



# TRURO SCHOOL

NURSERY | PREP | SENIOR | SIXTH



## **Information for Candidates Lifeguard/Sports Assistant**

Commence May, 2025

Zero Hours / All Year Round

Truro School, Trennick Lane, Truro, TR1 1TH  
[www.truroschoo.com](http://www.truroschoo.com), [recruitment@truroschoo.com](mailto:recruitment@truroschoo.com)

Established in 1880, Truro School is Cornwall's leading independent schools for girls and boys aged 3 to 18

## From Kieran Topping Chief Operating Officer



Dear Candidate,

Thank you for your interest in the role of Lifeguard/Sports Assistant here at Truro School.

Our School is steeped in 140 years of history, and is Cornwall's leading coeducational independent school for children aged 3-18. We are situated over two campuses. The Senior School educates around 840 pupils and is set within 40 acres of sports fields and open spaces overlooking Truro and its iconic Cathedral. The Prep School educates around 300 pupils and is located next to the Royal Cornwall Hospital. We have superb facilities and resources at both sites that support our forward-looking educational ambitions.

Our Cornish setting allows us the privilege of working in a thriving city surrounded by beautiful rural and coastal opportunities. Our educational philosophy is to promote inclusive excellence, academically, pastorally and via a vibrant co-curriculum, for all who join our school.

Underpinned by a welcoming and liberal Methodist ethos, we champion the values of curiosity, courage, creativity, compassion and confidence in all we do. We want all our pupils to be and to become the very best of themselves, embracing the richness of a broad and forward-thinking education. We want our staff to be excited by what we are able to provide for the children under our care.

We are an "excellent<sup>1</sup>" co-educational school that is large enough to offer many diverse and exciting opportunities, but small enough to know our children and families well. We champion an ambitious, broad and balanced education, and we hope that everybody who joins us will feel an important part of this flourishing community.

For a flavour of life here at Truro School please look at our website [www.truroschoo.com](http://www.truroschoo.com) and view our virtual tour, where you will see and hear from staff and pupils, and find a glimpse of who we are and where we work.

A handwritten signature in blue ink, appearing to read 'Kieran Topping'.

Kieran Topping  
Chief Operating Officer

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<sup>1</sup> As judged by ISI in 2017 at both our Senior and Prep Schools

## Job Description: Lifeguard

### ACCOUNTABLE TO:

Sports Centre Manager / Duty Manager

### GRADE:

NT1 on the OPS Salary Scales

### CORE PURPOSE:

To give daily support to the Duty Manager in the effective operation of the Sir Ben Ainslie Sports Centre and ensuring the safety of pool users by preventing and responding to emergencies.

### KEY TASKS AND RESPONSIBILITIES:

- Assist in ensuring all facilities are safe, clean and well maintained.
- To work as part of the lifeguard team ensuring health and safety on the poolside and its' environment.
- Assist in ensuring all policies and procedures are followed, and all checks are carried out at the appropriate times.
- To provide the first response to any rescue/first aid needs that arise in the swimming pool area; reporting all accidents and completing reports as required.
- Assist in ensuring buildings are always maintained to the highest standard including carrying out all cleaning duties as laid out in the cleaning and maintenance schedules.
- Preparation of sports equipment including setting up, issue and recovery of equipment as required for the activity.
- Assist in ensuring the highest standards of customer care are followed, responding positively to enquiries and requests for information.
- Work as a team in ensuring the facilities are set up and available for school and community bookings.
- To work within the team ensuring that the programme of activities runs smoothly.
- To ensure the daily programmes of activities are followed.
- To undertake administrative and reception duties relating to programming, taking bookings and issuing tickets and receipts for cash handling.
- To provide support, assistance and guidance to Truro School Staff and pupils in the sport facilities.
- To assist the Duty Manager with any provision/instruction for the boarding community.

### Other General Duties

- To attend to accidental injuries and incidents, including liaising with the caretaker and emergency services and the completion of relevant reports.
- To attend training courses and follow Continuous Professional Development training as required in order to fulfil the role.
- To attend regular staff meetings as required.
- To carry out duties commensurate with your role, as requested by the Sports Centre Manager.

### PERSON SPECIFICATION:

#### Essential

- Pool Lifeguard Qualification
- A valid First Aid at Work certificate
- Successful experience working in a team
- Ability to react calmly and effectively in emergency situations
- An empathy and understanding of Independent Schools
- In sympathy with the Methodist foundation of the school

#### Desirable

- Pool plant qualification
- Experience in working with children

*Truro School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening including checks with past employers and a Disclosure and Barring Service check.  
We embrace diversity and promote equality of opportunity. We welcome applications from all sections of the community.*

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## Our Motto

Esse Quam Videri, meaning 'to be, rather than to seem to be.'

