



Swim Teacher

Candidate Information Pack



Sibford
Shape your story

WELCOME TO SIBFORD

A co-educational day and boarding school for pupils aged 3 - 18. Empowering young people with the skills, self-belief, and spirit to take their place in the world

Sibford is a place where we aim to nurture ambitious learners who shape their worlds with their creative, compassionate and questioning minds, where your career journey can flourish alongside the growth of our exceptional students.

In our commitment to individuality, we recognise that employees, much like our students, are diverse in their approaches and strengths. At Sibford, you're encouraged to be adventurous, curious, creative, confident, and above all—be yourself.

Rooted in Quaker values, our approach to teaching is grounded in truth, integrity, equality, community, peace, simplicity, and sustainability. These values are not just words on paper but living principles that underpin the distinctive characteristics of Sibfordians.

In the nurturing, safe, and supportive environment we cultivate, you'll find a space where your potential has no limits. Here, there's no ceiling on your ability to inspire and shape young minds, both academically and personally. Tolerance and consideration towards each other are not just encouraged; they are integral to our community ethos.

Our curriculum is as diverse as the talents it aims to nurture. We pride ourselves on traditional academics, creative arts, technology, and horticulture, in small, dedicated classes, inspiring and stretching each individual, guiding them to discover their own talents and embrace their authenticity.

Sibford is more than just a school; it's a place where employees are partners in the growth and development of future leaders and citizens. If you're seeking an environment that values creativity, agility, resilience, positivity and empathy, we warmly invite you to consider joining us at Sibford.

A candidate pack can only convey so much. Come and meet us in person—experience the genuine warmth and vibrancy that defines our educational community.

Looking forward to the prospect of welcoming you to the Sibford family.

Rebecca Evans, Head



Our Vision and Ethos

Our mission

To nurture ambitious learners who shape their worlds with their compassionate, creative and questioning minds.

Our vision

To empower future generations who live adventurously in the world and take responsibility to improve it.

Our ethos

Endeavour

- I take responsibility for my learning journey, striving to give my best in all lessons and activities.
- I have the resilience to take accountability for my mistakes and recognise they help me learn and develop.
- I take pride in my work and approach all my lessons ready to learn by being punctual, organised and prepared.

Respect

- I respect myself, my surroundings and those around me.
- I show integrity by being truthful, reflecting on my decisions and making wise choices.
- I actively listen, value the perspectives of others and seek stillness even amid the activities of daily life.



Community

- I actively help others and the community.
- I am responsible for an environment where equality is valued and I treat everyone how I want to be treated.
- I understand my responsibility to display stewardship and make the world a better place.

Kindness

- I advocate for inclusivity and try to include everyone in my lessons and activities.
- I actively try to consider and understand how someone else may be feeling and respond with kindness.
- I look for peaceful resolutions to disagreements, never using words or actions to deliberately hurt others.

Our Approach

We believe that academic success is driven by outstanding pastoral care and a vibrant and well-rounded education.

A focus on the individual needs of each child is central to our approach. Small class sizes with dedicated teachers nurture, inspire and stretch students, giving them a chance to unearth their talents and truly know themselves. Our open and calm environment gives them the space, confidence and mindset to work to their full potential.

We have a dedicated SEN department with a fantastic reputation for their pioneering work. Neurodiversity is part of the rich and eclectic world we live and all the better for it. We believe that embracing and adapting to this diversity should just be an integral part of any school's approach.

We celebrate and champion the diversity of humans, aiming to offer our students a rich and varied curriculum and opportunities to experience and explore diverse skills and interests. As an independent school, we welcome the opportunity to enrich our curriculum, encouraging students to follow their own path, whether it's a traditional academic one, creative arts, technology or horticulture. Placing huge value on co-curricular activities, we actively develop a rich timetable of activities that above and beyond offering new skills and knowledge, inspire great friendships and instil a strong sense of belonging.

A well-rounded education teaches students a wealth of brilliant life skills, from creative thinking, agility, and resilience to leadership, collaboration, and emotional intelligence – all essential in guiding their growth into good citizens and life-long learners.



