

CONSULTANCY DAYS

During your journey there will be occasions where you may need additional support directly for your Trust and your Academies on an ad-hoc basis. We can offer this support whether it be on-site or remote. Our flexible consultancy days can be bought for specific projects (or by blocks of 5, 10 or 15 days at a highly discounted rate). These blocks of days can then be used over 12 months. You can determine the focus and can include, but not limited to:

Consultancy Projects	
Engaging stakeholders on Trust-wide matters, including unions and staff, as appropriate	✓
Managing where needed any outstanding TUPE requirements including the on-boarding of new schools to the Trust	✓
Support for TUPE eg due diligence / data collection / attendance at consultation meetings	✓
HR Casework support and related documentation as required (excluding legal support)	✓
Preparation of model policies, policy review and union consultation (reviewed in line with Trust requirements)	✓
Assisting with restructures and redundancies (including collective consultation)	✓
HR Best Practice Review – Trust Level or Trust-wide	✓
Development of a 'People Strategy'	✓
Conducting an audit of existing policies and procedures and identifying differences	✓
Constructing a plan for harmonisation including a review of terms and conditions	✓
Attendance at Hearings and Meetings	✓
Employee Relations Support	✓
Departmental Reviews	✓
Job evaluations / Benchmarking	✓
Drafting template documents, letters, policies, procedures, preparing draft responses to employees	✓
Secure online Hub for logging queries and tracking responses	✓
Monthly newsletter, HR updates and useful tips	✓
Access to HR-related webinars	✓