



Gildredge
House

An Ofsted
GOOD
School



Information for Prospective Candidates

September 2026

Position: Health Lead (Whole School)
Contract: Full-time, Permanent
Start date: October 2026
Deadline: Friday 2nd October at 9:00 am

An insight into the role

As a school, we are delighted that you are considering applying for the post of **Health Lead (Whole School)**. We hope this pack is informative and useful, but if you require any additional information or have questions, please contact careers@gildredgehouse.org.uk Tel: 01323 400650.

CLOSING DATE: Friday 02 October 2026 at 9:00 a.m.

START DATE: October/November 2026

INTERVIEWS: Interviews will take place in the week following the closing date

SALARY RANGE: £29,397 - £31,335 Gildredge House FTE. Actual salary £24,355 - £25,961 pro rata. Gildredge House Support Staff Pay Scale Grade 8 points 20-22 (2025-2026).

You will be paid for 43.2 weeks per year, comprising term time, one week of INSET, plus paid holiday.

Please note: Applications will be screened as they are received, and interviews may be offered before the closing date. Early application is therefore advised.

We welcome visits from prospective candidates and invite you to contact us. A substantial level of experience of working with children and young people in an educational or pastoral context is essential.

- Do you want to be part of a school where your contribution is valued and celebrated?
- Do you want to have a positive impact on student mental health and wellbeing?
- Do you want to join a staff team that is diverse, collegiate and respected?

If you are an experienced and committed practitioner - with a passion for supporting all students - we want to hear from you.

Working across the Primary and Secondary phases of this all through school enables you to have the opportunity to contribute to our students' long-term health and wellbeing, working closely with colleagues throughout the school, to ensure that students receive the right support at the right time.

You will work closely with the Deputy Head Teacher for Behaviour, Attitudes and Safeguarding, as well as the wider Pastoral Support Team in both phases of the school.

You'll play a strategic role in developing, implementing and reviewing the whole school health strategy, encompassing mental health, physical health, first aid and medical needs.

At Gildredge House, each individual is known and valued. Students are inspired to discover their passions and realise their academic potential. You will join a strong team of inspirational teachers in an exciting environment where learning is fun and purposeful.

Gildredge House offers:

- continuity of education for students aged 4+
- an expectation of high academic standards and ready to learn behaviours
- excellent pastoral care

- a range of extra-curricular activities
- parent and community involvement
- a positive team ethos

As an employee of the school, you would benefit from:

- A two-week break in the Autumn Term, allowing for holidays to be taken out of peak season.
- A supportive induction programme for new staff to the school
- Investment in your career development through appropriate, regular CPD
- Support and mentoring by a strong Senior Leadership Team and other experienced leaders
- Access to a full employee assistance programme, in support of wellbeing
- TPS Pension Scheme
- Complimentary tea and coffee in our staffroom
- On-site parking

To contact us to arrange a visit, please email careers@gildredgehouse.org.uk or call 01323 400650 to speak to the HR Officer.

For further details about the role, please contact the Deputy Head Teacher, Jemma Graffham, j.graffham@gildredgehouse.org.uk

Gildredge House is committed to safeguarding and promoting the welfare of children. All offers of employment with the school are subject to pre-employment checks which will include References, Health, Right to Work in UK, a satisfactory Enhanced DBS with Children's Barred List check and a Declaration that you are not a disqualified person under the Childcare Act 2006.

Please note that under the UK GDPR, by replying to this advert, you are consenting to Gildredge House processing and retaining your personal information for the purposes of this application. You have the right to withdraw your consent and ask for your data to be deleted at any time, however it will then not be possible for Gildredge House to process your application any further. For further details please see the specific Privacy Policy for job applicants which can be found at <https://www.gildredgehouse.org.uk/our-school/data-protection/>

Job Description: Health Lead - Whole School

Salary: Gildredge House Support Staff Pay Scale Grade 8 points 20-22
Hours: Full time
Reporting to: Deputy Head Teacher

Purpose of the post

The Overall Health Leader provides strategic oversight of mental health, wellbeing and health systems across the school. The role ensures a consistent, evidence-informed and joined-up approach to student health that aligns with safeguarding, SEND and inclusion frameworks.

