

Birch-HR

INSIGHTFUL THINKING - REAL SOLUTIONS



SERVICES & CHARGES

At Birch-HR,

we provide experienced, practical and commercially focused HR consultancy support, tailored to the needs of your organisation. We work alongside executive boards, leaders, managers and internal HR teams to help resolve people issues fairly, confidently and in line with good employment practice.

Our services are delivered by highly experienced qualified HR professionals, giving you access to independent and/or additional capacity senior-level expertise when you need it.

We will always confirm the scope, likely timescales and any assumptions before work begins, so that clients have clarity on fees and deliverables from the outset.



HR CONSULTANCY AND EMPLOYEE RELATIONS

Minimum booking of half a day.

Our HR consultancy service provides flexible practical, experienced support across the full employee lifecycle. This includes employee relations advice, performance management, absence management, disciplinary and grievance matters, restructures, organisational change, redundancy, TUPE and other complex people issues.



COMPLEX INVESTIGATIONS

Fees are confirmed following an initial discussion and are based on the complexity, scope and anticipated duration of the investigation.

Our experienced independent HR consultants can support the full investigation process. This may include agreeing Terms of Reference (TOR), planning the investigation, fact-finding, interviewing complainant witnesses and relevant parties, analysing evidence and preparing a comprehensive investigation report. They can also attend meetings, hearings and appeals where required.

NOTE-TAKING

Professional and confidential note-taking for meetings, investigations, hearings, appeals and other formal HR processes, helping to ensure an accurate record is available for decision-makers.

WORKPLACE MEDIATION

A confidential and structured process designed to help individuals resolve workplace conflict, rebuild working relationships and agree practical steps for working together constructively.

Executive Coaching, Leadership & Development



EXECUTIVE COACHING

A confidential, practical and focused coaching or mentoring service supporting leaders and senior professionals to maximise their effectiveness, confidence and impact. Our executive coaching is provided by ILM Level 7 qualified coach and includes planning.

SIX-SESSION COACHING PACKAGE

A structured coaching programme providing continuity, momentum and space to work on longer-term leadership or professional development goals.



LEADERSHIP & MANAGEMENT DEVELOPMENT

Tailored leadership and management development designed around your organisation, including leadership capability, managing people, difficult conversations, performance management, employee relations and effective leadership behaviours.



DISC PERSONALITY PROFILE

An accessible and insightful behavioural profiling tool to increase self-awareness, improve communication and strengthen working relationships.

DISC PROFILE AND 60MIN DEBRIEF

Exploration of individual behavioural and communication style, strengths, potential challenges, understanding how your style may impact others, practical strategies for adapting communication, development actions and areas for reflection.



DISC LEADERSHIP DEVELOPMENT AND WORKSHOP

Leadership planning and facilitated workshops designed to improve communication, collaboration, leadership effectiveness and team performance. DiSC profiles are charged separately unless otherwise agreed.



MENOPAUSE-CONFIDENT WORKPLACE PROGRAMME

Our comprehensive programme supports organisations to create a menopause-confident and supportive workplace by improving awareness, strengthening manager confidence, improving culture and embedding practical tools, guidance and resources into day-to-day employment practice.

THIS NEW PROGRAMME INCLUDES:

- Review and development of relevant HR policies and workplace practice
- Menopause workplace toolkit and resources
- Menopause risk assessment and reasonable adjustment action plan
- Manager guidance and practical support
- HR and Manager Menopause Awareness & Good Practice Workshop
- Support to establish internal Menopause Workplace Champions
- Licensed menopause champion resources
- Menopause Champion development
- Menopause Champion Circle to encourage open and supportive conversations
- CPD certification
- Menopause-confident workplace recognition logo

The programme is designed to support good employment practice, improve awareness and confidence, and help organisations retain experienced and valuable employees by creating a workplace culture where menopause can be discussed and supported appropriately.



Additional Information

All fees are subject to VAT at the prevailing rate.

Reasonable expenses, where applicable, will be agreed with the client in advance. These may include travel, mileage and accommodation where required for delivery.

Where a piece of work falls outside the agreed scope, we will discuss this with you in advance and agree any additional fees before proceeding, so there should be no unexpected charges.

Bespoke packages can be developed to meet the specific needs of your organisation, including flexible support for ongoing HR advice, casework, coaching, training or project-based services.

Why Birch-HR?

You don't just get HR support. You get very experienced knowledgeable HR professionals who understand people, organisations and the practical realities of managing complex workplace issues.

With extensive knowledge across education, SMEs, charities and the public sector, Birch-HR provides pragmatic, commercially aware and people-focused flexible HR consultancy senior specialist support when you need it most. We are not a generic HR provider or call centre.



“ More than happy, the HR Consultant has done a really thorough piece of work and the quality of the investigation report was exemplary.

- Director of People

Contact

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