

DIRECTOR OF PEOPLE & TALENT

Leadership Team | Full Time | Permanent | c.£80,000

Chiara Badano Catholic Education Trust

Salary	c.£80,000 per annum (negotiable for an exceptional candidate)
Contract	Permanent, Full Time (52 weeks per year)
Responsible to	Chief Executive Officer (initially subject to Trust development)
Responsible for	Trust HR Team, CPD & L&D function, Staff Wellbeing Lead (with scope subject to Trust development)
Base	Trust-wide across all Chiara Badano Catholic Education Trust academies
Start Date	As soon as possible (by negotiation)
Closing Date	Monday 6 th July
Interviews	W/C 13 th July

Welcome from our Chair

Thank you for your interest in the role of Director of People & Talent of the new Blessed Chiara Badano Catholic Education Trust. We are delighted to introduce this opportunity at a particularly important and exciting moment in our journey.

This role arises from the coming together of three established and successful Catholic Multi Academy Trusts: Bishop Konstant Catholic Academy Trust, Blessed Peter Snow Catholic Academy Trust and St Gregory the Great Catholic Academy Trust. Each Trust has built a proud record of serving its schools and communities grounded in a deep commitment to our Catholic faith and a shared belief that every child deserves an excellent education and the opportunity to thrive, the new Trust, named in honour, of Blessed Chiara Badano will be a joyful witness to the power of love and faith, even in the hardest of times.

People are central to our success, and as we grow to a larger trust through our merger plans, this is even more important. Every outcome we achieve for children and young people happens because of the quality, commitment and wellbeing of our staff. That is why the Director of People & Talent is one of the most important appointments we are making as we build the Blessed Chiara Badano Catholic Education Trust (BCBCET).

Initially the role will be appointed to Bishop Konstant Catholic Academy Trust (BKCAT), it will work across Bishop Konstant Catholic Academy Trust, Blessed Peter Snow Catholic Academy Trust and St Gregory the Great Catholic Academy Trust in collaboration, ensuring every decision is made in line with the strategic direction of the Bishops Vision for Education. As the merger progress the role will transfer to the Blessed Chiara Badano Catholic Education Trust (BCBCET), along with all other BKCAT colleagues (see appendix A).

We are looking for a leader who is energised by that prospect and who has the wisdom, resilience and moral purpose to build something exceptional from two already strong foundations.

This is a founding Senior leadership role. The Director of People & Talent will join our Leadership Team from the outset, helping to shape our identity, values and ways of working from the very beginning, building something genuinely excellent: a People and Talent function that makes us an employer of choice, a great place to grow as a professional, and an organisation where faith, care and excellence are felt by everyone who works with us.

The Director of People & Talent is one of the most important appointments we will make. You will be a founding senior leader of a new Trust, present at the creation, helping to shape who we are and how we serve the most vulnerable children across more than 40 schools.

As Director of People & Talent, you will play a significant role in this next chapter. Working closely with the CEO, Board, school leaders and staff to help unite the Trusts around a shared vision and culture, ensuring that the strengths of each organisation are respected while creating a single, coherent Trust which supports our children and young people to flourish.

You will support the CEO in ensuring that the new Trust establishes a clear presence at both regional and national level, engaging with policymakers and other Trusts, particularly our Diocesan companion Trust, St Carlo Acutis Catholic Education Trust (SCACET). Through this you will help position Catholic education at the forefront of educational change and improvement.

Our Trust is rooted in the mission of the Catholic Church. All academies operate in accordance with Canon Law, the teachings of the Church and the Trust Deed of the Diocese of Leeds. The Director of People & Talent will need to be sympathetic of this and act as a steward of this mission, supporting the CEO in ensuring that the Trust remains a faithful and dynamic expression of Catholic values.

As the Diocese transitions from five CMATs to two CETs, the Director of People & Talent will work closely with their counterpart in SCACET to shape a coherent, future-focused inclusion landscape across the Diocese. The merger offers a unique platform to build on the strong foundations already in place, while shaping a clear and ambitious future for all our schools.

Thank you for your interest in this important role. We wish you every success with your application. For further information or an informal, confidential discussion please contact:

Julie Noble
Chair
Bishop Konstant Catholic Academy Trust
JNoble@bkcat.uk

About the Blessed Chiara Badano Catholic Education Trust

Our Patron: Blessed Chiara Luce Badano

The Trust is named in honour of Blessed Chiara Luce Badano (1971-1990), an Italian teenager beatified by Pope Benedict XVI in September 2010. Chiara was a joyful, ordinary young woman who, on receiving a diagnosis of a painful bone cancer at the age of seventeen, embraced her suffering with extraordinary faith and love.

