



## **SCHOOL NURSE**

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### **Information for Candidates**

[www.gadshill.org](http://www.gadshill.org)

An exciting opportunity to join our team in an ambitious 3-16 independent day school set in beautiful surroundings and extensive grounds. The School Nurse works within both our Safeguarding and Inclusion teams to deliver outstanding pastoral and health care, and to ensure that all our pupils can fully and safely access our broad and exciting school curriculum.



# The Gad's Hill Curriculum

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Gad's Hill is an independent day school for boys and girls aged three to sixteen years, located near Rochester, Kent. Based within the former home of Charles Dickens, the School is ideally situated with easy access to the M2 motorway and high-speed rail connections to London. The School combines modern facilities with timeless values. The Kindergarten and Junior School occupy purpose-built accommodation opened in 2013. The Senior School occupies Charles Dickens' former home, along with a range of other buildings including accommodation for specialist and practical subjects. At the present time, the School has around 345 pupils on roll and employs around 90 staff, approximately 40 of whom are qualified teachers.

## Our Mission

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Our mission is to enable our students to enjoy school, to achieve good academic qualifications and to develop those personal attributes and qualities which will guide them on their journey through life.

## Our Vision

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Our vision is to be the first choice independent school for families in Kent who value a well-rounded education for their children. It is our intention that our pupils leave Gad's as confident, mature, articulate, pleasant and self-reliant young people who are well equipped to enter the world through a university education or career of their choice.

## Our Values

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We value **excellence, enthusiasm, friendship and success**. These attributes underpin all that we do. Our mission, vision and values are shaped by our commitment to educate children holistically, as articulated by our school motto: *"First to thine own self be true"*.

## Our Ethos

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We believe that children do well when they are happy at school and at Gad's we pride ourselves on providing a friendly environment, where enthusiasm and hard work are the foundations for achieving success.

There is more to life than exam results alone and while Gad's enjoys the reputation of receiving good GCSE results this is not our sole focus. We want to offer our pupils a foundation in life, working with them to become confident, motivated and articulate young people ready for the next stage in their education and life beyond.

## Structure and Nomenclature

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The School is structured as follows:

Section	Year Name	NC Year
Kindergarten	KN	Nursery
	KR	Reception
	K1	Year 1
	K2	Year 2
Junior School	J3	Year 3
	J4	Year 4
	J5	Year 5
	Remove	Year 6
Senior School	Shell	Year 7
	Lower 4 <sup>th</sup>	Year 8
	Upper 4 <sup>th</sup>	Year 9
	Lower 5 <sup>th</sup>	Year 10
	Upper 5 <sup>th</sup>	Year 11

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## Our History

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Gad's Hill Place is world-famous as being the former home of author Charles Dickens, who lived here from 1856 until his death in 1870. It is here that he penned his classic novels "*Great Expectations*" and "*A Tale of Two Cities*".

In the 1920s Gad's Hill Place was converted into a school for girls and in September 2001 the school became fully co-educational, admitting boys throughout. Gone, however, are the days when the school could be housed solely in an 18th century country manor house. In recent years the School has developed the site, against the backdrop of the historic house. After a lengthy process, planning consent was finally secured in July 2010 to develop entirely new accommodation for the whole School.

Phase I (built) is the Kindergarten and Junior School along with a number of whole-school facilities. Phase II (not yet under construction) will be new accommodation for the Senior School.

## The Present

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Our new building is now the established home of Kindergarten and Junior School, along with a number of facilities used by pupils of all ages: a music suite, sports hall, assembly hall and catering and dining facilities. These facilities provide future generations of pupils, aspiring sports stars, budding young musicians and actors with the resources that they need to thrive and excel.

## The Future

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It is hoped and anticipated that the second phase of the project will see the demolition of a mix of buildings erected through the School's history, and the construction of a new Senior School. In recent months, some consideration has been given to working up a more phased approach to delivery of the new Senior School buildings. Once the new Senior School is complete, the historic house will be leased to a charity established to see the building used as a heritage and educational resource, celebrating the life and work of Charles Dickens.

# The Gad's Hill Curriculum

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## The School

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Gad's Hill School operates as three distinct departments within one school. The Kindergarten takes children from age three into the Nursery through to Year 2. Pupils follow the National Curriculum although there is a strong emphasis on play, physical education, music and drama with all pupils performing in a number of short productions each year. The school places particular emphasis on communications and therefore pupils from Reception upwards receive twice weekly lessons in Spanish and also ICT.

