



STRATHALLAN
SCHOOL

Opportunities for all to excel

School Nurse

To start in post from January 2027





The Role

Due to an internal promotion, we are seeking an experienced and compassionate Registered Nurse to join our dedicated Health Centre team. This is a rewarding opportunity to work within a vibrant boarding and day school environment, supporting the health, wellbeing and development of young people.

The successful candidate will have a genuine empathy for children and young people and be able to demonstrate experience across a broad range of nursing disciplines. Experience of working with, or knowledge of, NHS mental health services and referral pathways would be advantageous, although this is not essential.

The role is 27 hours per week, term-time only, working on a rota basis. Shifts will typically fall between Monday to Friday, 8.30am to 5.00pm, and Saturdays, 8.00am to 3.00pm (subject to change in line with the School's sporting and co-curricular programme).

As a key member of our close-knit team, the successful candidate will be adaptable, organised and proactive, with excellent communication and interpersonal skills. They will be able to respond calmly and effectively to a wide variety of situations, maintain meticulous clinical records, and uphold the highest standards of confidentiality, professionalism and discretion at all times.

In return, Strathallan offers the opportunity to make a meaningful difference within a supportive and welcoming school community, where pupil wellbeing is at the heart of everything we do.

Strathallan 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

The Strathallan Health Centre is at the heart of our pastoral and wellbeing provision, delivering high-quality healthcare and support to pupils within a vibrant boarding and day school community.

The Health Centre is staffed by a dedicated and experienced team, comprising a Lead Nurse, three Nurses and a Medical Secretary, providing healthcare cover from Monday to Saturday throughout term time. Working collaboratively with colleagues across the School, the team plays an important role in supporting the physical, emotional and mental wellbeing of our pupils.

All boarding pupils are registered with a local GP practice, ensuring continuity of care and access to primary healthcare services. The School hosts GP clinics twice each week, with additional advice and support available from the Doctor as required. The Health Centre also works closely with a range of external healthcare professionals and services to ensure pupils receive timely and appropriate care.

This is an exciting opportunity to join a supportive and close-knit team that is committed to promoting a healthy, safe and nurturing environment in which young people can thrive. In addition to working within a well-established and experienced team, the successful candidate will benefit from opportunities for professional development and career progression, enabling them to further develop their skills, broaden their experience and take on additional responsibilities over time.



Key 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.

- ◇ 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

Who are we looking for?

Qualifications/Attainment–Essential:

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

Qualifications/Attainment–Desirable:

- ◇ A relevant qualification in mental health
- ◇ Recent safeguarding training
- ◇ First Aid at Work

Skills and Experience– Essential

- ◇ Significant nursing experience in a health care setting
- ◇ Excellent communications skills and the ability to build effective working relationships with staff and management at all levels
- ◇ A strong understanding of children's developmental needs, common physical and mental health conditions particularly those regularly seen in adolescents
- ◇ Good IT skills and a working knowledge of spreadsheets and databases
- ◇ Excellent time management with the ability to prioritise workload
- ◇ An ability to work on own initiative and as part of a team
- ◇ Ability to work calmly under pressure

Skills and Experience – Desirable:

- ◇ Experience of NHS mental health pathways
- ◇ Experience of working as a Nurse in an Independent School setting
- ◇ Experience in practice nursing

Essential Personal Characteristics:

- ◇ A confident and assured communicator
- ◇ A good team player with the ability to work collaboratively
- ◇ Able to work independently and take responsibility for own decisions
- ◇ Empathetic, kind and a good listener
- ◇ Well organised with the ability to prioritise tasks
- ◇ Comfortable with a busy, reactive environment and calm under pressure
- ◇ A personable, professional manner with a strong work ethic
- ◇ Dedicated to professional development with the ability to learn from others and to share own knowledge
- ◇ Discreet, tactful and diplomatic
- ◇ An affiliation with the ethos and values of Strathallan School

Terms of Appointment

Hours

- ◇ This role is 27 hours per week, term-time only, and is worked on a rota basis. Shifts will typically be scheduled between 8.30am and 5.00pm, Monday to Friday, and 8.00am and 3.00pm on Saturdays. Specific working patterns will be discussed at interview.

Pension Scheme

- ◇ A contributory pension scheme with an employer contribution of 4%.

Occupational Sick Pay

- ◇ Occupational sick pay following the first year of service.

Benefits

- ◇ On-site parking.
- ◇ Free lunch during term-time.
- ◇ Discounts in 100's of retailers.
- ◇ Cycle to Work Scheme.
- ◇ Blue-light card eligibility.
- ◇ Life Cover.

Other Information

- ◇ Any offer of employment will be subject to Safer Recruitment checks, including suitable clearance through Disclosure Scotland's PVG scheme, the receipt of two satisfactory professional references and proof of the Right to Work in the UK.

Application Process

- ◇ Further details of the school are available on the School's Website www.strathallan.co.uk
- ◇ If you would like to apply, please submit your application online by 28th October 2026. The interviews will be arranged shortly after.
- ◇ For any queries regarding the role or the application process, or to arrange an initial conversation, please contact us at: hr@strathallan.co.uk.



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