

@Discovery_trust

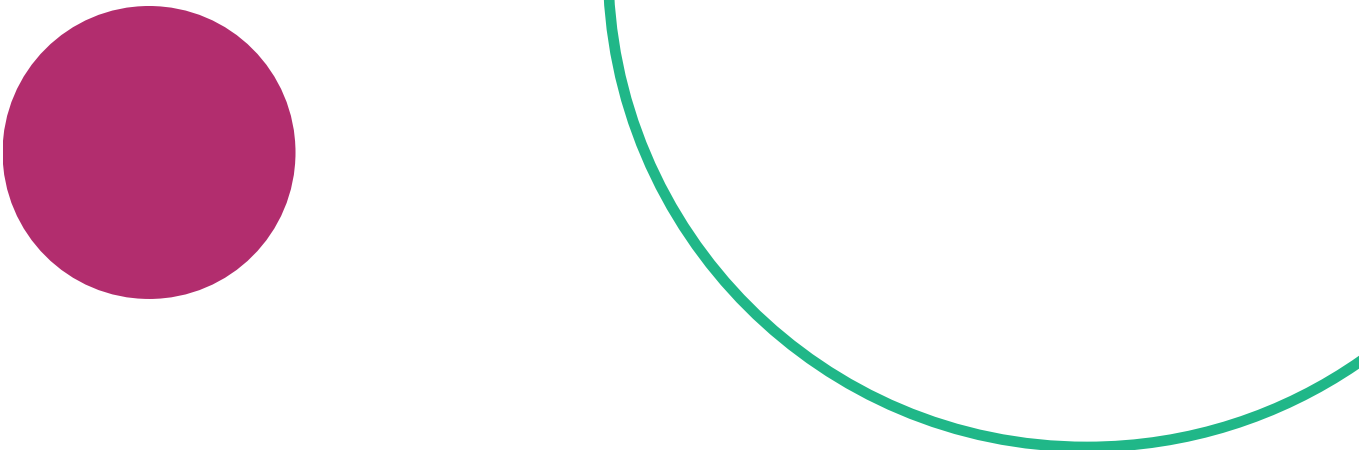
Discoverytrust.org



Recruitment Pack

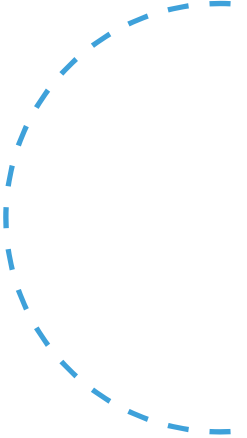
People Director





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Welcome

Thank you for your interest in the role of People Director at Discovery Trust.

This is an exciting opportunity to lead and evolve our people agenda at a time of continuing growth and ambition. We are seeking an exceptional leader who is passionate about creating an employee experience that enables every colleague to thrive, contribute and deliver the very best outcomes for our pupils.

As **People Director**, you will work alongside our Executive Leadership Team to shape and deliver a forward thinking people strategy that supports our Trust vision and values. You will play a pivotal role in fostering a culture of **Belonging, Ambition and Equity**, ensuring that our colleagues feel supported, valued and empowered whilst maintaining high expectations and a clear focus on performance and impact.

Discovery Trust is a values-led, all-through, all-phase Trust serving a diverse range of communities. We are committed to inclusive excellence and innovation, and we invest in our people so that every school and team can deliver for children and young people.

Our Trust vision is to be a beacon of inclusive excellence and innovation, fostering a community where all individuals are empowered, valued and have a true sense of belonging.

Our Trust mission is to nurture belonging, champion equity, and ignite ambition, so that all learners can unlock their true potential and flourish.

What you can expect

- A values-driven organisation with a clear commitment to belonging, ambition and equity.
- The opportunity to shape culture, capability and colleague experience at Trust scale.
- A collaborative executive team and governance structure, with high ambition for pupils and colleagues.
- A Trust in a period of development and growth, offering meaningful organisational change leadership.





