



# Kimbolton School

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



## APPLICATION PACK

Pool Lifeguards (Casual)

Required from September 2025

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# Welcome from the Headmaster



I'm delighted that you're interested in this important new 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 2023, 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](http://www.kimbolton.cambs.sch.uk/policies) to read our Safe Recruitment Policy at [www.kimbolton.cambs.sch.uk/policies](http://www.kimbolton.cambs.sch.uk/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

## Pool Lifeguards (Casual)

**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.kimbolton.cambs.sch.uk](http://www.kimbolton.cambs.sch.uk).

### 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 Department

Our newly refurbished 25-metre pool offers a wide variety of public swimming and lessons throughout the year to the local community (subject to the school timetable). The pool is also available for hire to schools and swimming clubs in the area. We provide lessons on a term-time basis from Parent and Child classes all the way through to Squad Development sessions for advanced style swimmers. During the School holiday we offer Crash Course swimming lessons and One-2-One lessons.

Kimbolton School Swimming Pool is a RLSS Approved Lifeguard Training Centre. As an Approved Training Centre, the pool undergoes regular inspection to ensure it is maintaining strict standards for lifeguard training and the teaching of NPLQ courses.

## Duties and Responsibilities

To work as part of a team in supervising, controlling and ensuring the safety of the customers at all times, and to provide the highest standards of service to all users of the Swimming Pool.

- To assist full time staff on duty in the operation of Kimbolton School Swimming Pool.
- To maintain a high degree of customer care whilst dealing with the public and staff at all times.
- To ensure the correct behaviour and use by customers of the pool facilities.
- To assist with the pool changeovers and be familiar with all the equipment and procedures in the building.
- To assist/rescue swimmers in difficulty (as per recommended IQL procedure).
- To administer First Aid if required.
- To ensure all parts of the building are made safe and secure when not in use under the direction of the management team.
- To ensure a high standard of cleanness is maintained throughout the pool in accordance with the cleaning schedules and standards.
- To work in the pool reception answering enquiries, taking bookings and control admission to the pool.
- Responsibilities for the correct handling of cash.
- To attend monthly staff training.
- To carry out any other duties as may be specified by the Pool Manager/Lifeguard Team Leader to ensure the safe and effective operation of the pool.
- To maintain the National Pool Lifeguard Qualification through continuous on-site training.
- To be available to cover extra shifts as required.
- To reply to all telephone/email communications from the pool management team.
- Any other duties as may be reasonable required from time to time.
- To adhere to all relevant Health and Safety legislation policies and procedures, compliance with the School's Code of Conduct and Safeguarding and Child Protection policy.

## Person Specification

Criteria	Essential
Qualifications	<ul style="list-style-type: none"><li>Hold a current RLSS NPLQ Lifeguard qualification and a commitment to retain this qualification.</li></ul>

## Terms and Conditions

**Reporting to:** Pool Managers

**Hours of Work:** Casual: Shifts are predominantly during the evenings 4.00-9.00pm, on Saturdays from 7.00-3.00pm and from September we hope to open on a Sunday. Plus, additional hours when available especially over the Holiday Periods.

**Remuneration:** £12.50 per hour (FTE £24,375)

**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 two 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@kimbolton.cambs.sch.uk](mailto:recruitment@kimbolton.cambs.sch.uk).

**The closing date for applications is: 9am Friday 15<sup>th</sup> August 2024. Interviews will take place shortly after the closing date.**

***Interviews may take place upon application receipt; we encourage applicants to apply early and we will appoint until the positions are filled.***

**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](http://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.kimbolton.cambs.sch.uk/policies](http://www.kimbolton.cambs.sch.uk/policies)