



NOTTING HILL & EALING
HIGH SCHOOL

GDST
GIRLS' DAY SCHOOL TRUST

Medical Lead

Permanent, Full Time, 36 Hours Per Week,
Term Time Only + 5 Days



FOR SEPTEMBER 2026
CLOSING DATE 2nd JULY 2026
£40,000-£60k,000 FTE pa dependent on
qualifications and experience.
*pro rata salary will apply

Inspiring academic excellence since 1873



Notting Hill & Ealing High School is one of London's leading independent girls' day schools. Founded in 1873, it is the oldest of the 25 schools which make up the Girls' Day School Trust. We are an all-through school, starting at age 4 with over 900 students in all. The Senior School starts at age 11.

NHEHS is academically selective. Students are bright and ambitious. There is no tension between success and happiness and the school is highly regarded for the way it achieves outstanding outcomes within a particularly warm and supportive environment.

Public examination results are consistently outstanding, and girls go on to study a wide range of subjects at prestigious universities, from Oxford and Cambridge to overseas destinations such as Caltech, NYU and Universidad Europea.

The school has won multiple awards including: London Independent School of the Year 2024 - ISP, Best City Prep School - The Week 2025, Charitable Work Champion - Winner School House Magazine 2024.

Five pillars of the school's vision and mission for the coming years

- **AN INSPIRING ACADEMIC CULTURE**

To provide a rich, challenging, inspiring and evidence-based education that cultivates intellectual curiosity, critical thinking, creativity and a lifelong love of learning, within and beyond the classroom.

- **VOICE & EXPRESSION**

To empower pupils to express themselves with confidence, clarity, and purpose and develop skills to question, debate and challenge.

- **LEADERSHIP & INITIATIVE**

To nurture ethical leadership and success, encouraging pupils to take initiative, innovate and turn ideas into positive action within the school, across the GDST community and in the wider world.

- **AN INCLUSIVE & COLLABORATIVE COMMUNITY**

To build an inclusive and collaborative culture founded on respect, empathy and generosity of spirit, in which we welcome diversity of perspectives, celebrate individuality and enable all pupils to thrive.

- **CHARACTER & SKILLS FOR LIFE**

To equip pupils with the skills and character needed to thrive in a complex and ever-changing world, enabling them to become resilient, adaptable, open-minded young women of integrity, courage and confidence.



Academic & Pastoral Excellence



“

At NHEHS, pastoral care is prioritised as much as academic drive.”

THE GOOD SCHOOLS GUIDE



The best of both worlds

We welcome applications from colleagues who share our ethos that a happy and supportive environment sits alongside academic success.

Proactive pastoral care

Initiatives at key developmental milestones help to develop in students an outward-looking perspective, as well as the ability to navigate life at school and in the future. A clear pathway of support, ensuring that every student is aware of all the people they can talk to, supports our students through their teenage years.

The school operates an extensive House system, which supports inter-year links, and encourages girls to take part in competitions across school life, from the infamous “House Shout” to “House University Challenge”.

Pastoral Involvement

All teachers are also tutors for a form, supported by an experienced Head of Year. For those with particular strengths or ambitions, there are opportunities to receive training in Mental Health First Aid, or to become a Pastoral Coach (supplementing form tutor provision) or to become part of the specialist team delivering Sex and Relationships Education.

Our Teaching & Learning philosophy: beyond specifications

We seek to spark a deep-seated love of learning, and a knowledge-rich understanding that reaches far beyond curriculum specifications. In class, students are engaged with a variety of questioning styles. Here and through written feedback, they are always encouraged to deepen and develop their answers. We use authentic, meaningful resources, wherever possible including original texts or journal articles. We are also passionate about the power of effective verbal and written feedback.

Scholarship & Research

The culture of scholarship is everywhere. Students in Year 8 complete a ‘Learning Amazons’ project on an area of interest and students in Years 10 and 12 have the opportunity of working with counterparts in other schools on research projects, supported by academics in various other Universities.



Students who were both offered places to read Medicine at the University of Cambridge

Bright & enthusiastic students



“

Students here are encouraged to take the lead: from formal responsibility positions, to setting up acapella choirs, it all makes a difference.”

LEWHAT, HEAD GIRL OF NOTTING HILL & EALING HIGH SCHOOL

Martha, Year 12

“At NHEHS, the teachers are not only incredibly supportive of your learning, but also endorse your interests outside of academia. At the moment I am really enjoying European Ambassador Club, which strives to celebrate European diversity and culture”.

