Swim Teacher – Sports Company Delivering Pop-Up Swimming Pools in Schools

Application Closing Date: 9am on 24th November 2026

Interview Date: Week commencing 30th November

Job Description

Location: Bradford, Halifax, Keighley, Craven & surrounding areas
Hours: 35 hours per week, Term time only plus 15 days - Core hours are Monday–Friday, 8:30am–4:30pm, occasional out of core hours work required.
Wage: £13 per hour

Lead with purpose. Deliver with pride. Make a real difference.

At Kanga Sports, our mission is to inspire and support all children to be the very best they can be – physically, mentally and socially. We believe in doing things well, supporting our team, and helping every child thrive through active play and sport.

Less than half of children leave primary school with the ability to swim confidently and safely. We believe every child deserves the opportunity to develop this essential life skill.

To help tackle this, we created **Kanga Swim**, delivering high-quality swimming lessons through our innovative pop-up pool programme directly on primary school sites for the whole half term. This enables children to learn in a familiar, supportive environment while giving schools access to high-quality swimming provision.

Due to continued growth, we are looking for an enthusiastic, organised and passionate **Swim Teacher** to join our team.

If you're an experienced Swim Teacher we'd love to hear from you.

The Role

As a Swim Teacher at Kanga Sports, you will deliver high-quality swimming instruction from within the swimming pool, helping children develop essential swimming skills, build water confidence and develop a lifelong love of swimming.

You will also occasionally deliver dry-side water safety sessions, supporting children's understanding of how to stay safe in and around water.
You will play an important role in delivering the Kanga Swim programme across schools in West Yorkshire, providing engaging, enjoyable and effective swimming lessons that create a safe, positive and supportive learning environment for every child.

Working as part of the Kanga Swim team, you will encourage and support children of all abilities to achieve their individual swimming goals, build confidence in the water and develop essential swimming and water safety skills.

Key Responsibilities

Swimming Delivery

- Deliver engaging, high-quality swimming lessons in line with National Curriculum requirements.
- Plan and deliver lessons appropriate to children's ages, abilities and stages of development.
- Assess children's progress and provide regular feedback.
- Create a positive, safe and inclusive learning environment.
- Promote water safety and confidence in every lesson.
- Adapt teaching methods to meet the individual needs of swimmers.
- Maintain high standards of cleanliness, presentation and safety within the swimming environment.
- Encourage participation, enjoyment and progression in swimming.

Safeguarding, Health & Safety

- Ensure all safeguarding, health and safety and risk management procedures are followed.
- Maintain a safe swimming environment for all children.
- Follow site-specific risk assessments and operational procedures.
- Monitor pool conditions and report any safety concerns.
- Maintaining accurate pool testing and chemical dosing records.

- Identifying and reporting any water quality issues or equipment faults.
- Ensuring chemicals are stored, handled and used safely in line with COSHH requirements and site procedures.
- Report incidents and ensure appropriate follow-up action.
- Maintain professional boundaries and promote the welfare of all children.

Teamwork & Professional Development

- Work positively and collaboratively with fellow Swim Teachers and Lifeguards.
- Communicate effectively with colleagues, schools and parents.
- Contribute to a positive, professional and supportive team culture.
- Attend training, meetings and professional development opportunities.
- Maintain up-to-date qualifications and knowledge of best teaching practice.
- Support the continued development and reputation of Kanga Swim.

Person Specification

Personal Qualities

We're looking for someone who is:

- Passionate about swimming education and water safety.
- Friendly, approachable and professional.
- Patient, enthusiastic and encouraging.
- An excellent communicator.
- Reliable, organised and proactive.
- Flexible and willing to travel.
- Positive, resilient and solution-focused.
- Committed to safeguarding and outstanding customer service.
- Passionate about improving children's lives through physical activity.

Knowledge & Experience

Essential

- Level 2 Swimming Teacher qualification.
- Experience teaching swimming to children.
- Good organisational and communication skills.
- Ability to work independently and as part of a team.
- Strong customer service skills.
- Full UK Driving Licence and access to your own vehicle.

Desirable

- National Pool Lifeguard Qualification.
- Experience teaching across a range of ages and abilities.
- Knowledge of curriculum-based swimming delivery.
- Experience working within school swimming programmes.
- Pool Plant Operator qualification.

General Requirements

- Enhanced DBS check.
- Satisfactory references.
- Willingness to travel between school sites.
- Competent literacy and numeracy skills (minimum Level 2).

Training & Development

At Kanga Sports, we believe in investing in our people. You will receive:

- Ongoing coaching and mentoring.
- Opportunities to develop your teaching skills.
- External CPD and professional training.
- Regular performance reviews.
- Opportunities for career progression within our growing organisation.

What We Offer

- Core Monday-Friday working hours (8:30am-4:30pm).
- Competitive salary based on experience and qualifications.
- Term time only working with pro rata monthly holiday pay.
- Company pension scheme after three months.
- Mileage expenses paid.
- Free school holiday childcare.
- Financial wellbeing support.
- A supportive, ambitious and values-driven team.
- The opportunity to make a real difference to children's swimming education.

Ready to Make a Splash?

If you're passionate about helping children become confident, capable swimmers and want to make a positive difference through swimming education, we'd love to hear from you.

Join the Kanga Swim team and help us inspire the next generation of confident swimmers.

Fill out our Application Form apply - Application Form

Kanga Sports Ltd is committed to safeguarding children and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment and will ensure that all recruitment and selection practices and procedures reflect this commitment. All successful candidates will be subject to checks by the Disclosure and Barring Service (DBS) along with other relevant employment checks.