



STRATHALLAN
SCHOOL

Opportunities for all to excel



Job Brief

School Nurse

To commence in post from August 2026.

Introduction

We are seeking to recruit an experienced, registered Nurse to join our close-knit team. The successful candidate will have empathy with young people and will be able to demonstrate a wide breadth of nursing disciplines. Experience and practice of NHS mental health pathways would be particularly advantageous, although is not essential.

The post holder will work 15 hours per week, term-time only, on a rota basis. Working hours will typically fall between Monday to Friday, 08:30–17:00, and Saturdays, 08:00–15:00 (subject to change depending on sporting fixtures). This equates to approximately two shifts per week.

Due to the nature of the role, the successful candidate will need to be adaptable and flexible, with meticulous attention to detail, and able to maintain the highest levels of confidentiality and discretion at all times.

The School



Strathallan School is a leading co-educational boarding and day school with an outstanding reputation for academic excellence, sporting achievement, and creativity in the arts. Situated in the beautiful Earn Valley, the School occupies a self-contained wooded estate of 150 acres on the edge of the village of Forgandenny. Perth is a short drive away, and convenient motorway links provide easy access to Edinburgh, Glasgow and the Scottish

Highlands.

The campus combines traditional architecture with modern, purpose-built facilities. The main building, a Grade B listed property, was originally a private mansion and became home to Strathallan in 1920 when the School moved from its original 1913 site.

Strathallan's dedicated teaching and support staff work collaboratively across a range of departments including Administration, Finance, Domestic Services, Human Resources, Estates, Grounds, IT, External Relations, Catering, and Medical.

Each department plays an integral role in ensuring the smooth and effective running of the School. The Head of each department (with the exception of External Relations) reports to the Bursar, while the Director of External Relations, like the Headmaster & CEO and the Bursar, is a member of the School's Executive. The Executive Team also includes the Head of Senior School and the Head of Prep School, all of whom work together to ensure the effective leadership and strategic direction of Strathallan. Collectively, the Executive are accountable to the Board of Governors for all aspects of the School's operation and development.

The Health Centre at Strathallan

Strathallan Health Centre is staffed by a dedicated team of four nurses, providing cover from Monday to Saturday. The current team comprises a Lead Nurse and two Nurses, supported by a Medical Secretary.

The purpose-built Health Centre includes a ward, a doctor's consulting room, physiotherapy room, a day room suitable for training, a treatment room, office space, reception area, and on-site living accommodation.

All boarding pupils are registered with a local GP surgery. GP clinics are held twice weekly, with ongoing advice and support available from the doctor at all other times.

School Nurse Duties & responsibilities:

The School Nurse will provide a high-quality, clinically effective nursing service to pupils and first aid support to all members of the school community, ensuring excellent standards of care within a school-based setting.

Key Responsibilities

- Deliver comprehensive nursing care to pupils and first aid support to staff and visitors on campus
- Support the planning and delivery of healthcare services in line with pupil needs and school priorities
- Deputise for the Lead Nurse during periods of absence to ensure continuity of care
- Promote preventative healthcare and wellbeing across the school community
- Provide mental health and wellbeing support to pupils, with appropriate referral to external agencies where required
- Develop and deliver health education in collaboration with teaching staff
- Build strong relationships with boarding staff, senior leadership, parents, and external healthcare professionals
- Ensure safe management, storage, and administration of medication and medical supplies
- Develop and maintain care plans, including training staff where required to support pupils with medical conditions

Clinical Duties

- Run nurse-led clinics and support GP surgeries held on-site
- Assess, triage, and manage medical needs, including first aid and emergency responses

- Provide treatment room services (e.g. wound care, monitoring observations, urinalysis)
- Arrange external medical, dental, and specialist appointments
- Manage inpatient care within the Health Centre as required
- Maintain accurate, clear, and confidential medical records
- Monitor and restock medical supplies and first aid kits
- Work independently within professional competence in line with NMC standards

Preventative Health & Health Promotion

- Support vaccination and immunisation programmes in line with NHS guidance
- Promote healthy lifestyles and wellbeing initiatives across the school
- Implement infection control measures and safe clinical practices
- Contribute to health education programmes (e.g. PSE lessons where appropriate)

Administration & Compliance

- Maintain accurate and secure medical and nursing records
- Record and manage medication administration in line with protocols
- Support the organisation of medical examinations and health assessments
- Ensure effective stock control and ordering systems
- Maintain high standards of infection control, health & safety, and clinical governance

Liaison and Collaboration

- Work closely with GPs, healthcare professionals, and external agencies
- Communicate effectively with parents and guardians as appropriate
- Liaise daily with boarding house staff and wider school teams
- Keep senior leadership informed of relevant medical matters within confidentiality guidelines

Professional Responsibilities

- Practise in accordance with the NMC Code at all times
- Maintain accountability for own professional practice
- Engage in continuing professional development and meet NMC revalidation requirements
- Participate in appraisal, supervision, and training activities
- Contribute to service development, audit, and clinical governance initiatives

Minimum Qualifications

- Registered Nurse (NMC)
- Minimum of 2 years' post-registration experience

Person Specification

Attributes	Ess/Des
Qualifications	
A relevant qualification with up-to-date registration with the NMC	E
Minimum of 2 years' post-registration experience	E
Specialist Community Public Health Nursing qualification	D
A relevant qualification in mental health	D
Recent safeguarding training	D
First Aid at Work	D
Experience	
Significant nursing experience in a health care setting	E
Experience of NHS mental health pathways	D
Experience of working as a Nurse in an Independent School setting	D
Skills	
Excellent communications skills and the ability to build effective working relationships with staff and management at all levels	E
A strong understanding of children's developmental needs, common physical and mental health conditions particularly those regularly seen in adolescents	E
Good IT skills and a working knowledge of spreadsheets and databases	E
Excellent time management with the ability to prioritise workload	E
An ability to work on own initiative and as part of a team	E
Ability to work calmly under pressure	E
Personal characteristics	
A confident and assured communicator	E
A good team player with the ability to work collaboratively	E
Able to work independently and take responsibility for own decisions	E
Empathetic, kind and a good listener	E
Well organised with the ability to prioritise tasks	E
Comfortable with a busy, reactive environment and calm under pressure	E
A personable, professional manner with a strong work ethic	E
Dedicated to professional development with the ability to learn from others and to share own knowledge	E
Discreet, tactful and diplomatic	E
An affiliation with the ethos and values of Strathallan School	E
A full, clean driving license	D

Terms & Conditions

Hours of work:

The post holder will work 15 hours per week, term-time only, on a rota basis. Working hours will typically fall between Monday to Friday, 08:30–17:00, and Saturdays, 08:00–15:00 (subject to change depending on sporting fixtures). This equates to approximately two shifts per week.

Remuneration

The term-time only, pro-rata salary is £11,704 per annum

Benefits

- Free On-site parking
- Death-in service cover
- Free lunch during term-time
- Discounts in 100's of retailers
- Cycle to Work Scheme
- Blue-light card eligibility
- Staff Discount in Art Café
- Wellbeing Support
- Occupational sick pay

Other Info

Any offer of employment will be subject to the receipt of two satisfactory professional references as well as clearance through Disclosure Scotland's PVG scheme.

You should hold a valid full UK driving license and must be eligible to live and work in the UK.

Application Process:

- Further details of the School are available on the School's Website: www.strathallan.co.uk
- Please submit your application online by Sunday 21st June 2026.
- Interviews will be held towards the end of week commencing 22nd June 2026.