Our Trust

Discovery Trust is a dynamic and inclusive Multi Academy Trust comprising of 20 schools; fifteen primary schools, four specialist provisions and one secondary school. We are committed to transforming education and unlocking potential for every pupil, every colleague and every community we serve.

Founded in 2012, Discovery began as a collaboration between Kibworth CofE and Parkland Primary School. The name "Discovery" originated from Kibworth's strapline, "Place of Discovery and Friendship." This word has held significant meaning for us, as the creation of our Multi-Academy Trust (MAT) was a novel concept, and we were collectively discovering its potential and implications.

At the heart of Discovery are our values of Belonging, Ambition, and Equity. We believe every pupil and colleague should feel seen, supported, and celebrated. These values shape our culture and guide our decisions, ensuring that everyone in our Trust community has the opportunity to thrive.

We've built a strong infrastructure of support tailored to the needs of our schools. This includes our Outstanding SCITT (School-Centred Initial Teacher Training) for both primary and secondary trainees, along with In-TACT, our multidisciplinary service supporting inclusion and wellbeing across our schools.

At Discovery Trust, we believe in the power of collaboration, innovation, and care. We are proud of our journey so far, and excited about the future we are building together.

To ensure our schools are well-supported and able to focus on delivering high-quality education, the Trust provides a comprehensive range of central services and specialist expertise. These teams work collaboratively across our settings to offer strategic leadership, operational support, and targeted interventions where needed. Our current structure includes::

- **Director of Mainstream Education**
- **Director of Specialist Provision**
- **Chief Finance and Operations Officer and Group Finance Team**
- **Chief Technical Officer and IT Team**
- **Director of Operations and Office Manager Network**
- **Director of Professional Development**
- **People Team and Administration**
- **Director of Governance and Compliance and Clerk to Advisory Boards**
- **Estates Team and Health & Safety Leader**
- **Head of Safeguarding**
- **Extended Service Manager and Team**
- **Pre School Operations and Quality Lead**
- **3 Educational Psychologists**



We lead our own SCITT Find out more by scanning the QR code



Our Values



Belonging

We foster an environment where everyone feels welcomed, valued, and a sense of connection within our Trust, emphasising the inherent humanity and shared experience that unites all individuals.



Ambition

We nurture high expectations and empower both pupils and colleagues to set bold goals for themselves and the community; enabling each individual to challenge limits and turn aspirations into achievements.



Equity

Equity is the foundation for a culture where every individual regardless of background or circumstance can belong, grow, and succeed.



Working Together

Discovery prides itself on being an inclusive partnership of schools and services that work closely together. We offer a comprehensive range of services designed to empower and support our schools, colleagues, pupils, and communities.

Central Services

Our **Central Services** team are dedicated to delivering excellence in People (HR), Finance, IT Support, and Corporate Services to ensure our people and financial resources are managed efficiently and effectively. Giving our schools, colleagues, pupils, and communities support in all areas. We provide strategic guidance and operational support to help navigate the complexities of education.

Our **Estates and Facilities** team ensures that all our school environments are safe, well-maintained, and conducive to learning.

Through these comprehensive services, Discovery Trust is committed to fostering an inclusive, supportive, and innovative educational community.

Our **Extended Services** team are committed to providing high-quality, inclusive, and engaging Extended Services that are accessible year-round to all Discovery learners in Discovery Schools. These services include Wraparound care, Holiday Camps, and Preschools, which cater to our children, their families and the broader community.

In-TACT is Discovery Trust's multidisciplinary service supporting inclusion and wellbeing across our schools. It stands for Inclusion, Therapies, Assessment, Consultation & Training, and offers expert support in educational psychology, counselling, and—soon—speech and language therapy, occupational therapy, play therapy, and music therapy.