Known as "Chiara Luce" (clear light) and beatified as a patron of youth, athletes and the sick, Chiara Luce speaks powerfully to everything we believe about Catholic education.

The Trust

The Blessed Chiara Badano Catholic Education Trust is a new Catholic Multi-Academy Trust within the Diocese of Leeds, comprising over 40 schools across West Yorkshire, it will be one of the largest Catholic MATs in the north of England. It will be formed from the merger of three distinguished existing Catholic trusts in the diocese:

- **Bishop Konstant Catholic Academy Trust (BKCAT):** 12 primary and 3 secondary academies across Wakefield, Leeds, Kirklees and the East Riding of Yorkshire. Founded in 2012 — the first Catholic academy trust in the Diocese of Leeds — BKCAT carries the motto "Learning Communities, Inspired by Faith" and is named in honour of Bishop David Konstant, the eighth Bishop of Leeds, a renowned champion of Catholic education.
- **Blessed Peter Snow Catholic Academy Trust (BPS):** 14 Catholic academies across Kirklees and Calderdale. Established in 2014 and relaunched in 2019, BPS has grown rapidly and developed a strong reputation for effective, supportive Catholic school improvement. Named after Blessed Peter Snow, an English Catholic martyr.
- **Selected academies from St Gregory the Great Catholic Academy Trust:** academies serving communities in Leeds, joining the new Trust as part of the Diocese of Leeds's vision for a unified family of Catholic schools.

We are united by a shared Catholic vision and the Diocese's commitment to an outstanding family of schools, when fully formed, the Trust will be one of the largest Catholic Multi-Academy Trusts in the north of England, comprising over 40 schools, serving thousands of children and young people across West and North Yorkshire.

The Merger and Transition

The formal merger begins later this year. During the transition period, the successful candidate will work across BKCAT and BPS, supporting both organisations to operate effectively and collaboratively while the legal, structural and cultural work of merger is completed. This interim phase is an integral part of the role and a remarkable opportunity. The Director appointed will be a founding leader of a new Trust, helping to shape its identity, values and ways of working from the very beginning.

We are clear that this is not simply an administrative merger. It is a mission-driven coming together of Catholic schools that share a heritage, a faith and a commitment to the children and communities they serve. The right candidate will understand both the complexity and the privilege of leading through this kind of change.

The Role

The Director of People & Talent is a senior leadership post, sitting on the Trust's Leadership Team and reporting directly to the CEO. The post holder will hold Trust-wide strategic and operational responsibility for all people-related functions, from workforce planning, recruitment and retention, to learning and development, employee relations, wellbeing, reward and organisational Talent.

This role is as much about talent-building as it is about HR. The Trust is new, and its talent is not yet written. The Director of People & Talent will be one of the primary architects of how we work, the values we live by, the experience we offer our staff, and the kind of organisation we become. This requires someone who combines deep people profession expertise with genuine Catholic values and the vision to build something lasting.

There are responsibilities for when the new trust is formed. Also, there will be a responsibility to support the merger that can be found in the appendix.

Key Areas of Responsibility

1. Strategic People Leadership

- Develop, lead and evaluate a coherent, ambitious Trust-wide People Strategy aligned to the mission, values and strategic priorities of the Trust.
- Provide expert strategic advice to the CEO, Executive Team and Trust Board on all people matters, including workforce trends, organisational design and cultural health.
- Attend ELT meetings as an executive member; attend and present to the Trust Board's People Committee.
- Lead on Trust-wide workforce planning across 40+ schools, using data and HR analytics to inform decisions, identify risks and measure impact.
- Support the CEO and Trustees in managing executive and senior leadership appointments, remuneration and succession.

2. Talent, Catholic Ethos & Employee Experience

- Lead the development of a Trust-wide culture rooted in Catholic values, one in which every member of staff feels known, valued, supported and inspired.
- Define and embed the Trust's distinctive identity as an employer, drawing on the spirit of Blessed Chiara Luce Badano: joy, generosity, love and faith.
- Lead initiatives to improve staff engagement, belonging and satisfaction; develop staff voice mechanisms that drive genuine action.
- Design and embed a compelling employer brand and employee value proposition (EVP) that attracts excellent staff.
- Champion recognition and appreciation of staff at every level.

3. Recruitment, Retention & Workforce Planning

- Develop and deliver a Trust-wide recruitment strategy that attracts high-quality candidates, reduces vacancies and builds a strong talent pipeline.
- Develop evidence-based retention strategies including flexible working, career pathways and wellbeing that reduce turnover.
- Lead on succession planning at all levels, from early career teachers to senior and executive leaders.
- Build partnerships with ITT providers, Catholic teacher networks and school direct partnerships to develop an early career pipeline.

