



THE KING'S SCHOOL
CHESTER

Mental Health & Wellbeing Nurse – Term time only

Applicant information



Willow
Lodge

Discovering the *world*



KING'S
JUNIORS

Igniting *curiosity*



KING'S
SENIORS

Seizing *opportunity*



KING'S
SIXTH FORM

Becoming *exceptional*

EVERY OPPORTUNITY. ENDLESS POSSIBILITIES.



About us

King's is an academically selective, co-educational independent school originally founded in 1541. Almost 500 years later, King's is a thriving, and forward-thinking school of 1170 pupils, considered to be one of the very best of its kind in the country.

Further information about the school can be found on our website: www.kingschester.co.uk

THE ROLE AND OPPORTUNITY

We are seeking a compassionate, dedicated **Mental Health and Wellbeing Nurse** to join our pastoral team and play a key role in supporting the emotional, mental, and physical wellbeing of our students.

This is a fantastic opportunity for a qualified nurse who is passionate about working with children and young people and is eager to make a meaningful impact within a school community.



RESPONSIBILITIES

- Support students' overall wellbeing, ensuring their mental, physical, emotional and social needs are met.
- Assess a range of mental health issues and work collaboratively to plan and implement appropriate interventions and treatment.
- Provide mental health support and refer to specialist agencies when needed.
- Conduct risk assessments for pupils dealing with mental health issues and implement safety protocols, including the writing and distribution of School Safety Plans.
- Liaise with parents and staff regarding students' needs and ongoing management.
- Produce Individual Health Care Plans in collaboration with parents and external specialists.
- Report any child protection concerns immediately to the DSL.
- Work in line with school policies relating to safeguarding, child protection, and health and safety.
- Attend safeguarding group and take action when required.
- Complete Level 3 training in working with children and young people
- Undertake the role of DDSL and deputise for the DSL when needed.
- Maintain accurate records, including behaviour, bullying, CPOMS entries, sanctions, support plans and safety plans.
- Escalate concerns and take appropriate action using sound professional judgement.
- Carry out reasonable additional duties as required by the Deputy Head Pastoral.

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Communication

- Utilise and demonstrate sensitive communication styles, to ensure students are fully informed, consent to treatment and adhere to prescribed treatment regimes.
- Communicate effectively with students, parents and guardians
- Listen with sensitivity to all members of the school community with mental health issues offering support and referral as appropriate.
- Communicate with other members of staff regarding the welfare of students whilst recognising the importance of confidentiality.
- Liaise with pastoral staff to support and guide pupils, keeping records as required.
- Work collaboratively with the School Nurse and assist with basic first aid when needed (*not a primary focus of the role*)

Delivering a quality service

- Work within your professional competence and follow the NMC code of conduct
- Produce accurate and complete records of consultations, consistent with legislation, policies and procedures, adhering to GDPR best practices.
- Prioritise, organise and manage your own workload in a manner that maintains and promotes quality.
- Deliver care according to current guidelines and the National Institute for Clinical Excellence (NICE) guidelines and evidence-based care.
- Contribute to the production and update of school health policies and protocols.



Team working

- Work as an effective and responsible team member, supporting others and exploring the mechanisms to develop new ways of working.
- Ensure clear understanding and utilisation of referral mechanisms within the Health and Wellbeing Centre.
- Accept delegation from other nurses, prioritise own workload and ensure effective time-management strategies are embedded in own practice.

Management of risk

- Work safely to protect your own health and safety and that of staff, pupils and visitors.
- Support the School Nurse in ensuring work areas are safe and compliant with health, safety and security procedures.
- Undertake mandatory and statutory training.
- Apply infection control measures within the RIC according to local and national guidelines.

Utilising information

- Use technology as an aid to management in planning, implementation and monitoring, presenting and communicating information.
- Manage information searches for example, the retrieval of relevant information for students on their condition.

Learning and development

- Disseminate learning and information gained to other team members in order to share good practice and promote evidence-based practice.
- Be responsible for your own learning needs and CPD as per NMC requirements..
- Seek support and advice as appropriate.
- Make effective use of learning opportunities within and outside the workplace, evaluating their effectiveness and feeding back relevant information

PERSON SPECIFICATION



Education and Qualifications

Essential:

- Current Nurse NMC registration

Desirable:

- Degree level nursing qualification
- First aid trained or willing to undertake training of paediatric first aid

Skills, Knowledge and Understanding

Essential:

- Experience of dealing with mental health difficulties (ideally in children and young people)
- Knowledge of safeguarding
- Ambitious to develop as a school based Mental Health and Wellbeing nurse with an extended range of competencies and willingness to acquire new skills
- Willingness to work flexibly
- Excellent organisational skills
- Proactive in own professional development.
- Basic computer skills.