Founded by Methodists in Cornwall in 1880 our School is a welcoming community in which children and adults can flourish, thrive and be happy. They enjoy being and becoming the very best of themselves.

## Our Values

From nursery through to Sixth Form, the values our community nurtures are:

- **Curiosity** to always want to discover and learn more, academically and more widely too.
- **Confidence** to build resilience by learning from both successes and failures alike.
- **Compassion** to understand and champion the needs of others, in our community and beyond.
- **Creativity** to be imaginative in how we express ourselves and approach new challenges.
- **Courage** to enjoy becoming the very best of who we are, with integrity and ambition.

## Our Ambition

To be a community of inclusion and excellence delivering the best educational journey in the South-West.

Our community and its culture reflect our Methodist foundation and our ongoing evolution in an inspiring Cornish setting. In an ever-changing world, we support and challenge young people to thrive – personally, spiritually, academically, socially, and physically. We value our pupils in the diversity of their identities, beliefs, abilities, talents, interests, backgrounds, and needs. The happiness, energy and wellbeing of our community shapes and inspires who we are and who we can become.

## Academic Life

Many of our pupils at Truro School celebrate exceptional results as they prepare to move on to the next stage of their lives, education and career. Our Upper Sixth pupils enjoy places at some of the best universities in the world including Oxford, Cambridge, and a range of Russell group and international universities.

52% of GCSE and iGCSE grades in 2024 awarded were 9-7 (or A\*/A), with 17% at grade 9.

In the same year, we were pleased to report 45% of A-Levels were graded A\*/A. Furthermore, 74 % of all A-Level grades were graded at A\*-B. In 2023, we were the leading provider of A Levels in Cornwall in terms of pupils achieving AAB or above in two facilitating subjects and in 2024 outcomes in this parameter are even higher.



Further information can be found here:

GCSE results: [www.truroschoo.com/senior-school/academic/results](http://www.truroschoo.com/senior-school/academic/results)

A Level results: [A-Level Results at Truro School Sixth Form | Independent School, Cornwall, UK](#)

## The Co-Curriculum

We believe that a rich co-curricular life is a key ingredient of an excellent education. Whilst having fun, participating in a wide range of activities, without academic pressures, pupils broaden their horizons and learn a new skill or extend existing skills. This develops confidence, self-esteem, teamwork and independent-thinking, communication skills and social development across all year groups.

### Sport

Truro School has an enviable reputation for the high quality of its sporting provision. Several teams compete nationally and the School hosts elite sportspeople in the fields of windsurfing, fencing and sailing to name but a few. All abilities are welcome and every pupil is encouraged to participate and enjoy a healthy lifestyle.

### Music

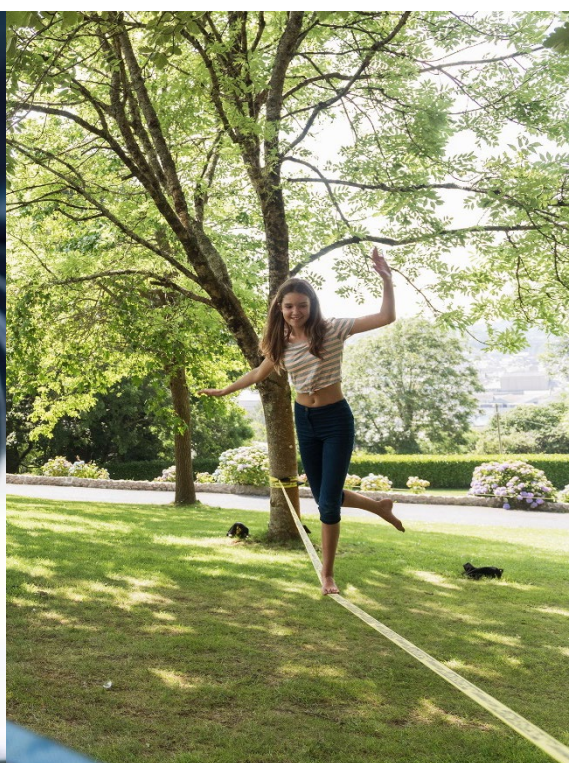
Truro School is one of the most busy and vibrant music departments in the country and is home to the Truro Cathedral choristers. We host over 60 concerts each year involving ensembles, choirs and bands. Tuition is available for numerous instruments. Over a third of our school undertake instrumental or vocal lessons each week from 30 of the county's top specialist teachers

### Drama

Truro School is renowned for the quality of its drama productions which are held in our Burrell Theatre. The school runs a number of major productions throughout the year including an annual whole school play or musical, an annual sixth form drama project (including performing at the Edinburgh Fringe Festival every two years) and the junior play in the summer term.

