

# Person Specification



**Alderbrook School  
& Sixth Form**  
AMBITION | BRAVERY | KINDNESS

Alderbrook School has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

**Post Title:** School Nurse

**Responsible to:** Assistant Headteacher (Pastoral / Safeguarding)

**Salary grade & hours:** Band E, 32.5 to 37 hours by discussion, 40 weeks

**Job Purpose** To provide medical support, emergency care and treatment to all members of the School community. To assess the health needs of pupils, plan and implement care, maintain health records and all health and well-being related policies. To provide advice and training to staff and pupils on a range of subjects, including First Aid

| Qualifications                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Essential                 | Desirable  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|------------|
| <ul style="list-style-type: none"> <li>• RGN or RSCN/RN qualification or equivalent, and registration with the NMC</li> <li>• First Aid qualification and a sound knowledge of the latest first aid techniques</li> <li>• Membership of an advisory body would be preferred i.e. RCN</li> </ul>                                                                                                                                                                                                                                       | Y<br>Y                    | Y          |
| Skills and Experience                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                           |            |
| <ul style="list-style-type: none"> <li>• PCT School Nurse and/or Practice Nurse experience essential</li> <li>• Previous experience of working in education would be an advantage</li> <li>• Excellent organisational, administrative and ICT skills</li> <li>• Experience of working with young people with eating disorders and other such mental health needs would be an advantage but is not essential</li> </ul>                                                                                                                | Y<br><br>Y                | Y<br><br>Y |
| Personal Qualities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                           |            |
| <ul style="list-style-type: none"> <li>• High levels of personal and professional integrity and the ability to exercise discretion and confidentiality</li> <li>• Personal warmth to gain the confidence of pupils, staff and parents</li> <li>• Positive rapport with pupils</li> <li>• High standards of personal presence, presentation and attention to detail</li> <li>• Ability to communicate concisely and sensitively, both orally and in writing, to a variety of audiences</li> <li>• A healthy sense of humour</li> </ul> | Y<br><br>Y<br>Y<br>Y<br>Y |            |
| Attitudes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                           |            |
| <ul style="list-style-type: none"> <li>• A team player with leadership qualities</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                           | Y                         |            |

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| <ul style="list-style-type: none"><li>• A reflective and flexible approach</li><li>• Organised and able to self-direct</li><li>• Positive, enthusiastic and energetic approach to life, with a can-do attitude</li><li>• Ability to think creatively and imaginatively</li><li>• Committed to Alderbrook School's ethos</li><li>• Committed to representing the strategic vision for the School</li><li>• Ambitious and aspirational for oneself and for the School</li><li>• Committed to professional development and show a willingness to undertake appropriate training for this role.</li></ul> | Y<br>Y<br>Y<br>Y<br>Y<br>Y<br>Y<br>Y |  |
| Other Requirements: Candidate will be appointed subject to an enhanced DBS check.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                      |  |
| Compiled by: T Stent, Deputy Headteacher<br>Date: September 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                      |  |