



Lancing College



Appointment of
Swimming Teacher
(Bank)

The College

At Lancing College, we believe that the most meaningful education is one that encourages pupils to think critically, act with integrity, and grow in all aspects of life. With a broad range of opportunities to explore their passions, challenge themselves, and engage with the world around them, our young people leave Lancing not only ready for the future but eager to shape it. It is this blend of strong academic foundations, personal growth, and a genuine sense of community that makes Lancing a truly special place to be.

Lancing, which is part of the Woodard Corporation (which now consists of 17 independent schools and 6 academies), stands in an impressive and spacious downland estate, which includes playing fields, residential properties, and an area managed as an educational farm. It is a stunningly beautiful place to live and work, and one where tradition and modernity sit comfortably side by side.

The College is friendly, ethical, vibrant, and outward-looking. We treat each other with respect, valuing diversity and rejecting discrimination. We are fully committed to creating and promoting a diverse and inclusive workforce that reflects both our local community and our cosmopolitan student body. Applications are welcome from all suitably qualified candidates regardless of age, race, disability, sex, gender reassignment, sexual orientation, religion or belief, pregnancy and maternity and marital status. We particularly encourage applications from under-represented groups. The distinguished Victorian buildings, including the spectacular Chapel (which was begun in 1868 and finished in 2021), are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions. The College recruits a 13+ (Year 9) entry of approximately 105 and an additional Sixth Form (Year 12) entry of about 50. There are ten houses (seven boarding houses, and three day houses). The latest inspection report can be found here: [ISI Report October 2023 | Lancing College | Independent Senior School & Sixth Form | Woodard | West Sussex | South of London](#)

The school roll currently stands at its largest for many years with over 600 pupils in the College. The senior school is 60% boarding pupils and 40% day pupils. The family of schools also has approximately 260 day pupils on roll at Lancing Prep at Hove, 195 day pupils on roll at Lancing Prep at Worthing and 145 day and boarding pupils on roll at Dorset House School. The College is fully co-ed and is around 55% boys and 45% girls.

Academic standards are consistently high: A* - B grades at A Level averaging circa 80% over the last decade.

Each year the College offers several academic scholarships and similar awards for Art, Design & Technology, Music, Drama and Sport as well as for All-rounders, all of which may be enhanced by means-tested bursaries.

The Headmaster, Dr Scott Crawford, has been in post since August 2025.

The Bursar, Mr Mark Milling, has been in post since August 2013.

Swimming at Lancing

Lancing College delivers swimming lessons and training to Senior and Prep students. In addition to this, Lancing College also has their own highly successful swim school, Lancing College Swim School, and a competitive swimming club, Lancing College Swimming Club. Lancing College also provides lessons for schools in the local community, and the pool is often hired out for community use.

The Appointment

Lancing College Swim School is seeking dedicated and experienced Swimming Teachers to join our team. The successful candidate will be responsible for delivering swimming lessons to students of various ages and skill levels. As a Swimming Teacher, you will follow the National Swim England curriculum, ensuring that students receive high-quality instruction in a safe and supportive environment. Safeguarding the well-being of our students is of upmost importance, and teachers are expected to maintain a high level of professionalism and adherence to child protection policies.

Job Title: Swimming Teacher (Bank)
Reports to: Swimming Pool Manager

Key Tasks and Responsibilities:

- To deliver swimming lessons in accordance with the National Swim England curriculum, ensuring that students progress effectively and develop their swimming skills.
- To create engaging and age-appropriate lesson plans that cater to the individual needs of each student.
- To maintain a safe and supportive learning environment, implementing proper safety measures and adhering to safeguarding policies.
- To conduct regular assessments and provide constructive feedback to students, tracking their progress and addressing areas for improvement.
- To issue swimming badges and certificates.
- To collaborate with the Swim School Manager and Swimming Pool Manager to ensure effective communication and coordination of teaching activities.
- To attend staff meetings and training sessions to enhance teaching skills and stay up to date with the latest techniques and swimming industry standards.
- To build positive relationships with students, parents, and colleagues, promoting a welcoming and inclusive atmosphere within the Swim school.
- To set up before lessons, checking equipment to ensure safe use.
- To inform duty officer of any defective equipment, ensure poolside is left clean and tidy at the end of lessons.

Skills and Experience:

Essential

- Hold a valid Swimming Teacher qualification recognised by Swim England or the STA.

- Demonstrate experience delivering swimming lessons to students of varying ages and abilities.
- Strong understanding of the Swim England curriculum and effective aquatic teaching methodologies.
- Excellent communication and interpersonal skills, with the ability to motivate and engage learners.
- Strong organisational skills, including the ability to plan and deliver well-structured lessons.
- A clear commitment to safeguarding and promoting the welfare of children, with sound knowledge of child protection policies and procedures.
- Ability to work collaboratively as part of a team and maintain professional relationships with colleagues, parents, and students.

Desirable

- Hold a valid lifeguard qualification would be advantageous.

Terms and Conditions:

- Salary is £20.43 per hour, inclusive of holiday pay.
- This is a zero-hour contract, no hours of work are guaranteed.
- The post holder will be required to work when the need arises. It is a flexible arrangement to suit both the individual and the College, and the College has no obligation to provide work on a regular basis.
- The School currently operates a Group Personal Pension subject to scheme rules which may vary from time to time. The School shall initially pay a sum equivalent to 5% of your basic Salary into the pension scheme subject to contribution by you of at least 5%. You can alternatively opt to make a contribution of 7.5% and the School will match this. Minimum contributions may vary to reflect the prevailing legislative requirements.
- The employment is subject to a probationary period of twelve months. During the probationary period, two weeks' notice will be required on either side. Following probation, the notice period shall be one month or the statutory minimum requirement.

Application Procedure:

Applications should be made using the application form. Candidates are asked to add a covering letter setting out, as succinctly as possible, their reasons for applying for the position at Lancing.

Application forms are available from the College website www.lancingcollege.org.uk. Please send any emails to recruitment@lancing.org.uk

A full curriculum vitae and the names, addresses and telephone numbers of a minimum of two referees, one of whom should be the candidate's current or most recent employer should be included with the application.

Informal conversations about the post may be arranged with the Swimming Pool Manager, Ben Malik, at bmalik@lancing.org.uk

Applications will be reviewed on receipt and candidates may be invited to interview before the closing date. Early application is therefore advised.

Further Information

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. Any offer of employment will be subject to an enhanced DBS disclosure which the School considers satisfactory, the receipt of satisfactory references, the school's pre-employment medical questionnaire and sight of relevant original ID documentation and degree certificate(s).

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence. In addition, and where applicable, successful candidates will be required to produce a 'letter of professional standing' issued by the relevant professional regulatory authority as proof of past conduct.

Lancing College conducts online searches for shortlisted candidates. This check is undertaken based on the requirements set out in Keeping Children Safe in Education 2025. The check helps us to ensure safe and robust checks on the suitability of individuals to work within our School.

To minimise unconscious bias or potential discrimination issues, a person who will not be on the appointed interview panel will conduct the search and will only share information when findings are of a concern. The appointed panel may explore any concerns passed to them as part of our due diligence process.

The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands, and final warnings (including those which would normally be considered "spent" under the Act) must be declared. If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the School's objective assessment.