Together We Can™ Instructor London & South Wales

Job Title:	Together We Can™ Instructor
Department:	Programmes
Location:	Multi-Site/ Various Locations
Employment Type:	Fixed Term Zero Hour Contract
Salary Range:	£13.45/hr- £18.00/hr (depending on qualification and experience)
Date Posted:	[11/09/2026]
Closing Date:	Rolling

About Us

Founded in 2020, the Black Swimming Association (BSA) is a pioneering UK non-profit dedicated to advocating for water safety, drowning prevention, and aquatic participation within ethnically diverse communities. For generations, systemic barriers and stereotypes have excluded these groups, placing them at a disproportionately higher risk of water-related fatalities. Over the last six years, the BSA has challenged these damaging narratives and helped hundreds of people safely find their place in the water through targeted, supportive programmes. Ultimately, we serve those most at risk, breaking down barriers of fear to build a future where an aquatic lifestyle is safely accessible to everyone.

Role Summary

The BSA is seeking passionate individuals to join our delivery team for *Together We Can™* —an award-winning, 5-week water safety programme designed for communities traditionally excluded from aquatic activities. Based primarily in Swansea with occasional travel across South Wales, you will facilitate vital, life-saving lessons that build water confidence and drowning prevention skills where they are needed most.

This post is subject to an enhanced DBS disclosure.

Key Responsibilities

- **Delivery:** Facilitate, 5-week *Together We Can™* programme, water safety workshops and community engagement events by creating and implementing tailored lesson plans that meet the diverse needs and abilities of all participants.
- **Participant Safety:** Maintain the highest standards of safety for all participants by strictly adhering to pool safety regulations and guidelines.

- **Programme Administration:** Support the National Manager by accurately tracking and capturing participant attendance and progress throughout the sessions.
- **Reporting & Communication:** Maintain open lines of communication with the National Manager, providing regular weekly updates on session progress and any required adjustments.
- **Relationship Building:** Build strong, professional, and trusting relationships with participants, addressing any questions or concerns courteously to encourage ongoing engagement.
- **Collaboration & Advocacy:** Collaborate with fellow staff members to continuously enhance the programme, while passionately promoting the lifelong benefits and enjoyment of swimming.

Essential Requirements

- **Qualifications:** Valid Level 2 Swimming Teacher certification (STA or ASA Level 2 Swimming Teacher qualification).
- **Experience:** Proven track record of delivering engaging swimming sessions to children, young people, and adults.
- **Adaptability & Empathy:** A patient, supportive approach with the ability to adapt instruction styles to meet individual learning needs and varying confidence levels.
- **Communication:** Exceptional interpersonal and communication skills, with the ability to connect meaningfully with diverse communities.
- **Professionalism:** Dependable, punctual, and highly organised with strong time-management skills.
- **Commitment:** Dedicated to delivering high-quality instruction and championing the BSA's mission of water safety.

Desirable (Nice-to-Have)

- **Advanced Safety Qualifications:** Possession of a valid Lifeguard qualification (such as NPLQ) and/or an up-to-date First Aid qualification, demonstrating an enhanced commitment to poolside safety.
- **Cultural Competence & Community Engagement:** Proven experience working with ethnically diverse communities, with a deep understanding of the unique cultural barriers, sensitivities, and historical anxieties surrounding water and swimming.
- **Water Safety Advocacy:** Prior experience delivering structured water safety, drowning prevention, or aquatic education initiatives, moving beyond standard stroke technique to teach vital survival skills.
- **Safeguarding Compliance:** Hold a recognised Safeguarding qualification (e.g., Safeguarding Children / Vulnerable Adults), with a strong understanding of best practices for protecting participants.
- **Risk & Safety Management:** Experience reviewing, updating, and implementing dynamic risk assessments to ensure safe operating procedures across aquatic environments.
- **Inclusive Teaching Practices:** Experience supporting non-traditional swimmers, nervous beginners, or individuals overcoming water trauma, showcasing a gentle, empowering approach to aquatics.
- **Language:** Bilingual or fluent in Welsh

What We Offer

- **Competitive Benefits:** Standard holiday pay and comprehensive employment benefits.
- **Professional Growth:** Access to ongoing Continued Professional Development (CPD) opportunities to expand your skills, qualifications, and career in the aquatics sector.
- **Purpose-Driven Culture:** Join an inclusive, collaborative, and passionate team culture dedicated to making a tangible, life-saving impact in the community.
- **Meaningful Work:** The opportunity to be at the forefront of driving systemic change and breaking down historical barriers to swimming and water safety.

Safeguarding

The BSA is committed to safeguarding and promoting the welfare of children and vulnerable adults, and we expect all staff to share this commitment. As part of our safer recruitment process, this position is subject to an enhanced DBS check, along with rigorous verification of employment history and references. Our recruitment procedures are designed to deter, reject, or identify individuals who may be unsuitable for working with vulnerable groups.

