Community Water Safety Lead
Organisation: Black Swimming Association (BSA)
Location: Homebased London, South Essex and North Kent (regular travel required)
Contract: 2 year fixed-term, full-time
Salary: £27,000-£30,000 per annum plus employer pension and National Insurance contributions
Responsible for: Delivery of community programmes focused on water safety and drowning prevention.

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.

About the Role

The Black Swimming Association is seeking an enthusiastic and community-focused Community Water Safety Lead to deliver a major water safety and drowning prevention programme funded by the Port of London Authority. The role will work across London, South Essex and North Kent, engaging underserved communities through schools, youth organisations, faith groups and community networks.
The successful candidate will lead delivery of culturally relevant water safety education programmes, including The Blue Games, school presentations, community engagement sessions and targeted outreach activity designed to improve water safety knowledge, confidence and participation in aquatic activity among communities disproportionately affected by drowning.

Key Responsibilities

Programme Delivery

Deliver The Blue Games and other BSA water safety programmes to youth clubs, holiday programmes and community organisations.

Facilitate engaging, behaviour-change focused water safety sessions for young people and adults.

Deliver water safety presentations in secondary schools across London, South Essex and North Kent.

Organise and attend community events, festivals, open days and awareness activities to extend the reach of water safety messaging.

Work with grassroots, faith-based and community organisations to engage residents who may not access mainstream water safety initiatives.

Community Engagement and Partnerships

Build productive relationships with schools, youth services, local authorities, faith organisations and community groups.

Establish partnerships with refugee and asylum seeker organisations, migrant and diaspora networks, housing associations, disability groups, carers' organisations and family support services.

Represent BSA at local and regional stakeholder meetings and networking events.
Work collaboratively with the Port of London Authority and water safety partners to maximise impact and avoid duplication of activities.

Resource Development
Support the development and adaptation of culturally appropriate and accessible water safety resources.

Assist with translation and dissemination of materials to diverse audiences.
Ensure resources reflect BSA's commitment to inclusion, equity and community-led engagement.

Monitoring, Evaluation and Reporting
Maintain accurate records of all activities, participant numbers and engagement outcomes.

Collect participant feedback, case studies, photographs and impact stories (with appropriate permissions).

Produce quarterly operational reports and contribute to annual reporting requirements.
Track and report on:
organisations engaged;
session delivery;
participant demographics;
increases in water safety knowledge;
community impact and outcomes.

General Responsibilities
Undertake any other duties and activities that support the delivery, growth and strategic objectives of the Black Swimming Association, including supporting community engagement, programme delivery, events, partnerships, fundraising initiatives, campaigns, research, monitoring and evaluation, advocacy and organisational development as required.

Act as an ambassador for the Black Swimming Association, promoting its mission, values and programmes at all times.

Contribute to the wider work of the organisation by supporting colleagues across projects and participating in team meetings, training, planning activities and organisational events.

Safeguarding and Compliance
Maintain safeguarding standards and comply with all organisational policies and procedures.

Complete mandatory training, including safeguarding and first aid requirements.
Ensure all activities are delivered safely and inclusively.

Support compliance with equality, health and safety and data protection requirements.

Person Specification

Essential

Experience delivering youth, community engagement or public health programmes.
Strong facilitation and presentation skills with diverse audiences.

Experience building partnerships with schools, community organisations and local stakeholders.

Excellent communication and relationship-building skills.

Ability to work independently and manage a varied workload.

Experience collecting monitoring and evaluation data.

Commitment to equity, inclusion and community empowerment.

Willingness to travel regularly across London, South Essex and North Kent.

Desirable

Experience within water safety, sport, physical activity, health improvement or community development programmes.

Understanding of issues affecting Black, Asian and underserved communities.

Knowledge of safeguarding practices and youth work methodologies.

Experience working with faith groups and culturally diverse communities.

First Aid, Safeguarding or Mental Health First Aid qualifications.

How to Apply

To apply for this role, please submit your CV and cover letter to contactus@thebsa.co.uk by **20th November 2026 23:59.** If you have any questions about the position, please email us.

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.