



Rossall

INSPIRING EXCELLENCE

School

Mental Health Nurse



APPOINTMENT BRIEF

May 2022



ABOUT ROSSALL SCHOOL

Founded in 1844, Rossall is a co-educational boarding and day school with an illustrious history and a clear strategic vision for the future. Situated on the Fylde Coast, the majestic backdrop of the Cumbrian Peaks and the Irish Sea provide a spectacular environment within which a community of some 800 boys and girls are inspired to fulfil their potential. The School provides a unique educational experience underpinned by a strong commitment to academic excellence and co-curricular participation. Successive generations of Rossallians have made a profound impact in fields as diverse as medicine, literature, music, politics and technology.



Academic results are superbly strong. The School has an IBDP average of 35 and this year over 60% of A level grades resulted in an A* or A. Almost two thirds of our Upper Sixth progress to Top 20/Russell Group universities. Additionally, this year, three students won full sports scholarships to the US whilst others are proceeding to top universities in Paris, Milan and Hong Kong - to name but a few. Rossall is an inclusive school with an intellectually dynamic culture that encourages young people to embrace the highest of aspirations.

Regionally, Rossall has now reclaimed its place as one of the top performing independent schools in the North West. Perhaps, most importantly, it is a school community with a huge heart and this manifests itself in happy and confident children and a staff body committed to providing the very best context within which young people may live, learn and play.

The student roll has grown very significantly in recent years and this is reflective of the School's outstanding reputation both regionally and nationally. Student numbers are very healthy and the school has emerged from the recent pandemic in a strong position financially. Such extensive expansion has resulted in a number of opportunities arising across a number of curricular areas and our ongoing development of signature programmes such the Broadway Performing Arts academy has opened up opportunities for exceptional educators to join us.

In 2019, the School embarked upon an ambitious development plan which placed a strong emphasis upon the provision of outstanding teaching and learning. The School is committed to ensuring that Rossall is recognised regionally and nationally as a progressive and aspirational School community committed to the professional development of all staff. The establishment of a thriving Leadership Academy is reflective of the growing number of aspirant educational practitioners who have decided to develop their careers here at Rossall.

This September, we have become an All-Steinway School and launched an International Piano Academy. The newly refurbished PrePrep School was opened at the end of the Summer Term and work will soon commence on our Science Building.

We strive to develop in our pupils a lifelong love of learning, a sense of moral purpose, and a belief in their own power to do good in the world. We prepare them to lead successful personal lives and productive professional lives. Our students are confident and compassionate. Increasingly they assume responsibility for their own learning and they are encouraged to be both critically reflective and resilient. We have the highest aspirations for our boys and girls and, as an IB World School, we endeavour to ensure that our pupils are intellectual risk-takers, open-minded and persuasive communicators. We desire for them to develop an intrinsic interest in the subjects that they are studying and to view the formal curriculum as constituting a starting point as opposed to an end in itself. Opportunities for academic enrichment abound and pupils are able to benefit from involvement in activities such as the Model United Nations and subject specific societies.



It is an inclusive and diverse School community with a roughly even split between day pupils and those who board. The internationally-minded nature of the School is as defining an aspect as its architectural beauty and fascinating history. In 2021, we had a full ISI compliance inspection. **We were judged to be compliant in every regard. In 2019, an educational quality inspection deemed the quality of pupil's personal development to be excellent.**

The School is a liberal and progressive community and we are committed to ensuring that our provision is outstanding in every regard. Student voice and our mental health provision are key focuses within our development plan and it is our ambition to be sector leaders in this



The School is ranked number one in the UK for golf and our growing football academy is one of the standout provisions in the country. Both our boys and girls First XI hockey teams progressed to the final eight of national competitions in 2020. We are in the process of launching the Broadway Performing Arts Academy and our recently launched Girls' Elite Football Programme in partnership with England and Chelsea footballer Millie Bright, and Fleetwood Town Football Club has led to huge success of our girls' football teams on a national level.

We recognise that parents expect the best for their children; therefore we continue to invest significantly in our expansive campus to provide a modern, comfortable location where boys and girls from 3 months to 19 years of age will find a safe, yet stimulating environment with all they need to get the most from their stay with us, in school as well as during leisure and social time. Our holistic vision of education is predicated upon excellent personal relationships with our families.

Popular with overseas and British pupils alike, our school has a unique identity and a strong sense of community spirit. Here, boarders from around 50 countries mix with British pupils to create an environment within which children are able to develop a truly international perspective and forge lifelong friendships with others from around the world.

Ours is a community based on trust, mutual respect and compassion, and we expect every member of our school to uphold these values, on and off the campus.

Rossall is an inspiring place to live, learn and work; we are fortunate to attract fantastic students and staff to join us on our beautiful campus by the sea!



MEET THE ROSSALL TEAM ROSSALL'S LEADERSHIP EXECUTIVES

Leading the school is Headmaster, Mr Jeremy Quartermain, and four fellow Leadership Executives. They are joined by the extended Senior Leadership Team.



Mr Jeremy Quartermain
Headmaster



Mrs Emma Sanderson
Bursar



Ms Dina Porovic
Senior Deputy Head



Mrs Emma Williams
*Deputy Head (Boarding
& Safeguarding)*



Mr Matt Turner
*Head of
Preparatory School*

JOB DESCRIPTION

Responsible to: **Head of Health and Wellbeing**

Job Purpose:

To work as a member of the school nursing team, which is responsible for delivering high-quality nursing care to all students and staff in school on a day to day basis.