The Role

£18.54 to £22.66 per hour plus holiday pay (dependent on experience)

Term time only, 34 weeks plus Safeguarding training

We are seeking Swim Teachers to support us for the following hours:-

- Regular Saturday mornings (Learn-to-Swim) 9.00am-12.00pm
- After school Learn to Swim.

Swimming lessons are provided for Sibford pupils as well as pupils from visiting local primary schools during the school day. We also run a community swim school with lessons.

It is anticipated that the successful applicant would work regular hours on Saturday morning each week to ensure consistency with swimming groups either on their own or as part of a team when group size permits.

The successful candidate must:

- Be a qualified swimming teacher (Level 2) or equivalent
- Ideally have teaching and/or coaching experience
- Teach swimming lessons to all age ranges
- Understand Health and Safety requirements of a swimming pool
- Assess swimming improvement and recommend further development
- Demonstrate knowledge of safeguarding practices
- Ensure each swim group is managed safely
- Be punctual and available to teach every Saturday morning
- Have excellent interpersonal skills
- Demonstrate the ability to work well on their own and part of an efficient team.

All appointments at Sibford School are subject to an Enhanced DBS check and pre-employment checks via our safer recruitment process.

The Role

Key Responsibilities:

- Teach swimming lessons to children aged 4-years and upwards
- Assess swimming improvement and recommend further development through our Learn-to-Swim programme
- Ensure each group is managed safely
- Be available to teach during the school day, or early evenings and weekends, or both.

Skills and competencies required in the role:

- Be a qualified swimming teacher (Level 2) or equivalent
- Understand Health and Safety requirements of a swimming pool
- Be a good communicator
- Have strong interpersonal skills.

All appointments at Sibford School are subject to a satisfactory Enhanced DBS check and pre-employment checks following the School's safer recruitment process.

Safeguarding Responsibilities:

- To know the identity of the School's Designated Safeguarding Lead and Deputies
- Proactively be alert to indicators of potential safeguarding issues and report these immediately in accordance with the School's procedure
- Be aware of the School's Safeguarding and Child Protection Policy and to follow its requirements
- Attend training relating to Safeguarding of Children provided by the School as required
- Engage in safe practice and professional conduct to safeguard children to mitigate against the potential for misunderstandings or situations being misconstrued.

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The School is fully committed to safeguarding the welfare of all pupils and expects the same from its volunteers, employees and representatives.

The Person

Requirements	Essential	Desirable
Qualifications & Training	Swim England (SEQ) Level 2 qualified swimming teacher or equivalent	First Aid qualification
	Assess swimming improvement and recommend further development through our Learn-to-Swim programme	
Experience	Proven experience of working with children of all ages	
	Ability to work on own and as part of an efficient team	
Knowledge & Understanding	Understand Health and Safety requirements of a swimming pool	
	Expert knowledge of water safety skills and all 4 main swimming strokes	
	Ability to relate to and assist swimmers to develop their water and technical skills.	

The Person

Requirements	Essential	Desirable
Skills & Abilities	Strong interpersonal skills, with the ability to build positive relationships with pupils, staff, and parents	Ability to adapt approaches to meet individual needs
	Ability to support pupils' learning and engagement	
	Confidence supporting small groups	
	Enthusiastic and passionate about delivering high quality lessons	
Personal qualities	Patient, supportive and empathetic approach	
Other requirements	Commitment to safeguarding and promoting the welfare of children	

Safeguarding

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

The School may carry out online searches on shortlisted applicants and all applicants will be required to provide details of their online profile, including social media accounts, as part of their application.

