



Employee Relations (ER) – Education

A powerful collaboration with schools, academies and Multi-academy trusts

Birch-HR is an unrivalled and experienced team of education HR consultancy specialists. We lead the way with best-practice and effective HR support to achieve the best possible school improvement outcomes.

We are courageous and effective in our approach to resolve complex leadership and people challenges, as and when needed.

Our services can be engaged on an annual contract and/or day rate HR consultancy.

Our team of HR professionals have significant employee relations experience, to advise and support on:

Redundancies and restructures

Disciplinary, grievance and capability

Attendance at hearings, appeals and HR meetings

Trade union and/or employee consultation

Trade unions (collective redundancies, recognition and industrial action)

Trade union and/or employee consultation

Trade unions (collective redundancies, recognition and industrial action)

Dispute resolution

Settlement agreements

Termination

Investigations (whistleblowing, grievance, disciplinary, complaints, disputes)

Sickness, return to work strategies, occupational health and reasonable adjustments

Special leave of absence (compassionate or other personal leave)

Flexible working

Family friendly (maternity, paternity, adoption and shared parental leave)

Home or agile working

Safeguarding, police/LADO liaison, DBS and TRA referrals

Teacher appraisal and support staff performance management

Contracts of employment, probationary periods and variation

National and local terms and conditions of service

Equality (age, disability, gender etc)

Dignity at work

Policies, toolkits, template letters and HR documentation

TUPE

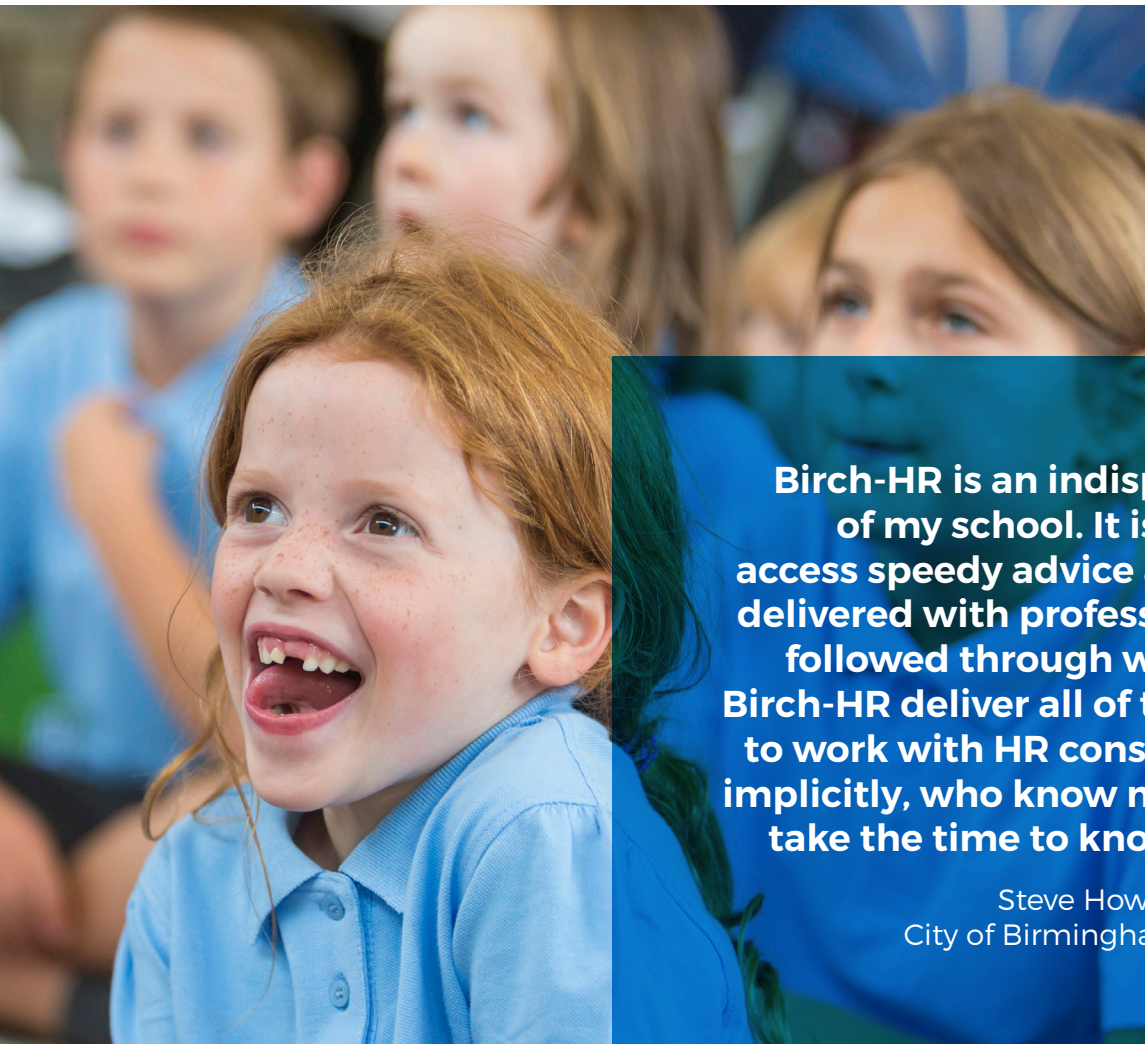
Health and well-being

ACAS conciliation

Employment law forthcoming legislation and HR best practice

Other employee relations related support required

Benefits: Named HR Consultant(s), essential link to improve educational outcomes, effective onboarding, performance, reputation, culture/values, motivation, employee engagement, best practice, law, compliance, risk management, cost effective, flexible.
Complimentary HR news and briefings on topical HR, leadership and people issues.



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Birch-HR is an indispensable part of my school. It is vital, we can access speedy advice and guidance delivered with professionalism and followed through with diligence. Birch-HR deliver all of this! I am able to work with HR consultants I trust implicitly, who know my school and take the time to know my people.

Steve Howells, Headteacher,
City of Birmingham School (COBS)

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Our educational leaders need to focus their energies on shaping the futures of our young people and school improvement. Nothing gives me and our HR Consultants more satisfaction than allowing leaders the time and space to do that. Birch-HR will work tirelessly to resolve difficult and sensitive employment matters that, left unchallenged would manifest into huge unnecessary distractions

Nicola Johnson,
Head of Employee Relations