About the Role

The **People Director** is a pivotal strategic leadership role, responsible for leading and evolving our people agenda to create an exceptional colleague experience that enables schools and teams to deliver outstanding outcomes for pupils. Working closely with the Executive and Senior Leadership Teams, you will shape and deliver a forward thinking people strategy that aligns with our Trust vision and values, ensuring Discovery Trust remains a great place to work, grow and belong.

You will provide expert advice on organisational development, workforce planning, culture, change and people practice, whilst leading a high-performing People Team that delivers innovative, effective and customer-focused services across the Trust. Through strong relationships, evidence-led decision making and a relentless focus on continuous improvement, you will champion a culture of Belonging, Ambition and Equity, helping to attract, develop and retain talented colleagues who share our commitment to excellence and ensuring that every member of staff feels valued, supported and empowered to make a difference.

Why Choose Discovery Trust?

- **Supportive Culture:** We live our values through teamwork, empathy, and respect for individual needs.
- **Clear Career Pathways:** See your future mapped out, with every opportunity to advance and grow.
- **Continuous Learning:** Access a range of Professional Development tools and programmes, designed for you.
- **Long-Term Sustainability:** We invest in you for the long haul—building a loyal, skilled workforce ready for tomorrow.
- **Inclusive Opportunities:** Every colleague is supported, heard, and empowered to thrive.





Employees Rewards & Benefits

At Discovery Trust, we value our colleague and are committed to recognising their contributions through a comprehensive range of employee rewards and benefits designed to support wellbeing, professional growth, and work-life balance.

- Attractive Pension Schemes: Teachers Pension and Local Government Pension Scheme
- Full support of school/Discovery leaders towards professional development
- Schools working collaboratively to develop joint practice development projects
- Succession Planning Initiatives that support structured career progression
- Innovative appraisal procedures
- Access to Wellbeing Service and free and confidential counselling support
- Salary Sacrifice Schemes: including Cycle to Work
- Retail Discount Platform – discount vouchers for high street shops and businesses
- Reduced gym memberships
- Car parking at all schools and most schools have good transport links
- Free Eye tests and contribution to eyeglasses
- Flu jab reimbursement
- Free tea/coffee in colleguerooms



Job Description

Job Title: People Director

Grade: 16 (Pay Point 47 - 50) £72,024 - £81,300

Responsible For: The Trust People team

Key Purpose: To lead and evolve our people agenda and initiatives to provide an employee experience that allows all colleagues to thrive and deliver the best outcomes for our pupils.

Key Responsibilities:

- Develop, position and deliver a people strategy that supports the Trust strategy and values, creating a safe, inclusive and supportive place to work.
- Alongside the Executive team, create and maintain a culture that supports our values of Belonging, Ambition and Equity.
- play an active role within the Executive Leadership Team, contributing widely and challenging appropriately to ensure a people focus across all disciplines.
- Lead, and develop an innovative People Team to deliver high quality people initiatives, policies, processes and systems across the Trust that make it easy to work and manage here; holding the team to account and continuously improving positive impact across the Trust.
- Create feedback systems that drive transparent two way conversation, continuous improvement and innovation.
- Ensure that our strong employer brand shines through in all our external and community activity.
- Champion wellbeing and design wellbeing into all people practices.
- Embrace HR transformation initiatives to deliver a forward thinking, agile and highly effective function that adapts to change and supports growth.
- Lead the talent management agenda to attract, retain and develop teams and enhance engagement across the Trust.
- Champion a culture of belonging, ambition and equity by ensuring colleagues feel supported, valued and accountable with clear expectations, proactive people management and a sustained focus on achieving the best outcomes for pupils.
- Develop meaningful data sets, analysis and recommendations to support evidence-led decision making.
- Develop strong internal and external relationships to : build on our strong links with trade unions, connect with our leaders and colleagues across the trust, ensure that our key external partners understand our trust and its needs.