How to Apply

To apply for this role, please submit your CV and cover letter to contactus@thebsa.co.uk by [02/10/2026]. If you have any questions about the position, please contact National Manager, Wales at steph.makuvise@thebsa.co.uk

We will be reviewing applications and interviewing candidates as they are received, so we encourage you to apply early. We reserve the right to close the vacancy before the advertised closing date.

The BSA is an equal opportunities employer. We welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation, or age.

BLACK SWIMMING ASSOCIATION

Hyfforddwr Together We Can™ [Gyda'n Gilydd Gallwn Ni] Llundain a De Cymru

Teitl y Swydd:	Hyfforddddwr Together We Can™
Adran:	Rhaglenni
Lleoliad:	Aml-Safle/ Lleoliadau Amrywiol

Math o Gyflogaeth:	Contract Dim Oriau Tymor Penodol
Ystod Cyflog:	£13.45/yr awr- £18.00/yr awr (yn dibynnu ar gymhwyster a phrofiad)
Dyddiad Postio:	[11/09/2026]
Dyddiad Cau:	Agored

Amdanom Ni

Wedi'i sefydlu yn 2020, mae Cymdeithas Nofio Pobl Dduon (BSA) yn sefydliad nid-er-elw arloesol yn y DU sy'n ymroddedig i eirioli dros ddiogelwch dŵr, atal boddi, a chyfranogiad dyfrol o fewn cymunedau ethnig amrywiol. Ers cenedlaethau, mae rhwystrau systemig a stereoteipiau wedi eithrio'r grwpiau hyn, gan eu rhoi mewn perygl anghymesur o farwolaethau sy'n gysylltiedig â dŵr. Dros y chwe blynedd diwethaf, mae'r BSA wedi herio'r naratifau niweidiol hyn ac wedi helpu cannoedd o bobl i ddod o hyd i'w lle yn ddiogel yn y dŵr trwy raglenni cefnogol wedi'u targedu. Yn y pen draw, rydym yn gwasanaethu'r rhai sydd fwyaf mewn perygl, gan chwalu rhwystrau ofn i adeiladu dyfodol lle mae ffordd o fyw ddyfrol yn hygyrch i bawb.

Crynodeb o'r Rôl

Mae'r BSA yn chwilio am unigolion angerddol i ymuno â'n tîm cyflawni ar gyfer Together We Can™ — rhaglen diogelwch dŵr 5 wythnos arobryn a gynlluniwyd ar gyfer cymunedau sydd wedi'u heithrio'n draddodiadol o weithgareddau dyfrol. Wedi'ch lleoli'n bennaf yn Abertawe gyda theithio achlysurol ar draws De Cymru, byddwch yn hwyluso gwersi hanfodol sy'n achub bywydau ac sy'n meithrin hyder yn y dŵr a sgiliau atal boddi lle mae eu hangen fwyaf.

Mae'r swydd hon yn destun datgeliad DBS manylach.

Cyfrifoldebau Allweddol

- **Cyflwyno:** Hwyluso rhaglen 5 wythnos *Together We Can*™ [*Gyda'n Gilydd Gallwn Ni*], gweithdai diogelwch dŵr a digwyddiadau ymgysylltu cymunedol trwy greu a gweithredu cynlluniau gwersi wedi'u teilwra sy'n diwallu anghenion a galluoedd amrywiol yr holl gyfranogwyr.
- **Diogelwch Cyfranogwyr:** Cynnal y safonau diogelwch uchaf i bob cyfranogwr drwy lynu'n llym wrth reoliadau a chanllawiau diogelwch y pwll.
- **Gweinyddu'r Rhaglen:** Cefnogi'r Rheolwr Cenedlaethol drwy olrhain a chofnodi presenoldeb a chynnydd cyfranogwyr yn gywir drwy gydol y sesiynau.
- **Adrodd a Chyfathrebu:** Cynnal llinellau cyfathrebu agored gyda'r Rheolwr Cenedlaethol, gan ddarparu diweddariadau wythnosol rheolaidd ar gynnydd y sesiwn ac unrhyw addasiadau gofynnol.
- **Meithrin Perthnasoedd:** Meithrin perthnasoedd cryf, proffesiynol ac ymddiriedus gyda chyfranogwyr, gan fynd i'r afael ag unrhyw gwestiynau neu bryderon yn gwrtais i annog ymgysylltiad parhaus.
- **Cydweithio ac Eirioli:** Cydweithio â chyd-aelodau staff i wella'r rhaglen yn barhaus, gan hyrwyddo manteision gydol oes a mwynhad nofio yn angerddol.

