



Kimbolton School

C A M B R I D G E S H I R E



APPLICATION PACK

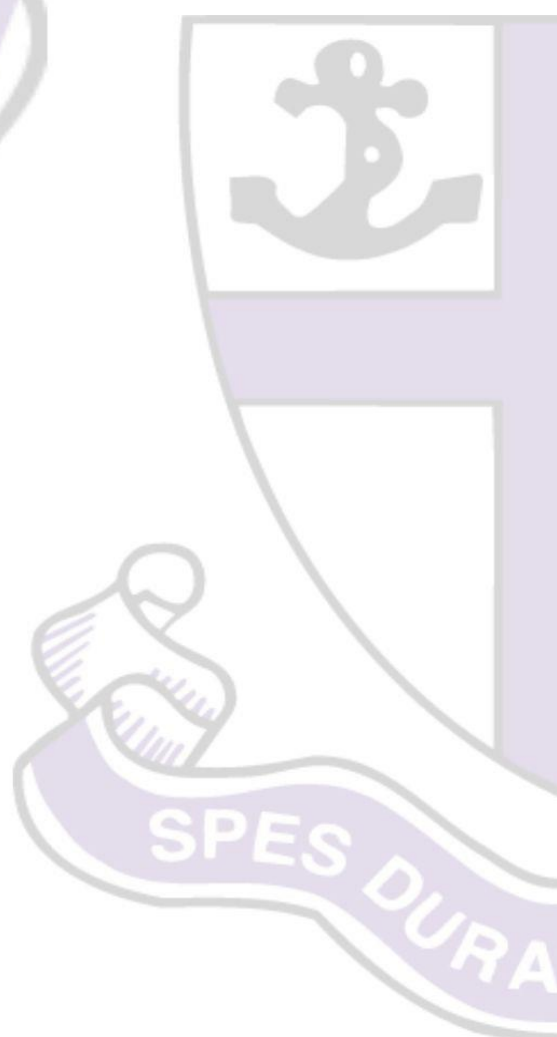
Lifeguard Team Leader
Required from September 2025

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Welcome from the Headmaster



I'm delighted that you're interested in this important role at Kimbolton School, and I hope this candidate pack answers some of the many questions you will surely have about life here.

Whether you are at the Prep, at one end of the village and our parkland, or the Senior School, at the other, your experience at Kimbolton will be characterised by the same educational ethos: we value character just as much as academic achievement, and we value kindness most of all. To join our school is to enter a friendly and inclusive environment that provides the space and support for children to grow into themselves. Our site is beautiful and safe, with room enough for all our 1,100 pupils to roam, and we are lucky to call Kimbolton Castle and its stunning grounds home.

The most important part of the school is, of course, its people, and you will be welcomed as an old friend by our warm community of pupils and staff. You will find that staff here are well supported and rewarded for their commitment to our pupils, but that what they value most is the camaraderie of supportive colleagues who do not take themselves too seriously.

Kimboltonians are well rounded and have their feet on the ground. They understand the value of hard work, service, and taking failure in their stride. Yet they know how to have fun and they play just as hard as they work - on the sports pitches, on the stage, or just climbing a tree at break time. Their academic results are excellent, too. Our broad curriculum is guided by a desire to see young adults emerge with many strings to their bows and a clear sense of the difference they want to make in the world. Expert staff, who know the pupils as individuals and place their wellbeing first, nurture and challenge them to find their passions and do their personal best.

Kimbolton is, first and foremost, a happy place where every child is valued. I do hope that you will want to join our team.

Will Chuter
Headmaster

Recruitment of Staff

Kimbolton School is committed to recruiting, developing and retaining high calibre teaching and non-teaching staff for our outstanding HMC school. All our staff, regardless of role, play an important part in the provision of our first-class education.

Teaching Staff

We employ teachers who are conscientious, imaginative and committed to educating the whole person. Our continuous professional development scheme provides all academic staff with an opportunity to reflect on their practice and continue to develop their teaching and pastoral skills to the benefit of all pupils. We expect teachers to be fully involved in the extra-curricular life of our school too, encouraging pupils in their wider development through music, sport, drama, art, CCF, clubs, societies and trips. Sometimes these are out-of-hours, at weekends or during school holidays.

