REPTON

LEAD SCHOOL NURSE AND HEALTH & WELLBEING CENTRE MANAGER (RESIDENTIAL)

Term Time Only

January 2027



Contents

04 **Welcome From The Headmaster**
An Introduction To Repton

07 **The Role**
Job Purpose
Key Responsibilities
Person Specification
Terms and Conditions

15 **Practical Information**
Working And Living At Repton
In And Around Repton
Information For Candidates

19 **Our Commitment To Safeguarding**

Welcome From The Headmaster

Repton is a truly remarkable place in which to live and work. As one of the country's leading co-educational boarding and day schools, we combine a rich heritage with a bold sense of purpose, offering an education that is both academically rigorous and inspiringly broad. Our historic setting in the heart of Derbyshire is complemented by state-of-the-art facilities, a thriving community and an ethos that celebrates ambition, character and joy in learning.

At Repton School, the wellbeing of every pupil is central to our community. We are committed to ensuring that pupils feel safe, supported and cared for throughout their time at the School, enabling them to thrive academically, socially and personally. While we encourage pupils to embrace all that school life has to offer, we also recognise the importance of providing expert care, reassurance and guidance whenever challenges arise.

As a full boarding and day school, Repton offers a strong and highly integrated pastoral system, where the health, welfare and wellbeing of pupils are a shared responsibility. Pupils benefit from the support of House staff, tutors, matrons, nurses, counsellors and senior pastoral leaders who work together to provide exceptional care and oversight.

At the heart of this provision is the Health and Wellbeing Centres at both Repton and Repton Prep; a vital part of the School community. The Centre provides a welcoming, professional and confidential environment where pupils can access high-quality medical care and wellbeing support.

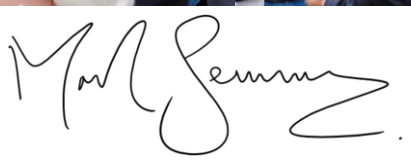
We are seeking an outstanding Lead School Nurse to lead this important provision. This residential role offers an exciting opportunity to play a key part in the pastoral life of one of the UK's leading independent boarding schools, ensuring that pupils receive the highest standards of healthcare, support and wellbeing throughout their time at Repton.

Our community is grounded in shared endeavour and a commitment to the holistic development of young people. We look for colleagues who bring energy, expertise and a belief in the potential of every pupil. In return, we offer exceptional facilities, a supportive and collegiate staff body, and the chance to make a meaningful contribution to a school that is ambitious, outward-looking and deeply proud of its heritage.

From pioneering pastoral care to nurturing excellence across academic, sporting and creative domains, Repton is a community that thrives on shared endeavour and the belief that education should be both rigorous and joyful.

I very much hope that you will read this document with interest, and I warmly encourage you to apply.





Mark Semmence
Headmaster

An Introduction To Repton

Repton is a school rooted in heritage and shaped by ambition. Founded in 1557 by Sir John Port of Etwall, the School stands on the site of a 7th-century Anglo-Saxon Benedictine abbey and, later, a 12th-century Augustinian priory. The ancient village of Repton, once the capital of the Kingdom of Mercia, has been a centre of learning for over a thousand years, and continues to inspire a rich educational tradition.

Today, many of the School's original buildings remain central to daily life. The Guest Chamber, Prior's Lodging, Overton's Tower, Tithe Barn and the iconic Arch - all part of the original monastic estate - provide a distinctive architectural setting that blends seamlessly with state-of-the-art modern facilities. The Arch, once the gatehouse to the Priory, now stands as a symbol of welcome and integrity, echoed in the School's motto: porta vacat culpa - "the gate is free from blame."

Repton educates over one thousand pupils across its Prep and Senior Schools. It is a school large enough to achieve excellence in every sphere (academic, pastoral, sporting and creative) yet small enough to ensure every pupil is known, nurtured and given the opportunity to flourish. At Repton, all pupils - whether day or boarding - belong to one of ten Houses (six for boys, four for girls), each providing a strong sense of identity, belonging, and pastoral care.
.