Gofynion Hanfodol

- **Cymwysterau:** Tystysgrif Athro Nofio Lefel 2 ddilys (cymhwyster Athro Nofio Lefel 2 STA neu ASA).
- **Profiad:** Hanes profedig o gyflwyno sesiynau nofio deniadol i blant, pobl ifanc, neu oedolion.
- **Addasrwydd ac Empathi:** Dull amyneddgar, cefnogol gyda'r gallu i addasu arddulliau addysgu i ddiwallu anghenion dysgu unigol a lefelau hyder amrywiol.
- **Cyfathrebu:** Sgiliau rhyngbersonol a chyfathrebu eithriadol, gyda'r gallu i gysylltu'n ystyrlon â chymunedau amrywiol.
- **Proffesiynoldeb:** Dibynadwy, prydlon, a threfnus iawn gyda sgiliau rheoli amser cryf.
- **Ymrwymiad:** Wedi ymrwymo i gyflwyno hyfforddiant o ansawdd uchel a hyrwyddo cenhadaeth BSA o ddiogelwch dŵr.

Dymunol (Da i'w Cael)

- **Cymwysterau Diogelwch Uwch:** Meddu ar gymhwyster Achub Bywyd dilys (fel NPLQ) a/neu gymhwyster Cymorth Cyntaf cyfoes, gan arddangos ymrwymiad cryfach i ddiogelwch wrth ymyl y pwll.
- **Cymhwysedd Diwylliannol ac Ymgysylltu â'r Gymuned:** Profiad profedig o weithio gyda chymunedau amrywiol o ran ethnigrwydd, gyda dealltwriaeth ddofn o'r rhwystrau diwylliannol unigryw, sensitifrwydd, a phryderon hanesyddol sy'n ymwneud â dŵr a nofio.
- **Eirioli Diogelwch Dŵr:** Profiad blaenorol o gyflwyno mentrau diogelwch dŵr strwythuredig, atal boddi, neu addysg ddyfrol, gan symud y tu hwnt i dechneg strôc safonol i ddysgu sgiliau goroesi hanfodol.
- **Cydymffurfiaeth Diogelu:** Meddu ar gymhwyster Diogelu cydnabyddedig (e.e., Diogelu Plant / Oedolion Agored i Niwed), gyda dealltwriaeth gref o arferion gorau ar gyfer amddiffyn cyfranogwyr.
- **Rheoli Risg a Diogelwch:** Profiad o adolygu, diweddaru a gweithredu asesiadau risg dynamig i sicrhau gweithdrefnau gweithredu diogel ar draws amgylcheddau dyfrol.
- **Arferion Addysgu Cynhwysol:** Profiad o gefnogi nofwyr anghonfensiynol, dechreuwyr nerfus, neu unigolion sy'n goresgyn trawma dŵr, gan arddangos dull ysgafn, grymuso o ddyfrol.
- **Iaith:** Dwyieithog neu'n rhugl yn y Gymraeg

Yr Hyn Rydym yn ei Gynnig

- **Manteision Cystadleuol**: Tâl gwyliau safonol a buddion cyflogaeth cynhwysfawr.
- **Twf Proffesiynol:** Mynediad at gyfleoedd Datblygiad Proffesiynol Parhaus (DPP) parhaus i ehangu eich sgiliau, cymwysterau a gyrfa yn y sector dyfrol.
- **Diwylliant a Yrrir gan Bwrpas:** Ymunwch â diwylliant tîm cynhwysol, cydweithredol ac angerddol sy'n ymroddedig i wneud effaith wirioneddol sy'n achub bywydau yn y gymuned.
- **Gwaith Ystyrlon:** Y cyfle i fod ar flaen y gad o ran gyrru newid systemig a chwalu rhwystrau hanesyddol i nofio a diogelwch dŵr.

Diogelu

Mae'r BSA wedi ymrwymo i ddiogelu a hyrwyddo lles plant ac oedolion agored i niwed, ac rydym yn disgwyl i'r holl staff rannu'r ymrwymiad hwn. Fel rhan o'n proses recriwtio mwy diogel, mae'r swydd hon

yn destun gwiriad DBS manwl, ynghyd â gwirio hanes cyflogaeth a chyfeiriadau yn drylwyr. Mae ein gweithdrefnau recriwtio wedi'u cynllunio i atal, gwrthod neu nodi unigolion a allai fod yn anaddas ar gyfer gweithio gyda grwpiau agored i niwed.

Sut i Wneud Cais

I wneud cais am y rôl hon, cyflwynwch eich CV a llythyr eglurhaol i contactus@thebsa.co.uk erbyn [02/10/2026]. Os oes gennych unrhyw gwestiynau am y swydd, cysylltwch â Rheolwr Cenedlaethol, Cymru: steph.makuvise@thebsa.co.uk

Byddwn yn adolygu ceisiadau ac yn cyfweld ymgeiswyr wrth i ni eu derbyn, felly rydym yn eich annog i wneud cais yn gynnar. Rydym yn cadw'r hawl i gau'r swydd wag cyn y dyddiad cau.

Mae'r BSA yn gyflogwr cyfle cyfartal. Rydym yn croesawu ceisiadau gan bob person cymwysedig waeth beth fo'u hil, rhyw, anabledd, crefydd/cred, cyfeiriadedd rhywiol neu oedran.