Person Specification

Job Title: People Director **Grade:** 16 (Pay Point 47 - 50) £72,024 - £81,300

App = Application Form

Test = Test

Int = Interview

Pre = Presentation

Med = Medical Questionnaire

Doc = Documentary Evidence (E.g., Certificates)

	Essential	Desirable	How Assessed
Qualifications, experience and knowledge			
Relevant people/organisation leadership qualification (e.g. CIPD Level 7 or higher) or equivalent senior level experience leading complex workforce and organisational change.	✓		App
A degree and/or evidence of further/higher level education is desirable.		✓	App
Senior HR leadership experience as a strategic partner to executive teams within a multi-site environment (education sector experience is beneficial but not essential).	✓		App/Int
Experience leading across critical people disciplines including talent attraction, development and performance management, reward and recognition, wellbeing and engagement, operational HR and business partnering.	✓		App/Int
Experience leading through periods of change, including organisation design and development.	✓		App/Int
Experience delivering HR transformation and functional efficiencies through technology adoption.	✓		App/Int
Experience delivering HR transformation and functional efficiencies through technology adoption.	✓		App/Int
Has an appreciation of the financial, legal, social and environmental context in which the trust operates.	✓		App/Int

	Essential	Desirable	How Assessed
Skills/Attributes			
• Ability to influence positively and strategically across structure, process and culture. • Data-focused and confident translating insight into practical actions. • Has a collaborative and unifying approach to relationship building with peers, teams and other internal and external stakeholders • Confident making proposals and constructively challenging decisions. • Thrives on developing and inspiring teams and individuals. • Comfortable with the need to be both a strategic thinker and able to implement hands-on delivery where needed. • Has a passion for education and supporting teams to improve the lives of young people. • Embraces learning opportunities for self and others.	✓ ✓ ✓ ✓ ✓ ✓		Int/Pres App/Int Int Int/Pres Int Int Int/Pres Int
Values			
• A commitment to the Trust's vision and values. • Demonstrates a positive attitude and principles, upholding high standards of professional conduct.	✓ ✓		App/Int App/Int

✓

✓

How to Apply

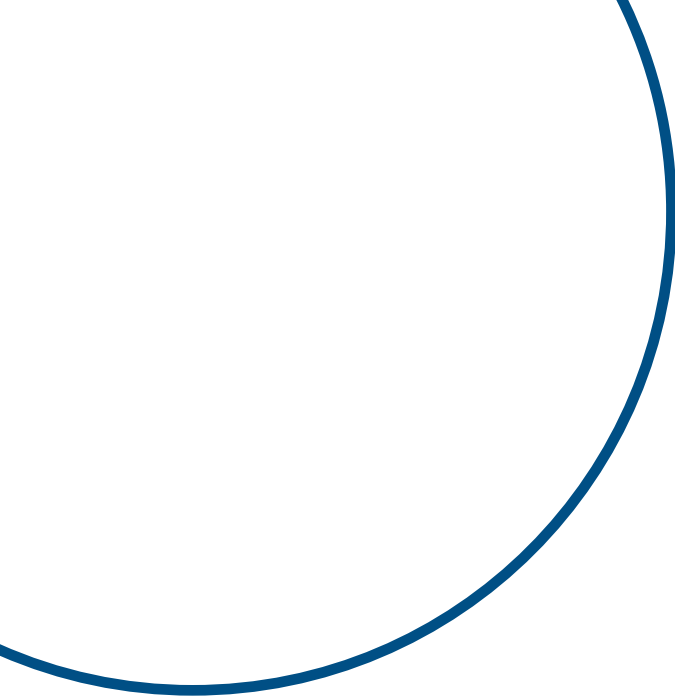
Deadline For Applications: 27th July 2026

Interviews: TBC

Start Date: ASAP

To find out more about the role and the application process, we recommend that you contact our recruitment partners Propelo on 01273 222877

Email discovery@propelo.co.uk or visit <https://discovery.our-careers.co.uk>.



Discovery Trust

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discoverytrust.org

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