4. Learning, Development & Leadership Growth

- Design and lead a Trust-wide professional development strategy that builds capability, supports career progression and contributes to school improvement.
- Ensure every member of staff from support staff and ECTs to headteachers has access to high-quality, relevant development.
- Lead on leadership development across the Trust, including middle leadership, aspiring senior leaders and headteacher programmes.

- Develop the Trust's approach to performance management ensuring it is developmental, consistent and trusted.

5. Staff Wellbeing

- Lead the development of a comprehensive staff wellbeing strategy addressing physical, mental and emotional health rooted in the Catholic understanding of the dignity and worth of every person.
- Oversee the Trust's Employee Assistance Programme and other wellbeing provision.
- Work with headteachers to reduce workload and improve work-life balance; monitor absence data Trust-wide and address underlying causes proactively.

6. Employee Relations & HR Operations

- Provide strategic and operational leadership of the Trust's HR function, ensuring legally compliant, responsive, high-quality HR support across all schools.
- Lead and develop the central HR team; advise headteachers on complex employee relations matters including disciplinary, grievance, capability and redundancy.
- Lead and maintain effective relationships with recognised Trade Unions and professional associations, ensuring meaningful consultation, clear communication and compliance with statutory and collective consultation requirements, particularly in relation to organisational change, TUPE and harmonisation.
- Lead on pay and reward strategy, including annual pay review, benchmarking and an equitable pay framework covering both teaching and support staff.
- Maintain compliance with all employment law, including the Equality Act 2010, Working Time Regulations and GDPR.

7. Safer Recruitment & Safeguarding

- Ensure safer recruitment practices are embedded consistently across all schools in full compliance with KCSIE.
- Maintain and oversee the Trust's Single Central Record (SCR) processes, ensuring accuracy and regular audit across all academies.
- Ensure all pre-employment checks DBS, right to work, references, prohibition and overseas checks are completed robustly and consistently.
- Lead on safer recruitment training for all staff involved in recruitment across the Trust.

8. Equality, Diversity & Inclusion

- Lead the Trust's EDI people agenda, ensuring our workforce reflects the diversity of the communities we serve.
- Develop and publish Trust-wide EDI data and action plans, including gender pay gap and ethnicity pay analysis.
- Champion inclusive recruitment practices and build staff networks that support underrepresented groups.
- Ensure EDI is embedded in all people policies, development programmes and management practice within our Catholic values framework.

Person Specification

Items marked E are Essential; items marked D are Desirable.

Category	Criteria	E / D
Qualifications	Degree-level qualification in HR, Organisational Development, Business or related field — or equivalent professional experience	E
	CIPD Level 7 qualification (or working towards), or substantial equivalent senior experience	E
	Chartered or Associate CIPD membership	D
	Additional qualification in OD, coaching, L&D, employment law or change management	D
Experience	Significant senior HR or people leadership experience in a complex, multi-site organisation	E
	Proven track record of developing people strategies that have measurably improved culture, retention or workforce capability	E
	Experience of managing complex employee relations including TUPE, redundancy, disciplinary and capability	E
	Experience of presenting people data and strategy to Board-level audiences	E
	Track record of building HR capability across line managers	E
	Experience in an education setting (school, MAT, LA or similar)	D
	Experience in an education setting of working with JNC / Trade Unions at both a local, regional and national level.	D
Knowledge	Up-to-date knowledge of UK employment law: Equality Act 2010, Working Time Regulations, TUPE, GDPR	E
	Knowledge of safer recruitment requirements and KCSIE, including the Single Central Record	E
	Evidence-based approaches to staff wellbeing, engagement and culture	E
	Knowledge of and commitment to Catholic education and its values	E
	Understanding of pay frameworks in education (Teachers' Pay and Conditions, support staff structures)	D
Skills	Ability to develop and execute strategic plans with clear outcomes and accountability	E
	Ability to lead complex change processes with care, clarity and consistency	E
	Strong analytical and data literacy — turning workforce insight into action	E
	Exceptional interpersonal, communication and influencing skills— able to build trust, influence and has the ability to challenge headteachers professionally with rigour and humanity	E
	Confident advisor and coach to headteachers, CEOs and Trustees	E
	Confident presenter to Executive, Board and Diocese audiences	E