The Junior School is two-form entry from Years 3-6. Our Junior pupils receive a high proportion of lessons with subject specialists; in particular Modern Languages (Spanish), DT, ICT, Art, Music, Science & Games. By Years 5 and 6 nearly all lessons are delivered by specialist tutors. There is a particular emphasis upon team games

and almost all of our students have the opportunity to represent the school in fixtures against other schools.

Kent and Medway local authorities operate the 11+ system whereby the top 25% of pupils are offered a place in a grammar school either in the Kent or Medway area. The remaining 75% of pupils are offered a place in either a local authority, non-selective school or an academy. Although many of our Year 6 pupils take the local 11+ examinations each year for a grammar school place, the majority of our pupils remain at Gad's Hill for their secondary education. The growing success of our Charles Dickens Scholarship Award, providing financial assistance to the most able pupils from our own Junior School and many from the wider community, has resulted in the development of highly capable and ambitious cohorts at Key Stage 3. Our strength is to make the most of our small class sizes and supportive atmosphere to add significant value to every individual.

The Senior school generally has a two-form entry. The curriculum is relatively broad, with all pupils taking a spread of subjects including Art, DT, Food & Nutrition, Spanish, Computer Science, Music and Drama. Students choose a range of options at the conclusion of Year 8. They follow a core of Maths, English (Literature & Language), Combined Science and CCF (BTEC – Teamwork & Personal Development). As options they may choose from History, Geography, Spanish, Art, Food & Nutrition, DT, Computer Science, Music, Drama and PE. Our GCSE curriculum is broad, suits most pupils and provides a firm foundation for sixth form and university entry.

At present there is no sixth form education at Gad's and pupils currently depart for local schools, colleges or other independents. In the last year we have partnered with the University for the Creative Arts and several of our leavers have commenced Extended Diploma courses with them.

# The Gad's Hill Curriculum

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## The Ethos

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The Headmaster, Mr Paul Savage, was appointed in August 2018, having previously occupied the role of Head of Seniors. His vision is to provide generations of pupils with all the opportunities and individual care and guidance that an independent school can provide, but underpinned by a passionate commitment to the evaluation and refinement of quality teaching and learning, based on the latest educational research.



The school achieves good academic results with the vast majority of pupils leaving Gad's to attend their first-choice sixth form destination. In 2019, we enjoyed a 100% pass rate in GCSE Maths and English Literature and in several option subjects, 93% in Science and 83% in English Language.

Gad's is not an academic hot-house above all else. We place a priority on our children enjoying school and one way in which we do this is to ensure that there are ample opportunities to experience drama, music, competitive games, swimming, trips, visits and CCF to keep our children occupied, challenged and inspired. Most of these things never appear in a league table but we believe that by ensuring children enjoy their time here they are much more likely to contribute in all aspects of their school life and this benefits the academic side too.

At Gad's we pride ourselves on being a small friendly school, where academic success is valued along with the recognition that there are

many other attributes which a good school will offer to best prepare a child to live their lives. The joy and agony of team games, the discipline and concentration of learning an instrument, the confidence and challenge of performing to an audience, the awareness of the complex world around them, the care and concern for others and the opportunity to shape their destiny.

## Our Curriculum Intent

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Gad's Hill School's One Curriculum is an ambitious and challenging curriculum for a child's educational journey from 3 to 16. It is designed to deliver strong outcomes in a broad range of GCSE subjects and other valuable areas of achievement, allowing leavers to progress to their first choice of further study and equipping them with the teamwork, independence and leadership skills necessary for rewarding careers and adult life.

The One Curriculum covers issues of critical importance on a global scale, as well as reflecting the rich history and cultural diversity of Medway, Kent and the South East of England. The curriculum favours opportunities to make learning enjoyable and incorporates significant opportunities for speaking and listening to produce articulate and thoughtful young people who are capable of empathy for others and keen to serve their community.

The curriculum allows for learning to be supportive and personalised, taking advantage of the high levels of expert guidance within each classroom, while still offering excellent value for money in its delivery. Through the school's curriculum, children learn how to look after their own wellbeing and develop compassion for the wider world.

## **The Purpose of the Role**

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The School Nurse is an integral part of both the School's Safeguarding and Inclusion provision:

Under the direction of the Designated Safeguarding Lead, the Nurse provides the highest level of medical and welfare care for all pupils in the School, and is responsible for the provision of first aid treatment to pupils and staff and the coordination of healthcare for all pupils, including through individual care plans, the provision of first aid supplies and resources in school and for trips, and oversight of training for staff in both physical and mental health first aid.