### Cornwall

Truro School is located in the county of Cornwall, in south west England. It is surrounded almost exclusively by water which makes it ideal for those who love to spend their downtime at the beach, surfing, sailing, windsurfing or just enjoying a coastal walk. With the nearest beach only a 15-20 minute drive either north or south from Truro School, it is most certainly a life style choice of many. Take a look at [www.visitcornwall.com](http://www.visitcornwall.com) for more information about how to get here, where to stay and what's on.



# TERMS OF APPOINTMENT

If you are appointed to the role, a formal offer will first be made verbally and then followed up with an offer letter and contract of employment. The following are for guidance and may or may not be available at the time of offer. Benefits are subject to change from time to time.

- Competitive salary based on the Truro School Salary Scales
- Pension scheme
- Lunch provided
- Free membership of the Sir Ben Ainslie Sports Centre and pool facilities
- Free weekly fitness classes for staff only
- Access to a wide range of books, magazines and DVDs through the School library
- Free parking
- Free fruit, tea, coffee and use of espresso machine
- Discounted school fees
- Employee Assistance Program
- Cycle to Work scheme
- Employee benefits platform
- Continued Professional Development and training possibilities.

## Terms of Employment

From September, we have a variety of shifts available during the weekday evenings and weekends depending on availability. Shift patterns and confirmation of hours can be discussed at interview.

## Salary

The salary for the role is dependent on age:

Under 18: £10.00 per hour.

Above 18: £12.62 per hour.

## Pension Scheme

Truro School complies with its legal obligations to provide access to a pension scheme. Non-teaching staff have a pension via the Pensions Trust whereby the School double-matches an employee's contribution, up to an employee contribution of 5%. So, where an individual contributes 5% to the Pensions Trust, and the School will make a 10% contribution.

## Employee Assistance Program/Employee Benefits Platform

Truro School utilises Help@Hand as our EAP provider so all employees have access to a 24/7 helpline and website support. In addition, this platform gives to access hundreds of discounts, offers and savings from high street retailers to holidays, Marks & Spencer to Bloom & Wild.

## Other Employment Checks

The offer of employment will be conditional upon satisfactory receipt of the following;

- |   |   |
|---|---|
| 1. Proof of right to work in the UK                             | 5. Overseas criminal record check (if you have resided or |
| 2. Enhanced criminal background check (DBS) & Barred List check | worked out of the UK in the past 3 years)                 |
| 3. Two satisfactory references                                  | 6. TRA and section 128 check (if applicable)              |
| 4. Evidence of qualifications held                              | 7. Fit to Work Questionnaire                              |
|   | 8. Acceptable self-disclosure form                        |





## APPLICATION PROCESS

To apply for this position, you will need to complete and submit a formal application using our Truro School application form. We are unable to accept any CVs. This should be emailed to [recruitment@truroschool.com](mailto:recruitment@truroschool.com) or mailed to the School address.

Through the submission of your application form you should demonstrate your qualifications, skill, and experience in relation to the role you are applying for. This information will be assessed against the requirements detailed in the job description.

Once the closing date for applications has been reached we will shortlist applicants and you will be contacted in order to either be invited to interview or to be notified that you have not been successful this time. Our shortlisting process utilises anonymised application form in order to avoid any bias. If you are called for interview you will be asked to provide your right to work in the UK evidence, complete a self-disclosure form and a provide a copy of your qualifications. Additional selection methods such as a presentation or activities/tasks may be used and you will be notified in advance if that is the case.

References may be taken up prior to interview.

All applicants must be prepared to have a Disclosure and Barring Service (DBS) check and undergo any other appropriate child protection screening including checks with past employers.

The post for which you have applied is exempt from Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975, amended 2013. If you are shortlisted and invited to interview, you must declare any relevant warnings, reprimands, cautions and/or convictions by completing a self-disclosure form prior to interview. Any positive disclosure will be discussed at interview.

Any information given will be treated in strict confidence and will be considered only in relation to your application for this post. Truro School does not discriminate against candidates with irrelevant criminal convictions. For further information on which offences should be disclosed please visit:

<http://hub.unlock.org.uk/wp-content/uploads/What-will-be-filtered-by-the-DBS.pdf>

and/or view the flowchart on our employment webpage.

Candidates who have a disability or any other special requirement should let the school know so that reasonable adjustments can be made during the recruitment process.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected and possible referral to the police and/or Department for Education.

**We look forward to receiving your application.**

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