Category	Criteria	E / D
Personal Qualities	Ability to manage a complex portfolio across a large, geographically dispersed Trust	E
	Genuine passion for people and belief that culture is the foundation of success	E
	Energised by the opportunity to help found and build a new Trust from the beginning	E
	Deep moral purpose and genuine passion for inclusive, equitable Catholic education, ethos, mission and values of the Trust, and comfortable working within a faith context able to model the spirit of Blessed Chiara Luce Badano	E
	High levels of personal integrity, empathy and emotional intelligence	E
	Resilient, calm and solutions-focused under pressure	E
	Courageous — willing to raise difficult issues and advocate for what is right	E
	Collaborative leader who builds teams, develops others and creates shared ownership	E
	Committed to safeguarding and the welfare of children and young people	E
	Willing to travel regularly across all Trust schools across West and North Yorkshire	E

Conditions of Service

- Salary: c.£80,000 per annum, negotiable for an exceptional candidate, set within the Trust's Executive Pay Framework.
- Pension: Local Government Pension Scheme (LGPS)
- Annual Leave: 28.5days +BH for less than 5 yrs service and 33.5 more than 5yrs + BH.
- Hours: Full time, 52 weeks. Executive roles involve regular evening commitments and occasional weekend working.
- Base: Initially across BPS (Cleckheaton) and BKCAT (Featherstone), with Trust-wide travel. A central Trust office will be established as the merger progresses.
- Satisfactory References
- DBS: Enhanced DBS check with barred list check required.
- Probation: Six-month probationary period.

Safeguarding & Safer Recruitment

The Blessed Chiara Badano Catholic Education Trust is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share and embody this commitment. The successful candidate will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check with barred list check, and employment is subject to satisfactory completion of all pre-employment checks in line with Keeping Children Safe in Education (KCSIE), including identity verification, right to work in the UK, satisfactory references, and overseas checks where applicable.

In line with KCSIE, the Trust will conduct online searches on all shortlisted candidates as part of due diligence. All applicants must disclose any unspent convictions, cautions, reprimands or warnings relevant to this post. This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

As a Catholic Trust within the Diocese of Leeds, we are committed to recruiting staff who are supportive of our Catholic ethos, mission and values. We promote diversity and want a workforce which reflects the communities we serve across West and North Yorkshire.

How to Apply

To apply, please submit:

Applications should be submitted to: <https://mynewterm.com/jobs/2356/EDV-2026-BPSCAT-96219>

Closing date: Monday 6th July 2026, 12 noon

Interviews: w/c 13th July 2026

We strongly encourage candidates to arrange an informal conversation with our Chair prior to applying. Please contact Julie Noble, JNoble@bkcat.uk, to arrange this.

APPENDIX A

Merger Context & Integration Responsibilities

This appendix sets out the elements of the role that are specific to the merger of Bishop Konstant Catholic Academy Trust (BKCAT), Blessed Peter Snow Catholic Academy Trust (BPS) and selected schools from St Gregory the Great Catholic Academy Trust to form the Blessed Chiara Badano Catholic Education Trust. These responsibilities are front-loaded in the early phase of the role and are central to its success.

The Merger and Transition

The formal merger begins later this year. The Blessed Chiara Badano Catholic Education Trust will be formed from three Catholic trusts:

- Bishop Konstant Catholic Academy Trust (BKCAT): 12 primary and 3 secondary academies across Wakefield, Leeds, North Kirklees and the East Riding of Yorkshire, founded 2012.
- Blessed Peter Snow Catholic Academy Trust (BPS): 14 Catholic academies across Kirklees and Calderdale, established 2014, relaunched 2019.
- Selected academies from St Gregory the Great Catholic Academy Trust serving communities in Leeds.

During the transition period, the successful candidate will work across BKCAT (Featherstone) and BPS (Cleckheaton) supporting both organisations to operate effectively and collaboratively while the legal, structural and cultural work of merger is completed. This is not simply an administrative merger — it is a mission-driven coming together of Catholic schools that share a heritage, a faith and a commitment to the children and communities they serve.

Merger Integration & Change Management Responsibilities

- Lead the people workstream of the merger integration — the most immediate and operationally complex priority in the early phase of the role.
- Audit existing HR structures, teams, policies, contracts and practices across BKCAT and BPS, identifying points of alignment and divergence.
- Develop and implement a phased integration plan that harmonises HR functions without disrupting the stability or wellbeing of staff during transition.
- Manage any TUPE implications arising from the merger, working with legal advisors and the CEO to ensure compliance and clear communication with staff.
- Communicate openly and with care to staff across both former trusts throughout the transition — building trust, reducing anxiety and creating positive anticipation for the new organisation.
- As academies from St Gregory the Great join the Trust, oversee subsequent integration of their HR functions and staff.
- Audit and harmonise safer recruitment practices and SCR processes across BKCAT and BPS.
- Embed change management as a core people competency across the Trust's leadership team.