Working alongside the SEN Inclusion Leader, the Nurse acts to minimise the impact of pupils' medical and welfare needs on their ability to access school life and curriculum as fully as possible, helping ensure that the necessary provision is in place for children with a variety of medical and emotional needs.

## **Key Accountabilities**

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- Adhere to the NMC code of professional conduct for nurses.
- Use evidence based practice to develop and maintain a high quality of nursing care to pupils.
- Ensure that a code of confidentiality and applicable policies, in particular the safeguarding policy, is adhered to.
- Operate the School's Medical & Welfare Room and maintain stock of other first aid equipment across the site
- Ensure that pupils and staff receive prompt first aid treatment and appropriate mental health and wellbeing care, and identify any further support or treatment required, passing pupils into the care of parents or medical professionals as appropriate – accurately recording such medical incidents and outcomes and in all cases maintaining excellent communication with parents. RIDDOR and associated reporting as required
- Create and maintain accurate Medical Care Plans for pupils with more complex needs, in conjunction with parents and other medical professionals as required, and ensure the dissemination of these with colleagues as appropriate, and administer and record the administration of medication to pupils
- Organise appropriate first aid and mental health first aid training for staff and maintain accurate records of the same.
- Coordinate immunisation programmes through liaison with local health authorities, securing parental permissions and maintaining secure records of these.
- Maintain Level 3 DSL training requirements and, under the direction of the DSL, act as a Deputy Designated Safeguarding Lead – fulfilling duties as set out in the School's Safeguarding Policy.
- Make referrals to and collaborate with multi-agency partners for the safeguarding of pupils
- Maintain the School's Medical & First Aid policy
- Verify, update and distribute as necessary medical information about pupils, particularly new pupils
- Supply first aid kits and relevant medication to staff as required for visits off-site
- Work with the School's SEN Inclusion Leader to minimise the impact of a pupil's medical and welfare needs on their ability to access the school curriculum and school life
- Ensure that teachers are aware of the potential impact of medical and welfare needs on learning, monitor and advise on provision mapping across the school to mitigate this impact and verify that provision in class is appropriate to need
- In the event of significant risk to school community health, to act as infection control lead and co-ordinate (including undertaking as necessary) all measures needed to protect the school community

including, as appropriate, liaise with external agencies

### Essential Qualifications / Qualities

- Registered Nurse with up to date registration to the Nursing and Midwifery Council – and complete appropriate relevant study days for NMC revalidation
- Current Level 3 Designated Safeguarding Lead training (or willingness to complete required training)
- Previous experience of working with minor injuries/A&E or school environment
- Experience of working with children
- Keen interest in promotion of health care
- Ability to use nursing assessment skills and evidence-based practice when treating children
- Well-organised and able to maintain records to a high standard
- Ability to train and develop other colleagues in the delivery of first aid and good healthcare practice

### The Process



Completed application forms are to be submitted to the Headmaster, Mr Paul Savage, either:

- via the TES jobs online application form OR
- via the Gad's Hill School application form to his PA, Mrs Tracy Barker, by email to [t.barker@gadshillschool.org](mailto:t.barker@gadshillschool.org)

Completed applications must be received by the School no later than **10am on Thursday 1<sup>st</sup> July 2021**. Please note that if you do not receive an acknowledgement of your emailed application by this time **please contact the School as a matter of urgency as you should assume your application has not been received.**

*Gad's Hill is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. All posts are subject to enhanced Disclosure & Barring Service checks (DBS) and pre-employment checks will be undertaken before any appointment is confirmed. An overseas police check will be required by candidates who have worked or resided outside of the UK, in the last 5 years.*

### Key Details

Contract: Permanent

Uniform: Will be agreed with and provided for the successful applicant

Salary: Broadly equivalent to NHS AfC Band 6 (<https://www.nhsemployers.org/employershandbook/tchandbook/annex-2-pay-bands-and-pay-points-on-the-second-pay-spine-in-england.pdf>), including experience weighting as

appropriate: £28,542 to £34,480 (equivalent to £31,365 to £37,890 full time)

Hours: 8.30am-5pm; Term-time only

Start Date: Autumn Term 2021 (31<sup>st</sup> August 2021)

### The Benefits

As an independent school we have a slightly longer school day but enjoy a generous 16 weeks of school holidays.

An attractive setting, small class sizes and polite, friendly children with high standards of behaviour make for a hugely rewarding place to work. Parking is provided on-site and a subsidised, home-cooked lunch is available each day in term time.

Children of all staff receive significantly subsidised education at Gad's Hill, subject to our policy and standard entry requirements.

We thank you for your interest in this exciting opportunity, and look forward to receiving your application.