Martha studies History, Spanish and French for A Level. As a passionate linguist, she hopes to extend this interest at University, and is working closely with the Language department to achieve this dream. As both a linguist and a historian, Martha has been channelling her subject expertise into her involvement in the European Ambassador Programme, which aims to increase student awareness around European values and democracy at NHEHS.

Lilly, Year 9

“NHEHS has something for everyone: teachers make it as inclusive as possible, and I love the food!”

Lilly is one of our sporting stars, and plays for Middlesex Cricket Club. Her favourite subjects are Maths, Drama, and Design Technology: she is just as impressive in the classroom and the workshop as on a Cricket pitch! This year, Year 9 are trying to be more curious, so she is enjoying going down rabbit holes and learning beyond the curriculum.

Wala, Year 7

“At NHEHS, I am able to be as creative in lesson time as I am outside of school. My two favourite subjects are English and Art, and I especially enjoy Creative writing and poetry, as they allow me to be the most imaginative”.

Wala is in Year 7. Alongside her academic subjects, she also loves sports, and participates in Dance Club to extend her passion outside of the classroom. Not only is she a creative writer, but Wala is also a musician and plays in the school Orchestra as a Violinist.

This year, Year 7 have participated in a competition in celebration of National Poetry Day, where they focused on the many forms that poetry can take as a medium for self-expression.



Best friends since Reception and Waterpolo Captains (their team won the national championships), have gone on to study Engineering at Caltech and Computer Science at Cambridge.



A diverse community of colleagues



“

NHEHS is a magical place. We learn with, and from each other: I love discussions with colleagues and the many opportunities to connect socially.”

ANIKA DONKOR, GERMAN LANGUAGE ASSISTANT & A LEVEL TEACHER

Rachel Gordon

Teacher of History and Teaching & Learning Development Lead

“Staff are trusted in trying new approaches, and supported in leading initiatives. NHEHS is a true community with numerous pathways for career development. I’m proud to have worked here for 10 years – and looking forward to the next 10!”

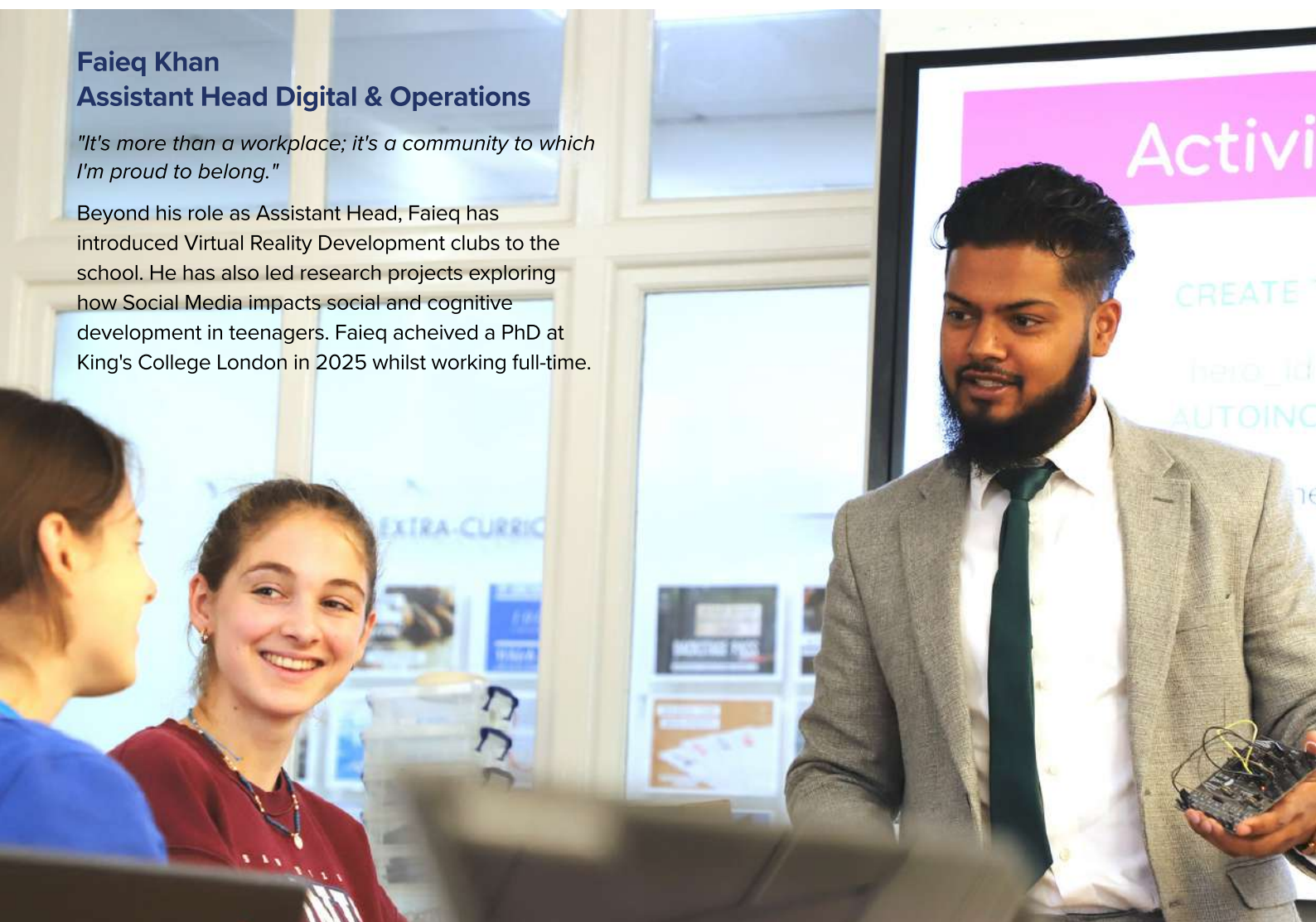
Following a career in investment banking, Rachel leads public speaking for students and is well-known for delivering formidable all-staff training sessions, and ‘revision parties’ for A Level History. Her da Vinci cross-curricular lecture initiative won the TES Creativity Award.

