

HR CONSULTANCY FOR TRUSTS

Unlimited dedicated support that's commercially minded and proactive from education HR specialists. Our team offer advice and guidance for leadership on all casework matters relating to sickness absence and welfare, recruitment and safeguarding, disciplinary and grievances, policies and procedures, performance management and capability and dismissals and appeals. They can also talk to you about onboarding new schools, how to manage TUPE, restructures and employee relations.

This service includes support up to Tribunal and cover for any settlement agreements, providing advice from an experienced employment lawyer via your HR consultant and access to our EdHR Experts document portal. Our team of highly qualified HR Consultants understand the unique challenges you face and are dedicated to helping you to overcome them.

HR Consultancy SLA	
Direct contact with a dedicated qualified HR Consultant who will provide commercial solution-focused advice and has experience of working at Trust level	✓
Unlimited access to telephone, email or personalised on-site support from your dedicated HR Consultant	✓
Unlimited legal advice from an educational employment law specialist (via your HR Consultant) at Trust and Academy level	✓
60 hours of legal cover per employee for any Settlement Agreements or Employment Tribunal claims	✓
Support at all hearings (including employment lawyer if deemed necessary) and drafting outcome letters	✓
Proactive support to effectively transfer new schools to the Trust	✓
Comprehensive HR Best Practice Review (including SCR) and recommendations for good practice at outset of contract	✓
Review of SCR and/or HR Best Practice Review on renewal or as required	✓
Job Evaluation – NJC market benchmarking (up to a maximum of 6 per annum)	✓
Access to a wide range of school specific model policies, letters and templates	✓
Secure online Hub for logging queries and tracking responses	✓
Invite to HR and legal briefing sessions throughout the SLA year for 2 people	✓
Monthly newsletter, HR updates and useful tips	✓
Access to HR-related webinars	✓
Annual Service Review for the Trust Head Office and the academies within the Trust	✓
Regular Trust level review meetings with HR metrics	✓
Core hours availability 8:30am – 4:30pm Monday to Friday (with the option of booking calls before or after core hours direct with your HR Consultant)	✓

We're education people, people **T:** 01924 827869 **W:** www.fusionbusiness.org.uk