



WINDERMERE SCHOOL

FOUNDED 1863

CANDIDATE INFORMATION

School Nurse



ABOUT WINDERMERE SCHOOL

Windermere School is nestled on a hillside within 45 acres of the National Park landscape that has been the inspiration for world-famous artists, poets, and authors. It is a sanctuary and an antidote to congested city life, a fascination to scientists, a home for adventurers and a World Heritage site.

If you are looking for somewhere which is friendly, adventurous and hard-working; which has a strong sense of community and a clear drive; which seeks an ambitious future through its actions today; and most importantly a place with its pupils' wellbeing and character formation at its heart, then you are looking in the right place.

We teach the International Baccalaureate at Sixth Form, both as a Diploma and as a Career Pathway, with vocational courses in Adventure and Business. The greater advantages the IB bestows on students heading to university ([click here for more](#)) and the innovative approach we have taken to our GCSE curriculum, mean that our pupils acquire both the breadth and depth of education to flourish in a rapidly-changing world.

The school has been a member of the Round Square movement for over 50 years. Founded by Kurt Hahn, who famously said, 'There is more in us than we know if we could be made to see it,' the Learner Profile of the IB integrates closely with his vision and we live closely by the IDEALS (internationalism, democracy, environmentalism, adventure, leadership and service) with every pupil through the school for Pre-Prep to Sixth Form.

At Windermere School you will be part of a team that cares for children, for each other and for you. You will have opportunities to participate in the development and growth of the school and find greater purpose in the work you do.

THE BENEFITS OF WORKING AT WINDERMERE



Pension Scheme

Windermere School offers a generous employer pension contribution



Meal Allowance

Free and delicious three course lunch daily



Fee Remission

Up to 70% for full time permanent teaching staff



Counselling Service

24-hour independent helpline for staff



Free Onsite Parking

Free onsite parking provided for staff across all campuses



Free Online Training

Access to free online TES training courses



Gym and Pool Access

Staff discount at local gym and pool



Laptop Provided

A work laptop provided for all teaching staff



Staff Refreshments

Tea, coffee and snacks provided in the staff room

SUMMARY OF THE ROLE

Job Title

School Nurse

Position Type

Term-time position (plus INSET/travel days as required)
Full-time or part-time can be discussed at interview

Salary

£37796 – £40823 FTE pro rata

Closing Date for Applications

26 January 2026
Early applications encouraged – interviews may be held sooner

Primary Responsibility

To provide a clinically effective, high quality service of nursing care that promotes the health and well-being of pupils based on evidence based practice.



JOB DESCRIPTION

KEY REQUIREMENTS

Clinical Care & Student Health

- Provide nursing care, first aid, and health advice to all pupils
- Assess, treat, and monitor acute illness, injury, and ongoing medical conditions
- Develop, implement, and review Individual Healthcare Plans (IHPs)
- Safely administer and manage prescribed and non-prescribed medications in accordance with school policy and NMC standards
- Support students with chronic conditions such as asthma, diabetes, epilepsy, allergies, and mental health needs
- Provide care and supervision for unwell boarders, including overnight or out-of-hours support where required

Boarding-Specific Responsibilities

- Work closely with boarding staff, houseparents, matrons, and pastoral teams
- Provide medical advice to boarding houses and support residential routines
- Support the health and welfare aspects of boarding inspections (ISI)
- Ensure appropriate medical provision during residential trips and activities

Safeguarding & Pastoral Care

- Act in accordance with Keeping Children Safe in Education (KCSIE) and Windermere School policies.
- Report safeguarding concerns in accordance with Windermere school policy
- Offer a confidential, supportive service to students while maintaining professional boundaries
- Contribute to the school's pastoral and wellbeing strategy and attend Wellbeing meetings

Health Promotion & Wellbeing

- Promote healthy lifestyles, resilience, and emotional wellbeing
- Support mental health initiatives and early intervention
- Deliver health education or wellbeing sessions as appropriate

Medical Administration & Compliance

- Maintain accurate, confidential medical records in line with GDPR
- Ensure compliance with Independent School Standards and ISI inspection requirements
- Manage infection prevention and control procedures
- Maintain medical facilities, equipment, and supplies
- Liaise with external professionals

Communication & Collaboration

- Communicate effectively with parents/carers regarding student health needs
- Advise staff on medical conditions, care plans, and emergency procedures as appropriate
- Contribute to risk assessments for trips, sports, and boarding activities

Emergency Response

- Coordinate emergency care and ambulance services when required
- Ensure emergency medication and action plans are in place and up to date

Training

- Deliver relevant training to staff
- Support Windermere school life skills curriculum
- Ensure your own professional development is in line with NMC requirement and Windermere school value and vision

Policies and Committees

- Responsible for Windermere school medical policy
- Collaboration with staff to support with the safeguarding and health and safety policies
- Inclusion on a variety of committees such as Health and Safety and Boarding

QUALIFICATIONS & EXPERIENCE

Essential

- Registered Nurse with current NMC registration (RGN / RN Adult or Child)
- Sound knowledge of safeguarding and child protection in a UK context
- Ability to work independently and make professional clinical decisions
- Assertiveness in promoting and advocating the health and wellbeing needs of pupils

Desirable

- Experience in child health, school nursing, community nursing, or similar
- School Nursing qualification or experience in a boarding school
- Mental health or safeguarding training
- Experience supporting adolescents and young people
- Ability to present life skill topics to pupils
- Confident to provide training to staff

SKILLS & PERSONAL ATTRIBUTES

- Warm, approachable, and professional manner
- Excellent communication and interpersonal skills
- Calm and confident under pressure
- Strong organisational and record-keeping skills
- Discretion, empathy, and resilience
- Commitment to safeguarding and student wellbeing

Safeguarding Statement

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Appointment is subject to enhanced DBS checks, satisfactory references, and compliance with safer recruitment practices.



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