Academic standards are high and creative activities, including music, art, drama and design, flourish. The School has a national profile in sport, particularly in football, hockey, cricket and swimming. Our pupils thrive both in and out of the classroom and they develop the skills, qualities and values that will lead to a successful life.

We were delighted that the most recent ISI inspection (March 2024) found Repton to have met *all* standards, and highlighted sport as a significant strength of the school. The inspectors praised the inclusive, expert-led provision and its contribution to pupils' physical and personal development, noting that our approach cultivates "self-confidence, self-esteem and resilience to prepare them well for later life." The ISI inspection praised the School's "knowledgeable and skilled teachers" who deliver "carefully planned lessons that support and challenge pupils of all abilities." Inspectors noted that pupils are "thoroughly prepared for public examinations and achieve well," with teaching that actively encourages intellectual curiosity and independent thinking.



Whilst Repton is undoubtedly modern in terms of practice and outlook, the traditional values of encouraging pupils to aim high whilst showing respect for all are still of utmost importance. The School continues its strong educational vision, recognising the importance of being able to offer a Repton education to potential pupils from all backgrounds by providing scholarships and bursaries in a wide range of subjects.

Repton Prep, located on its own beautiful campus nearby, is an integral part of the Repton educational journey and a key member of the Repton Family of Schools. It shares our values, ambition and standards, and offers a seamless transition for many pupils into the Senior School. Alongside Repton Prep, the School has developed strong relationships with a growing number of other preparatory schools within the Repton Family of Schools, as well as with a wide range of leading feeder schools locally, regionally and internationally. These relationships are carefully cultivated and mutually valued, enriching our intake and creating opportunities for collaboration and shared development.

The Role



Job Purpose

- The Lead School Nurse and Health and Wellbeing Centre Manager will be based across Repton School and Repton Prep, reporting to the Deputy Head (Pupil Wellbeing & Pastoral) and the Head of Repton Prep.
- Deliver and oversee high-quality, person-cantered clinical care for a diverse paediatric and adolescent demographic, autonomously managing acute undifferentiated illness, complex chronic conditions, and emergency responses.
- Lead, mentor, and develop a multidisciplinary team of School Nurses and Health Care Assistants across multiple sites, fostering a culture of clinical excellence, psychological safety, and continuous professional growth.
- This is a full-time, term-time role, with additional weeks as required, and attracts a competitive salary commensurate with experience.
- As this is a role that may offer housing where available, on-site accommodation may be provided by the School on the Repton Senior site. Where provided, the accommodation would be in the heart of Repton village and would form a part of the remuneration package provided by the School.
- The Lead School Nurse and Health and Wellbeing Centre Manager is responsible for the strategic leadership, management and development of healthcare provision across Repton School and Repton Prep.
- The postholder will lead the delivery of safe, effective and compliant healthcare services, ensuring high standards of clinical practice, safeguarding, medication management, healthcare planning and policy compliance throughout the Foundation.
- Working closely with pastoral leaders, safeguarding staff, boarding teams, parents and external healthcare professionals, the Lead School Nurse will contribute significantly to pupil welfare, wellbeing and safeguarding.
- The role combines clinical leadership with operational management and governance responsibilities and will ensure that healthcare provision supports the School's wider pastoral and educational objectives.
- The Lead School Nurse will take responsibility for key policies linked to the health and wellbeing of pupils, including Care of Boarders, Administration of Medicines, Allergy Management, Medical, Dental and Eye Care and First Aid
- One term’s notice applies.

Key Responsibilities

Leadership and Management

- Lead and manage the Health & Wellbeing Centre provision at Repton School and Repton Prep School.
- Provide professional leadership, support and supervision to nursing and healthcare staff.
- Ensure consistency of practice across both schools.
- Lead recruitment, induction, appraisal and professional development within the healthcare team.
- Promote a culture of continuous improvement and high clinical standards.
- Contribute to strategic planning relating to pupil wellbeing and healthcare provision, including budget management and risk assessment.
- Prepare reports and recommendations for senior leaders as required.
- Maintain working relationships with the GP Partners and Practice Management team at Newhall Surgery.
- Continue to work alongside higher education partners to support the practice placement opportunities for Student Nurses as a Practice Assessor.