The post-holder leads the tiered mental health model, ensuring students receive the right support at the right time.

The Health Lead will:

- Provide strategic oversight of mental health, wellbeing and health systems across the whole school.
- Ensure a consistent, evidence-informed and joined-up approach to student health and wellbeing.
- Align health provision with safeguarding, SEND and inclusion frameworks to ensure coherent support for students.
- Lead and develop the school's tiered mental health model, ensuring students receive the right support at the right time.
- Oversee early identification, targeted intervention and specialist pathways for mental health and wellbeing needs.
- Work collaboratively with pastoral teams, external agencies and families to promote positive outcomes for students.
- Monitor, evaluate and refine health and wellbeing provision to improve impact and reduce barriers to learning.

Key Responsibilities and Tasks

Strategic Leadership of Health & Wellbeing

- Develop, implement and review the whole-school health strategy, encompassing mental health, physical health, first aid and medical needs.
- Ensure alignment with safeguarding, SEND, behaviour and attendance policies.
- Promote a whole-school culture of wellbeing, prevention and early intervention.
- Interconnect physical health, emotional wellbeing and learning readiness.
- Monitor national guidance, health duties, Ofsted expectations and best practice.

Physical Health & First Aid Oversight

- Provide strategic oversight of first aid provision across the school (not day-to-day delivery).
- Ensure the school has:
 - o Adequate numbers of trained first aiders
 - o Appropriate placement and coverage across the site and timetable

- o Clear systems for recording, reporting and follow-up of medical incidents
- Oversee the integration of first aid within pastoral and wellbeing systems, recognising first aid interactions as:
 - o Early indicators of vulnerability or anxiety
 - o Opportunities for pastoral check-ins and escalation
- Work with pastoral staff to ensure students with frequent medical visits are monitored for underlying physical, emotional or attendance-related needs.
- Support the development and review of Individual Healthcare Plans (IHPs) for students with medical needs, in liaison with DSLs, SENDCo and parents/carers.

Tiered Health Support and Intervention

- Oversee the stepped-care model
 - Universal: health awareness, routines, preventative support
 - Targeted: SEMH mentoring, ELSA, attendance and anxiety support
 - Specialist: counselling, medical escalation, external referrals
- Ensure physical health concerns that impact attendance, behaviour or engagement are appropriately triaged and monitored.
- Ensure clear referral pathways and thresholds for support.
- Quality-assure mental health provision across the school.

Clinical Oversight & Supervision

- Professionally oversee school counselling provision.
- Ensure safe practice, confidentiality and safeguarding compliance.
- Support staff in managing complex or high-risk cases.

Safeguarding & Medical Risk

- Work closely with the DSL on:
 - o Health-related safeguarding concerns
 - o Self-harm risk where physical care intersects with mental health needs
 - o Medical issues that raise safeguarding or neglect concerns
- Act as Deputy DSL
- Support crisis response where physical and mental health risks intersect (e.g. anxiety-related collapse, school refusal linked to illness).
- Ensure staff understand escalation routes and responsibilities.

External Agency & Multi-Agency Work

- Coordinate partnerships with CAMHS, Educational Psychology, School Health, Social Care and Early Help.
- Lead or attend multi-agency meetings and ensure effective communication.
- Support referral processes and follow-up for vulnerable students.
- Ensure accurate health information is shared appropriately within safeguarding and confidentiality boundaries.

Training, Monitoring & Evaluation

- Coordinate staff training on:
 - o Mental health awareness
 - o Trauma-informed practice
 - o Understanding the link between physical symptoms and emotional distress
 - o Clear first aid and health reporting procedures
- Monitor patterns in:
 - o First aid usage
 - o Medical room attendance
 - o Anxiety-related absence or somatic complaints

- Analyse wellbeing, attendance and behaviour data to identify trends. Reporting trends and impact to SLT to inform whole-school strategy.
- Evaluate the impact of mental health interventions and report to SLT.

