The University of Edinburgh

Scholars'
Programme



"Pupils of all ages, needs and abilities demonstrate excellent attitudes to learning and are engaged and productive in lessons and clubs"
ISI Report 2023

A blue-tinted photograph of a brick building with a flag featuring a crest. The building has a large arched entrance and several windows. The flag is dark with a white crest that includes a crown and floral elements. The text is overlaid on the lower half of the image.

“Pupils of all ages have exceptionally positive attitudes to learning, they are extremely aspirational for themselves and ambitious for those around them”

ISI Report 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 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 of the centre consists of the Pool and Fitness Centre Manager, Assistant 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	£26,000 p.a. (+ enhanced hourly rate if acting as shift leader)
Weeks	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 pattern includes alternate weekends, some 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 to 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.

Duties & Responsibilities

Purpose

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 Godolphin's four core values through an inclusive, healthy and ambitious provision for all 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

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
	Pool plant qualification OR willingness to undertake	Essential	Original Certificates
	First Aid at Work Certificate	Desirable	
Work Experience	Previous experience working as a lifeguard	Desirable	Application Form
	Previous experience in customer relations/service	Desirable	References
	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
	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	



HOW TO APPLY

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

Interviews

The closing date for applications is **12:00pm, 26 October 2025**. 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](#). 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



May 2025

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