



**HR Business Partner
The Skylark Partnership Trust**

Salary: Circa £53,051 - £56,293 (FTE)

Contract: Full-time (0.8 FTE considered), Permanent

Location: Hybrid – home-based with regular travel to Trust academies (Northamptonshire, Dudley, Wirral)

A rare opportunity to help shape the future of a specialist Trust

The Skylark Partnership Trust is seeking to appoint an exceptional HR leader to establish and lead our people strategy at a pivotal moment in our development.

We are a growing multi-academy Trust specialising in education for children and young people with medical and mental health needs, working across hospital, community and outreach settings.

This is a newly created role, designed to move the Trust from a **reactive, compliance-based HR model to a proactive, strategic approach** that places people, culture and leadership development at the centre of our work.

About the role

Working closely with the CEO and CFOO, you will:

- Develop and implement a **Trust-wide People Strategy** aligned to our 2025–28 development plan
- Lead work to make Skylark a “**great place to work**”, strengthening recruitment, retention and staff wellbeing
- Design and embed **professional development and leadership pathways** across the Trust
- Provide expert advice to Headteachers and senior leaders across multiple academies
- Establish consistent, high-quality HR systems, policies and practices
- Use data and insight to inform decision-making and drive improvement

You will be both a **strategic leader and a visible, trusted partner**, working across our academies to build strong relationships and deliver real impact.



About you

We are looking for a confident, credible and values-driven HR professional who:

- Has significant experience in a **senior HR / HR Business Partner role**
- Has successfully led **strategic HR or organisational development work**
- Can demonstrate impact in **improving staff retention, culture or leadership capacity**
- Is able to influence and support senior leaders with clarity and confidence
- Brings strong knowledge of employment law and HR best practice
- Has a genuine commitment to improving outcomes for children and young people
- Experience in Education is essential.
- Ability to operate strategically, build relationships and lead change.

Why join Skylark?

This is a rare opportunity to:

- **Shape a Trust-wide function from the ground up**
- Work within a high-performing, values-driven organisation
- Contribute to a specialist sector that makes a profound difference to children's lives
- Play a key role in a Trust with **clear ambitions for growth and sector influence**
- Work flexibly across a small, collaborative and ambitious leadership team

At Skylark, we believe that our staff are our greatest asset. This role will be central to ensuring that every member of staff is supported to thrive and develop.

Safeguarding

The Skylark Partnership Trust is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undertake an enhanced DBS check.

Next Steps

We strongly encourage prospective applicants to arrange an informal and confidential conversation with the CEO to discuss the role in more detail.

Closing date for applications is: 15th May 2026

Shortlisting will take place on: 18th & 19th May 2026

Interviews will be held on: 21st - 22nd May

If you are an ambitious HR leader who wants to make a tangible difference in a specialist and growing Trust, we would be very pleased to hear from you.

Trustees would encourage you to arrange an informal and confidential conversation/ virtual meeting to discuss the post in more detail with the CEO prior to applying. To do this please email: s.valentine-swallow@skylarkpartnershiptrust.co.uk or tel: 07540677744 to arrange a mutually convenient time.