Clinical Skills and Leadership

- Maintain oversight of all healthcare provision across Repton School and Repton Prep.
- Ensure evidence-based rapid assessment, treatment and management of acute undifferentiated illness, injury and psychological distress to a diverse paediatric and adolescent demographic.
- To perform a wide-range of clinical nursing duties, including first aid, physical assessment and triage, utilising clinical diagnostic skills. To be able to differentiate between minor ailments and red flag conditions requiring urgent escalation or transfer.
- Independently manage acute trauma, wound care, soft-tissue injuries, burns, and common infectious presentations, applying evidence-based clinical guidelines to initiate timely treatment.
- Lead the development and review of Individual Healthcare Plans.
- Oversee healthcare support for pupils with long-term medical conditions.
- Provide clinical advice and guidance to staff, pupils and parents.
- Maintain oversight of vaccination programmes, travel health advice and health promotion initiatives.
- Support healthcare provision for educational visits, residential trips and sporting activities.
- Provide clinical leadership to the Matron team, including training, induction and on-going CPD.

Medication Management and Clinical Governance

- Act as the Repton School lead for medicines management.
- Ensure compliance with all legislation, professional standards and school policies relating to medicines.
- Maintain robust systems for
    - controlled drugs
    - prescribed medication
    - over-the-counter medication
    - emergency medication
    - medication audits.
- Lead incident investigation and learning processes relating to healthcare provision.
- Maintain rigorous clinical standards, clinical governance systems and quality assurance processes.
- Ensure accurate and confidential medical record keeping.

Healthcare Planning and Compliance

- Ensure compliance with all healthcare-related statutory and regulatory requirements.
- Lead the review, development and implementation of healthcare policies and procedures.
- Monitor compliance across both Senior and Prep Schools.
- Maintain oversight of
    - allergy management procedures, including anaphylaxis
    - asthma management
    - diabetes care
    - epilepsy management
    - healthcare risk assessments.
- Maintain oversight of healthcare documentation and audit requirements.

Out of Hours and Overnight Supervision

- The Lead School Nurse will ensure that there is out of hours nursing provision during term-time, including overnight cover.
- They will take responsibility for this rota and will provide on-site emergency response, including attending to pupils in the boarding Houses who are in need of medical assessment.
- Where deemed necessary the Lead School nurse will provide overnight supervision for a pupil.

Safeguarding and Pastoral Support

- Contribute to the School's safeguarding framework.
- Work closely with the Designated Safeguarding Lead and safeguarding team.
- Participate in safeguarding discussions where health concerns are relevant, including attending the weekly vulnerable pupils meeting.
- Ensure appropriate information sharing while maintaining professional confidentiality.
- Support pupil welfare, wellbeing and mental health initiatives.
- Work collaboratively with house staff, counsellors, pastoral leaders and external agencies.
- Work closely with the Pupil Mental Health and Wellbeing Lead to support pupils who are experiencing poor mental health. This will include participation in multidisciplinary pastoral meetings and assessing the risk to self when there are complex physical and emotional wellbeing needs.
- Make a significant contribution to pupil wellbeing strategy.

Training and Education

- Develop and deliver healthcare-related training for staff.
- Coordinate first aid provision across Repton School.
- Ensure appropriate training in
    - allergy awareness
    - anaphylaxis procedures
    - use of adrenaline auto-injectors
    - healthcare emergencies
    - medication administration
- Promote health education and preventative healthcare initiatives.

External Partnerships

- Maintain productive relationships with:
    - School Doctors at Newall surgery
    - local GP practices
    - NHS services
    - hospitals and specialist providers
    - safeguarding agencies
    - external healthcare professionals
    - University and further education partners
- Act as the school's principal healthcare liaison where appropriate.