Faieq Khan

Assistant Head Digital & Operations

“It’s more than a workplace; it’s a community to which I’m proud to belong.”

Beyond his role as Assistant Head, Faieq has introduced Virtual Reality Development clubs to the school. He has also led research projects exploring how Social Media impacts social and cognitive development in teenagers. Faieq achieved a PhD at King’s College London in 2025 whilst working full-time.



Person Specification

Notting Hill & Ealing High School—the oldest school in the Girls' Day School Trust—is seeking a proactive and highly organized School Medical Lead. This is a pivotal role within our warm and supportive community, ensuring the physical and mental well-being of approximately 900 pupils across our Junior and Senior schools.

We are looking for a dedicated professional to lead our medical provision in school. You will oversee the first-aid provision, and work closely with senior leadership to maintain a robust culture of care.

We welcome applications from Registered Nurses.

The successful candidate will possess exceptional clinical judgment, strong interpersonal skills, and the ability to relate effectively to young people.



Personal Attributes

- Enthusiastic, positive and hard working
- Commitment to the safeguarding of children and young people
- Flexible and approachable attitude
- Ability to work under pressure
- Clear spoken English
- Well-presented appearance and professional manner
- Good ICT competency
- Good organisational skills
- Ability to communicate effectively with all members of the school community
- Attention to detail
- Self-motivated and able to work with minimal supervision
- Ability to work flexibly as part of a team
- Willingness to play a part in the overall developments of the school
- Commitment to maintaining the caring and supportive ethos of the school

Qualifications & Experience

Essential

- Relevant professional qualification (NMC Registered Nurse)
- Evidence of commitment to continuing professional development
- An up-to-date first aid qualification
- Excellent clinical work, decision-making, and competence
- Exceptional communication and interpersonal skills to relate to young people and manage parental communications.
- IT skills (Microsoft Office/Databases) and ability to write risk assessments
- Strong understanding of child protection and safeguarding procedures
- Understanding of public health, child surveillance, and accident prevention

Desirable

- Experience providing acute care or first aid and managing long-term conditions
- Experience working with children and families in a community setting

The successful candidate would receive full training.

Job description

The Post

The School Medical Lead is an integral part of the medical and pastoral support in school. Reporting to the Deputy Head Pastoral and working closely with the Head of the Junior School, the role is proactive, ensuring the school looks after the physical and mental health of the community through visible and robust engagement.

