



Vacancy for: Head of School

Employment Type: Full Time, Permanent

Salary: £66,198 - £68,698 dependent upon experience

Date of Commencement: January 2027 (or sooner by negotiation)

Location: Mill House School, Meriden, CV7 7JE

Mill House School is a vibrant and nurturing independent day school located in the beautiful village of Meriden, Solihull. We specialise in supporting young people aged 11–19 who find large group settings challenging and who thrive in a more personalised, alternative approach to education.

All our pupils have an EHCP, and most are diagnosed with autism, so our small, close-knit environment is carefully designed to meet their individual needs. With a strong focus on personal growth, emotional wellbeing, and academic achievement, we empower every student to flourish at their own pace.

At Mill House, learning extends beyond the classroom. We offer a broad curriculum that leads to meaningful qualifications, preparing students confidently for their next steps into further education, training, or employment. Our small size allows us to build deep, trusting relationships with each young person and their family. We don't just teach - we nurture potential, build confidence, and create lasting change.

Our staff team is at the heart of what makes Mill House special - caring, collaborative, and passionate about making a real difference every single day. We believe in supporting our staff as much as we support our students, offering regular professional development opportunities, and a genuinely positive, welcoming environment where everyone's contribution is valued.

If you are passionate about working in a school where relationships are central, where creativity and positivity are encouraged, and where the impact of your work is truly visible, then Mill House School could be the perfect place for you. Join us and be part of a community where every day is an opportunity to change lives for the better.

OFSTED rating June 2025

Good overall

Outstanding - Personal Development

Outstanding - Behaviour and Attitudes.

'The school is aspirational for all pupils. It has high expectations of what they can achieve academically. The personalised curriculum supports pupils to succeed in their learning. As a result, pupils achieve well and are extremely well prepared for the next stage in their education.'

'Pupils are exceptionally positive about their experience at Mill House school.'

'Staff are proud to work at the school. They feel valued and heard'

Job Purpose

Due to the continued growth and success of Mill House School, we are seeking to appoint an exceptional and inspirational **Head of School** to lead our thriving specialist provision. This is a unique opportunity for a passionate and experienced school leader to shape the future direction of our school, building on our strong foundations and driving further excellence across all aspects of school life.

As Head of School, you will provide strategic and operational leadership, ensuring the highest standards of teaching, learning, behaviour, safeguarding, and pastoral care. Working closely with the Proprietor, Headteacher and senior leadership team, you will lead school improvement initiatives, develop staff, promote a culture of high expectations, and ensure that every pupil receives an outstanding educational experience.

This role offers the opportunity to lead a highly committed team within a nurturing and ambitious environment where relationships, inclusion, and personalised learning are at the heart of everything we do.

About You

We are looking for an experienced and visionary leader who shares our commitment to transforming the lives of young people with additional needs.

You will be an outstanding practitioner with a proven track record of successful leadership and school improvement. You will have the ability to inspire staff, engage positively with families and external professionals, and maintain a relentless focus on achieving the very best outcomes for pupils.

The successful candidate will demonstrate strong strategic thinking, excellent organisational skills, and the ability to balance operational management with long-term development. You will be passionate about creating an inclusive, nurturing school culture where both pupils and staff can thrive.

Why Work For Us?

Mill House School offers a rare opportunity to lead a highly regarded specialist school with a strong reputation for providing life-changing educational experiences for young people.

As Head of School, you will work alongside an ambitious and supportive leadership team committed to continuous improvement and innovation. You will have genuine influence over the strategic direction of the school and the opportunity to make a lasting impact on the lives of our pupils, families, and staff.

We are committed to supporting our leaders through high-quality professional development, coaching, and wider leadership opportunities, ensuring you are empowered to achieve both personal and organisational success.

The Opportunity

This is an exciting time to join Mill House School. Following a successful period of growth and a positive Ofsted inspection, we are looking for an ambitious leader who can build upon our achievements while shaping the next phase of development. The successful candidate will lead a dedicated team of professionals, champion our values, and ensure that every pupil is supported to achieve success both academically and personally.

We Seek Highly Motivated and Committed Individuals Who:

- Have substantial leadership experience within a school environment.
- Are qualified teachers with a strong track record of improving outcomes for pupils.
- Can articulate and deliver a clear vision for school improvement and excellence.
- Demonstrate a deep understanding of effective teaching, learning, assessment, and curriculum development.
- Have experience of leading and developing staff through coaching, mentoring, and performance management.
- Possess strong knowledge of safeguarding, SEND provision, behaviour, attendance, and pastoral care.
- Are skilled in analysing data and using evidence to drive improvement.
- Have experience contributing to school self-evaluation, strategic planning, and quality assurance.
- Are resilient, adaptable, and able to lead with integrity, empathy, and professionalism.
- Build positive relationships with pupils, families, staff, governors, and external agencies.
- Have a genuine passion for improving outcomes for vulnerable young people and a commitment to inclusive education.
- Have experience working with pupils with autism, anxiety, and EHCPs (highly desirable).

Mill House School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and contractors to share this commitment. Safeguarding is everyone's responsibility. You will be expected to engage in annual safeguarding training along with regular safeguarding updates, know and follow statutory guidance and abide by school policies and procedures.

The successful applicant will be required to undertake safer recruitment checks including online searches and a criminal record check. You will be asked to complete a criminal self-declaration form. Any offer of employment is subject to receipt of a satisfactory enhanced DBS check and satisfactory references in line with the need to create and maintain a safe culture in our recruitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

A copy of our Child Protection and Safeguarding Policy and Recruitment of Ex-Offenders Policy is on our website.

Deadline for submission: Noon on Thursday 3rd September 2026

Short-listing: Friday 4th September 2026

Interviews: Thursday 10th and Friday 11th September 2026