Non-teaching Staff

Our non-teaching staff fill a wide variety of roles, both part- and full-time and some of them term-time only. They are very much part of our wider team and contribute to, and benefit from, the happy and positive feel of our school.

The School recognises that an important element in safeguarding our pupils is a robust recruitment process that incorporates measures to deter, reject, or identify people who might abuse children, or who are otherwise unsuited to work with them. In addition, recent government guidance, “Safeguarding Children – Keeping Children Safe in Education Sept 2024, specifically Part 3”, as well as specific guidance from the National Minimum Standards for Boarding Schools, help to form the basis of school policy. For further information about Kimbolton School's commitment to Safer Recruitment, please visit our Policies page to read our Safe Recruitment Policy at www.kimboltonschool.com/about-us/policies



You will find in this Application Pack further details about this exciting opportunity to join our friendly and enthusiastic staff team. Please refer to the Method of Application for details on how to apply. We look forward to hearing from you.



Job Description

Lifeguard Team Leader

Required from September 2025

The School

Kimbolton School was founded in 1600 and is situated in 100 acres of grounds in the West Huntingdon town of Kimbolton. The School currently educates over 1000 children aged 4-18 in a coeducational, predominantly day environment, although there are up to 60 boarders. The Senior School is located around Kimbolton Castle while the Preparatory School is housed to the west of the village on the original Grammar School site. The School employs approximately 400 staff and also owns a subsidiary company, Kimbolton School Enterprises, which transacts all non-charitable trading activity.

Further information about the School can be found on the School website at www.kimboltonschool.com.

Commitment to Safeguarding

Kimbolton School is dedicated to safeguarding and promoting the welfare of its boarding and day pupils, regardless of age, ability, race, culture, religion, sexuality or class. Safeguarding is integrated into the School ethos. It is the duty of all members of staff including full-time, part-time and volunteers, both teaching and support, to play an active role in ensuring the safety and promoting the welfare of the children in the School's care. Safeguarding is everyone's responsibility.

The Role

The pool is led by two Swimming Pool Managers, supported by a dedicated team of lifeguards. During term time, Kimbolton Swimming Pool serves the adjoining Preparatory and Senior School, and many local primary schools. Outside of term time, the pool is open to the public, available to hire for private parties, or by local schools and swimming clubs in the Cambridgeshire area.

The Lifeguard Team Leader will be responsible for ensuring the safety of all pool users and demonstrate a passion for working in Leisure. Successful applicants if not already qualified; will be trained to deliver and teach Swimming Lessons to children of all ages.

You will be working closely with the Pool Managers and need to have the ability to be flexible and adaptable in changing situations. Have excellent organisational, interpersonal and customer service skills. Be able to communicate well with other team members and be happy to deal with customers on a face-to-face basis as well as over the telephone and on email. Follow all policies and procedures and enforce them to ensure effective operation of the swimming pool.

Duties and Responsibilities

- To assist in the management and operation of the day to day running of Kimbolton School Swimming Pool
- To work an average of 37.5 hours a week as part a weekly rota (Monday-Sunday)
- To comply with all policies and procedures in respect of safeguarding, data protection, health and safety and equal opportunities.
- Accountable to the Swimming Pool Managers for the satisfactory execution of duties both by method and time
- To assist the Pool Managers in the development and promotion of all activities
- In the absence of a Pool Manager to manage the Swimming Pool
- To work in reception answering enquires, taking booking and controlling admission
- Responsibility for the reconciliation of daily takings (Money/Card payments)
- Lifeguard in accordance with current RLSS training and guidance
- Lifeguard on a rotation basis with part time Lifeguards
- To assist with pool changeovers and be familiar with all procedures and equipment
- To hold and maintain a First Aid at work Qualification
- Administer First aid as and when required
- Testing and treatment of Pool water to conform with recommended regulations
- Maintain a high standard of hygiene and cleanliness throughout the Swimming pool
- Ensure all chemicals/cleaning materials issued are stored and used in accordance with COSHH regulations
- To ensure the security of the Swimming pool building and surroundings
- To assist in the control of stock and ordering supplies
- To maintain National Pool Lifeguard Qualification through monthly onsite training
- To hold and maintain a ASA level 1/2 swimming teaching qualification
- To teach Lower and Upper Preparatory School pupils
- To act in a responsible and professional manner at all times
- To carry out any other duties as may be specified by the Pool Managers to ensure the safe and effective operation of the swimming pool.