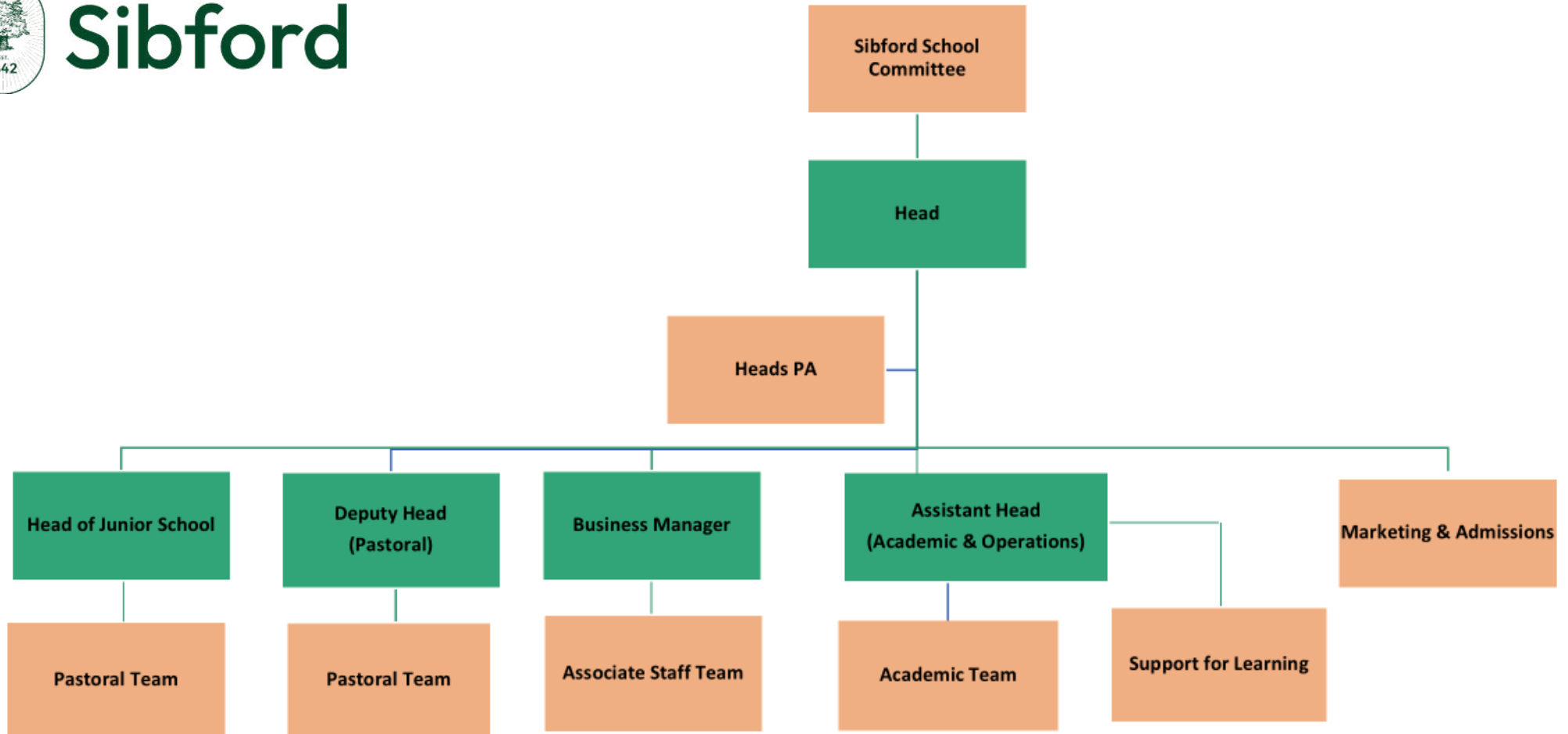
The post is exempt from the Rehabilitation of Offenders Act 1974. The School is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those which are “spent” unless they are “protected” under the DBS filtering rules) in order to assess their suitability to work with children.



Senior Leadership Structure



Sibford



Living in Oxfordshire

Whilst Oxfordshire and the Cotswolds are beloved and popular with so many, we know that not everyone will have had first-hand experience of it, so this is a short introduction to the area.

Oxfordshire offers a wonderful quality of life, blending picturesque countryside with the vibrancy of a historic and culturally rich city. With charming villages to explore, walks in the Cotswolds to enjoy, the county provides something for everyone. The area is particularly attractive to families seeking a balanced lifestyle with access to excellent amenities.