Desirable:

- Experience of working in a school or with young people

Personal Characteristics

Essential:

- A caring, friendly and sympathetic nature
- A readiness to work within a School environment
- Demonstrate experience of working autonomously and independently
- Willingness to work as part of a team
- Reflective practitioner
- Excellent verbal and communication skills and strong interpersonal skills
- Competent to work under pressure
- Ability to adapt to a changing environment



SALARY AND BENEFITS



You will work 30 hours per week **Monday to Friday 9.00am to 3.30pm, Term time only** (approx.36 weeks per year).

- A full time equivalent salary of **£41,313** per annum (actual salary **£26,798 per annum**)
- Free staff lunch on the days you work, during term time
- Scottish Widows Group Personal Pension Plan
 - Personalised industry expert pension advice
 - 3 x death in service Benefit
- Fee remission, where applicable
- Free use of the school gym and swimming pool
- A suite of termly staff celebrations and wellbeing initiatives
- Topical health and wellbeing advice
- Employee assistance programmes to support you personally and professionally
- Discounted group private health with BUPA
- Optical support
- A comprehensive further study programme
- Access to a cycle to work scheme
- Access to a salary sacrifice electric car scheme
- Invites to parenting webinars on key topics
- Free access to school productions, speakers and events
- Free onsite car parking

THE PROCESS

Candidates for this post should apply by sending completed application forms to recruitment@kingschester.co.uk by **Monday 16th March 9am 2026**

Interviews will be held Friday 20th March.

The HR Coordinator, Amie Beaumont, is available to discuss the role informally with prospective candidates and can be contacted via alb@kingschester.co.uk



This job description does not define in detail all responsibilities and the responsibilities and activities in the job description may be varied to meet the changing demands of the school at the direction of the hiring manager.

The role is deemed to be in regulated activity with a high level of contact and responsibility for children on a day to day basis.

We take pride in our outstanding reputation, and we know this is built largely on the excellent commitment and wide-ranging abilities of our staff. We are committed to promoting a diverse and inclusive workforce and we strongly encourage candidates from all different backgrounds to apply.

IMPORTANT - The King's School is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are required to undertake screening relevant to the post, including checks with past employers and the Enhanced DBS check. In line with our commitments to safeguarding, the King's School uses preferred agencies and is unable to work with any agencies where Terms of Business have not been agreed by both parties prior to an engagement.

Our Child Protection and Safeguarding policy can be found on our School Website.





RECRUITMENT GUIDANCE NOTES

TERMS OF APPOINTMENT

Under the Department of Education's Keeping Children Safe in Education (KCSIE) Regulations we have a legal duty to undertake the following safer recruitment checks. Therefore, any appointment will be subject to the following:

EMPLOYMENT CHECKS

- **Application Form:** All candidates must complete our application form to be considered for a job. You must list your employment history from the date you left full-time education and give details of any employment gaps. Note: CVs alone are not accepted.
- **References:** To assess candidates' suitability, we shall request at least two references, one of which must be your current or most recent employer. Please ensure you provide all details requested for each referee on the application form.
- **Right to work in the UK:** If you are invited to attend an interview you will be asked to bring three forms of identification with you to confirm your right to work in the UK (this will be used to apply for your DBS if successful). Examples of acceptable forms of ID are detailed in your invite to interview email.
- **Evidence of qualifications:** If you are invited to attend an interview you will be asked to bring evidence of the qualifications listed on your application form.
- **Medical Fitness:** If successfully appointed, you will be asked to complete a medical questionnaire and signed declaration of medical fitness to work. The School reserves the right to require you to undergo a medical examination if it deems this necessary which would normally involve seeking your consent for a referral to occupational health.
- **DBS Disclosure and other checks:** If you have ever been convicted of a criminal offence, bound over or cautioned, you must read carefully the section of the application form headed criminal convictions. The appointment is subject to a satisfactory Enhanced Disclosure & Barring Service (DBS) Certificate.
In addition we will check for any prohibitions, sanctions and restrictions that might prevent candidates from working with children or young people, or taking part in certain activities or working in specific positions. **It is a criminal offence for a person to apply to work with children if they are barred from doing so.**
- **Overseas check:** If you have spent time abroad for 3 months or more in the last 5 years you will be required to obtain an overseas check from that country. It is the candidate's responsibility to obtain this, however, the school will support the successful candidate through this process.
- **Online Searches:** An online search for all candidates shortlisted for interview will be conducted.