Person Specification

	Essential	Desirable
Qualifications		
National Pool Lifeguard Qualification (NPLQ)	*	
Pool Plant Operators Certificate		*
First Aid Certificate		*
ASA Swim Teaching Level 1		*
ASA Swim Teaching Level 2		*
Experience and Knowledge		
Previous employment as a lifeguard	*	
Prior experience of leading a team		*
A minimum of 6 months experience working in a leisure environment		*
Experience of teaching swimming		*
Previous experience of working with the general public		*
Skills and Abilities		
Ability to be able to work on own initiative and without supervision	*	
Ability to establish and maintain effective working relationships at all levels (other team members, pupils, staff, parents, visitors, contractors)	*	
Ability to plan and manage own day-to day work, to ensure routines are followed and work is attended to	*	
Good organisational skills, time management and flexibility	*	
Ability to carry out manual work which will include some medium level lifting and stretching.	*	

Terms and Conditions

Reporting to:	Pool Managers
Accountable to:	Bursar
Hours of Work:	An average of 37.5 hours a week as part a weekly rota (Monday-Sunday)
Remuneration:	£25,447.50
Probationary Period:	6 months
Pension:	The School offers a contributory pension scheme
Lunches:	All employees are entitled to free lunch in the school dining halls during term time. Time taken for lunch is not paid.
Additional benefits:	Free onsite car parking; free access to a fully equipped Gym and Swimming Pool; cycle to work scheme.
Referees:	The names, addresses and telephone numbers of three professional referees are required. Referees will not be contacted without the permission of the applicant.

Method of Application

Please email a letter of application, together with the completed Application Form to:

Human Resources, Kimbolton School, Kimbolton, Huntingdon, Cambridgeshire PE28 0EA at recruitment@kimboltonschool.com.

The closing date for applications is: 9.00am Monday 14th July 2025
Interviews will take place on Monday 21st and Tuesday 22nd July 2025

Kimbolton School is committed to the highest standards of safeguarding and implements a rigorous and robust recruitment process that gathers and evaluates child protection relevant evidence about candidates prior to interview. All appointments are subject to satisfactory completion of an enhanced DBS check and proof of right to work in the UK. All applicants are requested to read the [Safeguarding Policy document](#). Please note that Kimbolton School does not have a sponsored Licence to recruit non-UK workers and therefore all candidates are expected to be able to work in the UK.

Notes

The post holder is required to operate within school policies and procedures, including Health and Safety.

Kimbolton School is an equal opportunities employer.

Kimbolton School operates a No Smoking policy on the Estate.

Under the Guidelines Safeguarding Children: Safer Recruitment and Selection in Education Settings June 2005, Kimbolton School reserves the right to request age related information from the candidate.

Kimbolton School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post. It is an offence for any organisation to offer employment that involves regular contact with young people under the age of 18 to anyone who has been convicted of certain specified offences, or included on lists of people considered unsuitable for such work held by the Department of Education. It is also an offence for people convicted of such offences to apply for work with young people. The successful candidate is subject to satisfactory completion of an Enhanced Disclosure from the Disclosure and Barring Service before the appointment is confirmed. This check will include details of cautions, reprimands or final warnings as well as convictions. Further information about the Disclosure scheme can be found at www.gov.uk/government/organisations/disclosure-and-barring-service. All employees will be expected to abide by the School's Safeguarding Code of Conduct and will attend Safeguarding training.

A copy of the School's Safeguarding Policy can be found on the website www.kimboltonschool.com/about-us/policies