General Expectations

- Abide by and apply all school policies: Behaviour for Learning and Exclusions, Health and Safety, Equal Opportunities and Data Protection etc.
- Perform such other tasks as may reasonably be required by the Line Manager or by Heads of School or Executive Head Teacher.
- Always maintain confidentiality and uphold the professional standards of the school both in and out of the workplace.

Professional Development

- Attend relevant training as instructed by the school to improve self-performance.
- Take ownership of performance management targets, achieve and review with the Line Manager through to successful annual completion.

Person Specification: Health Lead (Whole School)

This position requires the following personal qualities and attributes:

Experience and Qualifications

Criteria	Essential	Desirable
GCSE (or equivalent) Mathematics and English	✓	
A recognised professional qualification related to education, health, wellbeing or mental health, or equivalent relevant experience	✓	
Current First Aid Certificate or willingness to undertake training	✓	
Substantial experience of working with children and young people in an educational or pastoral context	✓	
Demonstrable experience of supporting student mental health and wellbeing	✓	
Secure knowledge of safeguarding responsibilities and statutory guidance	✓	
Experience of undertaking accurate administrative and record-keeping duties	✓	
Previous experience of working in a school		✓
Formal training in mental health interventions, counselling, psychology, pastoral leadership or therapeutic approaches		✓
Experience of leading, coordinating or developing wellbeing or mental health provision		✓
Experience of working with external health, mental health or social care services		✓
Leadership or management experience within a school or multi-disciplinary team		✓

Skills and Knowledge

Criteria	Essential	Desirable
Secure understanding of mental health, safeguarding, SEND and inclusion frameworks, and how these interconnect	✓	
Ability to work in an organised, systematic and methodical manner	✓	
Ability to maintain accurate, confidential and up-to-date records, systems and reports	✓	
Strong organisational skills, including managing referrals, health records and multi-agency pathways	✓	
Ability to prioritise workload and manage competing demands effectively	✓	
Calm, effective and confident response to medical incidents, accidents or emergencies	✓	
Highly effective communicator with students, families, staff, governors and external agencies	✓	
Ability to demonstrate sensitivity, professional judgement and discretion in confidential matters	✓	
Secure knowledge of school policies, including Child Protection, Health & Safety and Equal Opportunities	✓	
Working knowledge of how schools operate and function		✓
Skilled in using evidence, data and research to inform practice and improve outcomes	✓	
Ability to lead a tiered mental health model (universal, targeted and specialist support)		✓
Strategic ability to design, implement and evaluate whole-school health and wellbeing provision		✓
Ability to train, support and influence staff to embed consistent whole-school practice		✓

Professional Skills

Criteria	Essential	Desirable
Flexibility and commitment to working as part of a wider school team	✓	
Strong organisational, administrative and systems-management skills	✓	
Clear, confident and professional communication skills	✓	
Ability to work collaboratively within a multi-disciplinary and multi-agency context	✓	
Leadership skills within health, wellbeing or safeguarding structures		✓

Personal Qualities

Criteria	Essential	Desirable
Strong interpersonal skills and professional credibility	✓	
Values-driven, with a child-centred approach to decision-making	✓	
High levels of emotional intelligence, empathy and professional integrity	✓	
Calm, resilient and reflective when working with complex or sensitive needs	✓	
Demonstrates discretion and absolute respect for confidentiality	✓	
Self-motivated and able to work effectively without close supervision	✓	
Willingness to challenge self and strive for excellence	✓	
Positive, solution-focused and proactive attitude	✓	
Strong commitment to the values and ethos of Gildredge House	✓	
Confident advocate for student health, wellbeing and inclusion across the school	✓	
Commitment to continuous professional development and reflective practice	✓	
Willingness to engage in further training offered by the school and local authority	✓	

If you are interested in the position, please download the Application Pack on our website:
<https://www.gildredgehouse.org.uk/home/contact-us/staff-vacancies/>

Please complete the Application Form and return to careers@gildredgehouse.org.uk by 9.00am on the closing date

We look forward to hearing from you.