Key Responsibilities

Health, Safety & Clinical Oversight

- Medical Room Supervision: Manage the care of sick, injured, and distressed individuals and respond to medical needs across all school phases.
- Complete necessary paperwork and administration using appropriate school systems in relation to the care of sick, injured or distressed pupils as above.
- Health Monitoring: Review and record the health status of pupils on entry and in accordance with GDST procedures.
- In-School Care Plans: Collaborate with parents and specialist health professionals to develop and monitor plans for pupils with complex or long-term conditions (e.g., asthma, diabetes, allergies, eating disorders).
- Provide guidance to and support staff in relation to the medical needs of pupils attending trips, fixtures or educational visits.
- Lead the school's policy on allergy management in line with statutory requirements and best practice
- First Aid Leadership: Implement statutory and GDST-compliant first-aid arrangements, including maintenance of records and accident reporting.
- Advise the Head in the development of health-related policies and preventive or risk reduction programmes around specifically identified school needs, such as nutrition, physical activity, medical checks, teenage pregnancy initiatives, nut allergies, obesity, and eating disorders.
- Emergency Planning: Contribute to school emergency and business continuity plans, including responses to communicable diseases.
- Work with local vaccination services to provide pupils with effective access to vaccinations and coordinate school-wide immunisations as appropriate.
- Attend and prepare reports for the school Health and Safety Committee.
- Ensure that all first aid kits throughout the school are replenished by regular inspection of stocks.
- Be responsible for the safe storage and administration of medicines.

Pastoral Care & Safeguarding

- Vulnerability Support: Devise strategies to identify and support vulnerable pupils, including those self-harming or with significant personal challenges.
- Safeguarding: Work with Designated Safeguarding Leads (DSL) to protect pupils at risk of abuse, neglect, self harm and suicidal ideation.
- Liaison with members of the multi-disciplinary Pastoral Team as needed.

Training & Management

- Staff Leadership: Manage the Welfare Officer and lead the training of school first-aiders.
- Professional Development: Provide training to teaching and support staff on specific health needs such as Allergy Management, EpiPens, diabetes care.



Benefits of working with us



“

I ensure that colleagues are well looked-after! We enthusiastically develop new menus, inspired by many cultures, and love suggestions.”

BELLA HENRY, CATERING AND FACILITIES MANAGER



**Generous
salaries**

**A flexible
pension
scheme**



**Excellent
lunches during
termtime**

**Wonderful,
bright &
grounded
students**



**The cycle to
work scheme**

**The GDST
development
programme**



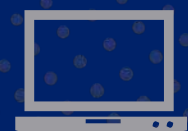
up to
50% off
fees for children
at GDST schools

**A fun, warm
& inclusive
culture**



**Childcare
vouchers**

**Interest-free
loans for
laptops**



Next steps for your application

Frequently asked questions

• PAY

The GDST has its own payscales. Consideration is given to experience and talents in fields outside of teaching. Increases are also possible for different responsibility posts as well as subject specialist knowledge, through the consultant scheme.

• PARKING

There is ample parking immediately next to the school on the various roads around the site, as well as free parking a short walk away. Secure cycle racks are also available on site and many colleagues come in by bike.

• PENSIONS

Support staff become members of the GDST flexible pension plan, a Defined Contribution scheme. Default contribution rate is 3.5%, with 4.5% from GDST. Employees can choose a higher contribution rate with GDST contributing up to 12% dependent on employee contribution.

Information about the school can be found in the following places:

• THE SCHOOL WEBSITE

NHEHS.GDST.NET

This contains recent news as well as information about the different departments and the school's extracurricular offering.

• THE GOOD SCHOOLS GUIDE

Search for Notting Hill & Ealing High School

This review gives an external perspective on the School.

APPLICATION PROCEDURE

To apply please go to the NHEHS website and complete the online application.

**Closing date is 12 noon, Thursday 2nd July 2026
interviews will take place before 7th July 2026**

We reserve the right to close this vacancy early if we receive sufficient applications for the position and recommend that applications are submitted early.

We are an equal opportunity employer and welcome applications from all qualified individuals. To be eligible for employment, candidates must provide proof of their right to work in the UK.

It is the post-holder's responsibility to promote and safeguard the welfare of children and young persons for whom they are responsible, or with whom they come into contact. You will adhere to and ensure compliance with the school's Child Protection Policy Statement 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 any concerns to the school's Designated Safeguarding Lead (Deputy Head) or to the Headmistress.

Candidates should be aware that they will be asked to undergo a DBS check.

The School may also conduct online searches (including publicly available social media searches) as part of our recruitment processes.

The GDST is committed to diversity, inclusion and real change: a family where every individual is valued, respected and included.

We'd love to hear from you. Do get in touch with any questions.

Saniya Gill-Kundi, Human Resources Manager
recruitment@nhehs.gdst.net, 0208 233 8574