



Rachel McMillan Nursery School

Website: www.rachelmcmillannursery.co.uk

Email: admin@rachelmcmillan.greenwich.sch.uk

Headteacher

Salary: Group 1 range: L10 to L17 (£74,479 to £86,566)

Job type: Full-Time, Permanent

Start date: Summer Term 2026

Apply by: 12:00 p.m. on Monday 3rd November 2025

Due to the retirement of our long-standing Headteacher, the Governing Body are recruiting a new Headteacher. Someone who will build on the outstanding practice of our unique and highly respected Maintained Nursery School and continue its evolution.

At Rachel McMillan, we believe that children come first. The pioneering McMillan sisters started their work in Deptford in the early 1900's. The school has been at the heart of the local community, held in high regard, for over 110 years and located on the current site since 1914. We are proud of our history, just as we are proud to have been continually rated outstanding by OFSTED since 2009. But we also recognise our responsibility to ensure our practice develops and evolves to achieve the best outcomes for all our children.

We have a strong tradition of child-centred and open-air education. We are proud of our inclusive practice, always developing our expertise to ensure that our provision provides exemplary support for children with special educational needs and disabilities, in order that they have an excellent start to their education.

We are equally proud of our diverse community of children, families, staff and governors. This diversity reflects the wider community. Our school community is a cohesive and supportive one.

In line with all aspects of our work, we are determined to work within the area of Equality Diversity and Inclusion, to continuously develop research informed, innovative practice; participating in our Local Authority's racial literacy work, the Educate Against Racism Early Years Project (Belonging and Identity) and a series of race equity workshops.

Our new Headteacher will always serve in the best interests of all the children and will work in reflective collaboration with all our stakeholders to further develop and implement a vision and strategic direction, based on our school ethos, values and the founding principles of open-air nursery schools. This is a rare opportunity to lead a thriving school with a unique history and a national and international reputation.

The successful candidate will have,

- Significant leadership experience that has included impacting on and improving outcomes for children aged 2-5 years old.
- Experience of Safeguarding and Child Protection duties, as Deputy Safeguarding Officer or Designated Safeguarding Lead.
- A dedication to promoting children's development and learning through play.
- A commitment to providing high quality, fully inclusive Early Years Education.
- A passion for and belief in the value of working together with families and other professionals to achieve the very best outcomes for all children.
- A deep commitment to ensuring children in the most vulnerable or under resourced circumstances are given equality of opportunity.
- Excellent interpersonal skills, including being welcoming, approachable and empathetic.
- The ability to maintain the warm, welcoming and family like feel of the school.
- A commitment to professional development, including self.

What we can offer you,

- A Local Authority supportive of the four Greenwich Maintained Nursery Schools and committed to collaborative working with all Headteachers.
- Funding to join 'Early Essentials', highly regarded CPD for new Headteachers.
- A mentor for your first year of Headship.
- A group of experienced and supportive Heads within the Maintained Nursery Schools and Greenwich Community Schools Partnership.
- A confidential 24 hour employee assistance helpline.
- A supportive and effective Governing Body.
- An experienced, hardworking and welcoming staff team.
- An amazing school community, with wonderful children and supportive families.

Would you like to join Rachel McMillan Nursery School?

A visit to the school in advance of application is strongly recommended.

To book a visit, please contact Michelle Campbell, School Business Manager:
sbm@rachelmcmillan.greenwich.sch.uk

We look forward to hearing from you.

Commitment to Safeguarding

Rachel McMillan Nursery School is an equal opportunities employer.

Rachel McMillan Nursery School is committed to safeguarding and promoting the welfare of all children. We expect all staff, students, volunteers and Governors to share this commitment.

Our recruitment process follows the Keeping Children Safe in Education guidance. Offers of appointment will be conditional to a satisfactory outcome on the following checks; (where relevant) childcare disqualification Enhanced Disclosure and Barring service (DBS), medical, online and social media, prohibition from teaching, right to work, satisfactory references on suitability to work with children.

You must tell us about any unspent conviction, cautions, reprimands or warnings under the rehabilitation of Offenders Act 1974, (Exceptions) Order 1975.

In line with Keeping Children Safe in Education guidance, we reserve the right to conduct the relevant checks as part of our due diligence and to share any pertinent information found concerning a candidate's suitability to work with children with the panel, to be discussed at interview stage.

**The successful candidate must meet the requirements of the
Person Specification to be offered the post.**

No C.V.s will be accepted.

Please apply for this post via the 'Application Form' link. Applications forms should be hand signed and submitted via email to Michelle Campbell, School Business Manager, sbm@rachelmcmillan.greenwich.sch.uk.

Closing date: 12pm Monday 3rd November 2025

Short Listing: to be confirmed

Recruitment Days: Tasks - Wednesday 19th November 2025

Interviews - Thursday 20th November 2025

Candidates must be available for both recruitment days.