

## Job Profile comprising Job Description and Person Specification

### Job Description

<b>Provisional Job Title:</b> Leisure Assistant Supervisor (Pools on the Park)	<b>Grade:</b> Scale 4
<b>Section:</b> Culture/Sports	<b>Directorate:</b> Environment and Community Services
<b>Responsible to:</b> Duty Manager – Wetside (Pools on the Park)	<b>Responsible for:</b>
<b>Post Number/s:</b>	<b>Date:</b> October 2016

#### Working for the Richmond/ Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Borough Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in your development and ensure the opportunities for progression that only a large organisation can provide.

#### Job Purpose:

To provide a high quality service and a safe environment to all our customers. This post will have particular responsibility for the health and safety of users and the cleanliness of the centre including the indoor and outdoor pool for all its visitors. The Leisure Assistant Supervisor will work closely with the Duty Manager to supervise Lifeguards and monitor poolside.

#### Specific Duties and Responsibilities:

- To take responsibility as a Team Leader for Pools on the Park ensuring the safety of the public and taking responsibility and providing support to the lifeguards whilst on shift.
- To be a key holder and to assist the Duty Manager in opening and closing of the facility and preparing both the indoor and outdoor pools for use.
- Carry out day-to-day plant operation, including topping up etc. with chemicals.

- Ensure that all health and safety duties are carried out in accordance with NOP/EAP procedures and follow procedures in the staff information file and assist with water chemical tests in all pools.
- Carry out equipment inventory and administrative duties such as maintaining checklists and ensuring all jobs have been completed to a satisfactory standard, as and when required.
- To ensure poolside equipment and furnishings are fully maintained and available for use, and to carry out cleaning as appropriate.
- Carry out lifeguard duties overseeing the general safety and behaviour of the public to prevent injury, drowning, misuse, rule enforcement and damage to facilities.
- Undertake a range of duties in wet, dry and other areas which will include; control and cleaning of facilities and assembly and dismantling of equipment (such as lane ropes and diving blocks).
- To carry out the responsibilities of the post having regard to the Council's policies and procedures as well as additional guidelines as laid out in the Centre's Staff Information file.

### **Generic Duties and Responsibilities**

- To contribute to the continuous improvement of the Boroughs of Wandsworth and Richmond services.
- To comply with relevant Codes of Practice, including the Code of Conduct, and policies concerning data protection and health and safety.
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and work to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand the both Council's duties and responsibilities for safeguarding children, young people and adults as they apply to your role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.

### **Additional Information**

The Sport & Fitness Service sits within the Contracts & Leisure Department. Its primary objective is to develop opportunities and provision for participation in sport and physical activity for all sections of the community. The team is responsible for the management of 4 dual-use Sports and Fitness Centres, Teddington Pools & Fitness Centre and Pools on the Park in Richmond, as well as a centrally based Sports Development Team.

The Council is continually reviewing its structures and ways of working in order to provide the best services possible for residents, in the most efficient way. As a result the key tasks in any job may be varied and the post holder will be expected to take on such variations consistent with the level of responsibility of the post.

The post holder will work a flexible shift rota, which will include unsociable hours (some evenings and weekends). The post holder may also be asked to work at any of the Borough's Sport & Fitness Centres.

The service is firmly committed to creating a safe and enjoyable environment for all young people, children and vulnerable adults. Our safeguarding responsibilities include safe recruitment practices which include the vetting of all individuals who work with these groups. Background checks including checks with the Disclosure and Barring Services (DBS) will be carried out in accordance with DBS guidelines.

**Current team structure – see page 6**

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**Our Values and Behaviours** - The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

**Being open** - This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

**Being supportive** - This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

**Being positive** - Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a 'can do' attitude and are continuously looking for ways to help each other improve.

#### **Post Specific Values & Behaviours**

- I treat customers the way they would want to be treated, being fair and with respect and I value differences.
- I am a role model for the Council's behaviour and lead by example.
- My service is based on my understanding of customers' needs and views.
- Understanding the importance of prevention, if I spot something going wrong I do something about it (even if it isn't my job).
- I do what I say I will do, when I've promised to do it, or let people know why not.
- I look for examples of good practice in the Council and outside to improve the way I do my job.
- I encourage my team to bring in good practice from elsewhere in the Council or outside.

<b>Requirements</b>	<b>Assessed by A &amp; I/ T/ C</b>
<b>Knowledge &amp; Experience</b>	
Some experience of working as a Lifeguard and knowledge of correct practices.	A/I
Knowledge of the importance of Health and Safety procedures in relation to lifeguarding a pool and other duties listed in the job profile.	A/I
Experience of pool plant operations	A
Experience of supervising staff	A/I
Knowledge of the importance of Health & Safety issues with reference to leisure activities	A/I

Skills	
Ability to demonstrate an understanding of why Diversity & Equality is important in employment and sports / leisure service delivery.	A
Ability to demonstrate an understanding of why Customer Care is important in employment and customer service.	A/I
Ability to communicate effectively both verbally and in writing with a wide range of people, for the purposes of providing advice/guidance, as well as information and assistance on services offered and the operation of equipment.	A/I/T
Ability to undertake cleaning duties, pool water tests and maintenance duties in accordance with set procedures.	A/I
Ability to maintain record keeping	A/I/T

Qualifications	
A National Pool Lifeguard qualification.	A
First Aid qualification.	A
Pool Plant Operators	A

**Pools on the Park Structure**