Oxford itself is a world-renowned city, known for its beautiful architecture and prestigious university. It's a place where tradition meets innovation — from centuries-old libraries and colleges to cutting-edge research and technology hubs. The city boasts a wide range of independent shops, cafes, and restaurants, as well as theatres, museums, and galleries. Oxford is committed to being a zero carbon city by the year 2040 and has implemented many initiatives to achieve this goal, including Low Traffic Neighbourhood (LTN) schemes, Oxford's Low Emission Zone and the Energy Superhub.

Transport links are another major advantage of life in Oxfordshire. With excellent rail and road connections, you can easily access London, Birmingham, and other major cities. London is just an hour by train to Paddington or Marylebone, while the M40 and A34 provide convenient routes for drivers. For international travel, Heathrow Airport is just over an hour away and Birmingham International Airport is also easily accessible.

Above all, Oxfordshire offers a strong sense of community. From local festivals and farmers' markets to active sports clubs and cultural events, there are many opportunities to connect with others and feel at home. For those taking on a senior role in education, this welcoming and dynamic environment is the perfect backdrop for both professional growth and personal wellbeing.

Oxfordshire is also ideally situated for exploring a wealth of cultural and historical attractions. Just a short drive away is Blenheim Palace, a UNESCO World Heritage Site and birthplace of Sir Winston Churchill. The nearby Cotswold towns of Woodstock, Witney, and Burford offer characterful high streets while Stratford-upon-Avon — the birthplace of Shakespeare — is perfect for a day out steeped in history and theatre.



Why work at Sibford?

Sibford School offers an outstanding education for pupils aged 3 – 18 and is easily accessible from both Oxfordshire, Warwickshire and Gloucestershire.

Our school is a friendly and welcoming place to work. With stunning views and 50 acres of surrounding countryside, it is a great place to spend your working hours.

Some highlights from our ISI inspection in October 2024

“ Pupils, including boarders, feel safe and are confident that there is a trusted adult they can speak to, if they have any concerns. ”

“ Leaders work collaboratively and adeptly together to provide an academic and pastoral education reflecting the ethos of the school. This ethos is based on the school's values of endeavour, respect, community and kindness. Leaders take into account the needs of the pupils and the views of parents to prioritise the most important things that they need to do. ”

“ The school's ethos of welcome and inclusion permeates every aspect of school life. There is a palpable sense of kindness, in interactions between pupils and modelled by their teachers, Pupils model the school's ethos and aims of collective stillness and reflection in assemblies, lessons and during social times. As a result, pupils behave well. ”

THE
GOOD
SCHOOLS
GUIDE

[Click here to read our review in the Good Schools Guide](#)

What we offer

Salary	£18.54 to £22.66 per hour plus holiday pay (dependent on experience)
Pension Employer's contribution	5%
Pension Employee's contribution	5% minimum
Paid Holidays	5.6 weeks pro rata entitlement
Academic term	34 weeks term time.
Employee Assistance Programme	This includes free access to medical advice, health and wellbeing services, employee hub and much more.
Free School lunches	Provided in term time.
School Swimming pool	Free sessions for staff
Fully equipped gym	Staff sessions (when not used by pupils)

How to apply

Thank you for showing an interest in our school and the vacancy which we are currently advertising.

Due to our Safer Recruitment Procedures, we can only consider candidates who complete our application form.

You can complete the application online via the school website here:
[Work With Us | Sibford School](#).

If you have any questions or queries, please contact the HR department:
hr@sibfordschool.co.uk or call 01295 781291.

Applications will be reviewed as they are received. The School reserves the right to appoint at any stage of the recruitment process; early applications are therefore encouraged.

Sibford School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All offers of employment are subject to an enhanced DBS check.

If you are successfully shortlisted, you will be invited for interview at the school and have the opportunity to view the school and its grounds.

Closing date for applications: 12pm on Friday 2nd August 2026.

Interview date:

Suitable candidates will be contacted as they apply.





Sibford

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sibford.org.uk