Person Specification

Qualifications	
Registered Nurse (Adult, Child or Dual Registration)	Essential
Current NMC registration	Essential
Evidence of ongoing professional development	Essential
Qualification in leadership and management	Desirable
Safeguarding Level 3 training	Desirable

Experience	
Significant post-registration nursing experience	Essential
Experience working with children, adolescents or young adults	Essential
Experience managing long-term medical conditions	Essential
Experience leading staff and managing professional teams	Essential
Experience developing and implementing policies and procedures	Essential
Experience working within safeguarding frameworks	Essential
Experience maintaining confidential medical records	Essential
School nursing experience	Desirable
Experience of healthcare audits and inspections	Desirable
Experience leading multi-site healthcare services	Desirable
Experience of boarding School / ISI inspection environments	Desirable

Skills	
Strong leadership and management skills	Essential
Excellent communication and interpersonal skills	Essential
Ability to build positive relationships with pupils, parents and staff	Essential
Excellent organisational and administrative skills	Essential
Ability to exercise sound professional judgement	Essential
Ability to work calmly under pressure and manage competing priorities	Essential
Strong IT skills, including the use of Microsoft Office	Essential

Practical Information



Working and Living in Repton

The School is committed to employing and rewarding staff who share its ambition, its aims and its values. This will be reflected in a highly attractive remuneration package as well as the investments in both staff and facilities.

Benefits include

- Competitive salary
- Sports Centre Membership
- Generous annual leave

In its buildings and grounds, Repton combines the old and the new. The heart of the School is a beautiful 12th century Augustinian Priory, but following a major period of investment, the School has outstanding new and refurbished facilities in most teaching areas, most notably in the Science Priory, the School Theatre and a new Mathematics and PE Block.

Many of the sports facilities are either new, or recently refurbished and include:

- Eleven Grass football pitches
- Two 3G pitches – opening in 2026-2027
- Strength and conditioning performance gym
- Fitness suite
- Team room for video analysis and team briefings
- Two sports halls
- Two 25m 6 lane swimming pools
- Indoor and outdoor cricket, netball, tennis and hockey



In and Around Repton

The Repton Village Community

Repton village itself is a thriving community. The village contains a number of shops, pubs, restaurants and takeaways. It also has its own Post Office and a butcher's shop. There is an active village hall community which has its own community run café. In addition, Repton School has its own cafés at the School Sports Centre and in the Cloisters.



Places of Interest

Repton is situated in the heart of Derbyshire on the northern edge of the National Forest area in rolling countryside. There are many places for walking locally and the Peak District and White Peak area are within easy reach of the village. There are also a number of National Trust properties close by. Places of National interest, such as Chatsworth House, are less than an hour away by car.



Transport Links

Both Derby and Burton-on-Trent have train stations which allow for fast connections to major cities. This includes direct trains from Derby to London. Lichfield Trent Valley also has a direct line to London. There are also excellent links to local airports, including East Midlands and Birmingham.



Close to Major Cities

Repton is within easy reach of a number of major cities. These include Birmingham, Derby, Nottingham and Leicester.

Information for Candidates

Candidates should apply through the Repton Recruitment Hub. To submit your application please upload your documents by visiting https://jobsearch.repton.org.uk/

Your application should be accompanied by a covering letter and include the names and addresses of two professional referees. The closing date for applications has been extended to noon on **Monday 14th December 2026.** Interviews will take place at Repton School.

If you would like to have an informal conversation about the role please contact Anna Parish, Deputy Head Pupil Wellbeing and Pastoral, via email: aparish@repton.org.uk

Early applications for this role are encouraged and we reserve the right to appoint before the closing date for the position.

"My favourite part is when pupils come back to the boarding house, sit on the sofa, and we chat about their day."

Current Matron



Our Commitment to Safeguarding

In accordance with the Children Act any appointment to the Repton staff is conditional on criminal records clearance and the successful candidate will be required to supply the necessary information and documentary evidence. References will be obtained on all candidates called for interview and applicants should be aware that the interview will contain questions relating to the candidates' suitability to working in a post involving children.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, therefore the following shall be deemed to be included, in addition to the duties that you may be required to perform:

- ***Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact.***

    - Under the Sexual Offences Act 2003 it is a criminal offence for a person over 18 (e.g. teacher, matron, sports coach) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual.
    - This applies where the child is in full-time education and the person works in the same establishment as the child, even if s/he does not teach the child. Moreover, whatever the age of the pupil, a sexual relationship between an employee and a pupil will be considered an abuse of a position of trust and gross misconduct, likely to result in dismissal.





REPTON

Derbyshire · DE65 6FH