



Role Title:	VOLUNTEER TRAINERS (Motive Power Trainer, Signaller Trainer, or Guards Trainer)
Department:	OPERATIONS
Departmental Overview:	The Operations Department has the leading responsibility for the safe operation of all trains on Swanage Railway to contribute to an enjoyable passenger experience. In particular, the Department is responsible for the management and training of Footplate Crew (drivers, passed fireman, fireman, passed cleaners, 2 nd men and cleaners), Guards, Signalling and miscellaneous safety critical operating staff.
Reports to:	Operations Manager
Location:	Swanage Station and all Swanage Railway locations
Purpose of the role:	This role helps the Swanage Railway achieve its vision and run a successful railway by training volunteers and employees to the required operational competence standards, to ensure the safety and enjoyment of our passengers.
What you'll be doing:	<p>These are the key activities that you'll be undertaking:</p> <ul style="list-style-type: none"> • Delivering training either to a group or individually • Delivering training in a 'classroom' environment or on a 'one to one' practical experience basis. • Assisting in the preparation and development of training materials. • Coaching and supporting volunteers. • Supporting the organisation's vision and values and complying with the Swanage Railway Volunteer Commitment
What you'll need for the role:	<ul style="list-style-type: none"> • Full, valid competence in at least one of the various motive power, signalmen or guard's roles. • A 'coaching' supportive style. • To be a team player • Initiative and ability to work unsupervised • Approachable with positive communication ability • Willingness and ability to work flexibly in terms of time and duties • Willingness to "get your hands dirty". • Willingness to abide by the Swanage Railway Volunteer Commitment

What you'll get from the role:	<ul style="list-style-type: none"> • A chance to continually meet new people and play a key part in their enjoyment of our railway. • A sense of satisfaction through developing people's abilities. • Develop a wider understanding of the Swanage Railway. • Discounted Refreshments • Free tea/coffee/water • Discounts in SR Shop* • Discounted Rail Travel* <i>*Subject to Membership of Swanage Railway Trust</i>
The Training we'll provide:	<ul style="list-style-type: none"> • Induction Training • Personal Track Safety • Practical, supervised training to achieve competence • Train the Trainer (Guards)
Time commitment:	<p>The amount of time you give can be flexible with turns available through the majority of the year either during the day or early evenings both during the week and at weekends including Bank Holidays. Some turns may require attendance in the early morning (approx. 06.00hrs).</p> <p>Trains run every day between April and October, as well as running at weekends and during school holidays from November to March.</p> <p>As this role requires competency level in one of the Operations Departments roles, it should be noted that to maintain the required competency levels, you'll need to undertake a minimum of 15 turns per year in that role besides any required for this role. There will also be a need for self-study to ensure up to date competency with SR's Rule Book.</p>
Other requirements:	<p>Note: This role is not a 'stand-alone' role, rather an enhancement to an existing volunteer role within Operations Department; it is only suitable for those who already hold the right competence level in any of the Motive Power, Signaller or Guard roles.</p> <ul style="list-style-type: none"> • Personal Track Safety This role will require the undertaking of training for a Personal Track Safety Work environment / activities • Safety Critical Work The role is regarded as safety critical and as such, will require you to undergo a medical examination or complete a self-certification medical dependent upon the role /grade that you are Inspecting. • Work environment The role requires working in a physically demanding environment and undertaking physically demanding tasks.
Our vision	<p>The vision of the Swanage Railway Company is to be the leading heritage railway in the UK.</p> <p>To be recognised as the UK's leading heritage railway, the Swanage Railway will actively seek ways of improving its business in all that it does.</p>
Our Values	<ul style="list-style-type: none"> • Safety, integrity and professionalism underpin our operations. We are committed to high standards of safety, behaviour and expertise in all we do whilst treating everyone with integrity, openness, and honesty. We seek ways of improving our organisation balancing our heritage with modern business practices. • Dedication, commitment and volunteers are at the heart of our community.

	<p>We are proud of our inspirational history; we have overcome many challenges and achieved great successes through tenacity and perseverance. That spirit lives on today. We celebrate our Volunteers' commitment and dedication which form such a vital part of our Railway.</p> <ul style="list-style-type: none"> • Customers are at the focus of our services. Our customers are the heart of our business. We welcome feedback to better understand the needs of our customers and improve our service. • Enjoyment, quality and value for money for all. We deliver a memorable experience enjoyed by everyone.
<p>Our Volunteer Commitment</p>	<p>Volunteers form an absolutely vital part of everything the Swanage Railway does. There are over 80 different roles that our volunteers fulfil; from driving a locomotive to serving refreshments, from selling goods in our shops to helping maintain our track, from maintaining our signalling equipment to timetabling, from managing our finances to keeping our rolling stock maintained, volunteers are at the heart.</p> <p>Our vision is to be the UK's leading heritage railway: we have an inspirational history during which we have overcome many challenges and achieved great successes through tenacity and perseverance. That spirit lives on today. We celebrate our Volunteers' commitment and dedication which form such a vital part of what we do now and will do in the future.</p> <p>We want all our volunteers to gain fulfilment and enjoyment from their role whilst helping us to achieve our vision, and so we have our Volunteer Commitment that sets out the mutual basis of the relationship between Swanage Railway and our volunteers:</p> <p>The Swanage Railway will ...</p> <ul style="list-style-type: none"> • Welcome you as a volunteer and provide appropriate opportunities to individuals who can help us achieve our purpose and vision. • Provide the right equipment and training for the task. • Give guidance and support in your volunteer role. • Treat you and all other volunteers equally and fairly. • Ensure, so far as is reasonably practicable, you have a safe working environment. • Listen to any concerns if things are not going right. • Recognise that you are a volunteer giving your time to us whilst having other commitments. <p>In return we ask you to ...</p> <ul style="list-style-type: none"> • Give us your time and commit to any training if needed for the role. • Be professional and loyal to the organization. • Be fair to those around you. • Talk to your Manager/ Supervisor (volunteer or employee) first if things aren't going right. • Comply with our business standards, including the need to maintain confidentiality in relation to all SR information and to comply with SR's security and safety procedures.