To support the health and wellbeing of staff, pupils, and the wider Rossall Community.

This post provides the opportunity for a forward thinking and enthusiastic individual to develop and implement safe, sound and supportive services that embrace the provision of holistic care. With a strong emphasis on multidisciplinary working, you will need to be an innovative thinker and be able to form effective relationships.

Main Responsibilities:

MAIN DUTIES

Clinical practice

- Ensuring the wellbeing of students and staff, making sure their mental, physical, emotional, and social needs are met.
- Assessing a variety of acute and complex mental health issues as well as collaboratively planning and implementing treatment.
- Providing counselling and, when necessary, referring to more specialist agencies/ services.
- Producing Individual Health Care Plans as required in liaison with parents and external specialist professionals for pupils with mental health conditions.
- Informing the Designated Safeguarding Lead immediately if there are Child Protection concerns about a pupil
- Working within the guidelines and policy and procedure requirements laid down by School policies in such matters as Safeguarding, Health and Safety, Risk Management and Equality and Diversity.
- Be required to carry out such reasonable additional duties as may from time to time be determined by the Head of Health and Wellbeing.

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, recognising the need for alternative methods of communication to overcome different levels of understanding, cultural background and preferred ways of communicating.
- 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 staff responsible for pastoral care, support and guidance of pupils, maintaining records as appropriate.
- Work closely with teaching staff and Houseparents.

Delivering a quality service

- Recognise and work within own competence and professional code of conduct as regulated by the Nursing and Midwifery Council (NMC).
- Produce accurate and complete records of consultations, consistent with legislation, policies and procedures.
- 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

- Understand your own role and scope within the Rossall community and identify how this may develop over time.
- 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 in a manner that promotes and protects your own health and safety, as well as that of other staff, pupils and visitors.
- Monitor work areas and practices to ensure they are safe and free from hazards and conform to health, safety and security legislation, policies, procedures and guidelines.
- Ensure safe storage, rotation and disposal of drugs is undertaken. Where appropriate, oversee the monitoring, stock control and documentation of controlled drug usage according to legal requirements.
- Undertake mandatory and statutory training.
- Apply infection control measures within the Health and Wellbeing Centre 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 continuing professional development 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.
- Provide an educational role to students, families and colleagues in an environment that facilitates learning, incorporating the delivery of key mental health issues during PSHE sessions and leading on organising group sessions focussing on key issues.

Other

- Be aware of, and support, differences and ensure equal opportunities for all.
- Appreciate and support the role of other professionals.

In line with our commitment to safeguarding, all members of staff have a duty of care towards Rossall pupils and are expected to report any such concerns to the Designated Safeguarding Lead (DSL) or the Deputy DSL.

The post-holder must adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School, they must report those concerns to the DSL or to the Head immediately

For further details of this exciting opportunity, please contact Mrs Gemma Turner (Head of Health and Wellbeing) via email at g.turner@rossall.org.uk.

Visits to Rossall School are welcomed and can be arranged by contacting Mrs Gemma Turner.

PERSON SPECIFICATION

Please note, these are the criteria which will be considered as part of the selection process.

Education and Qualifications
<p>Essential:</p> <ul style="list-style-type: none">• Registered Mental Health Nurse• Current Nurse NMC registration <p>Desirable:</p> <ul style="list-style-type: none">• Degree level nursing qualification
Skills, Knowledge and Understanding
<p>Essential:</p> <ul style="list-style-type: none">• Experience of dealing with mental health difficulties in children and young people• Knowledge of safeguarding• Ambitious to develop as a school based Mental Health 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. <p>Desirable:</p> <ul style="list-style-type: none">• Experience of working in a school or with young people• Basic computer skills
Personal Characteristics
<p>Essential:</p> <ul style="list-style-type: none">• 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 <p>Desirable:</p> <ul style="list-style-type: none">• Car driver/clean licence.



BENEFITS OF SERVICE

The position is a part-time post, term-time only, 3 days per week 8.30am – 4.30pm Monday to Friday.

Salary is dependent on qualifications and experience.

In addition to providing a great place to work, we offer a generous remuneration package to colleagues which includes:

- Extensive CPD opportunities, financial support and study leave for qualifications
- Membership of the school contributory pension scheme
- Free lunch and refreshments during term-time
- Free parking on site
- Medical centre on site during term time
- Free use of the School swimming pool, gymnasium and sports facilities
- A generous discount on the School fees of employees' children attending the School (except the Nursery)

APPLICATION PROCESS

To apply, please complete the application form available on the School website, ensuring that your referees include your current or most recent employer.

Your letter of application should be no more than two sides and clearly outline your suitability for the role with reference to the Job Description and Person Specification. You should also explain clearly why you want to work at Rossall.

Send your completed application to:

POST:

Mrs Stephanie Capstick
Head of HR and Compliance
Rossall School
Broadway
Fleetwood
Lancashire FY7 8JW

EMAIL:

hr@rossall.org.uk

KEY DATES:

Deadline for submission of applications 12.00 noon on Monday 16th May 2022

Rossall School is committed to safeguarding and promoting the welfare of children. An enhanced DBS clearance will be undertaken by the School. The position is regulated activity and therefore exempt from the Rehabilitation of Offenders Act 1974.