

Our offer

Your people are your most valuable asset and essential to achieving the highest quality education for your pupils. It is vital that you have a motivated and effective workforce and any HR processes and issues are managed and dealt with quickly and efficiently. The drive towards greater autonomy for schools, as well as the spotlight on how schools manage their staff brings challenges as well as opportunities. Dealing with such issues requires expert knowledge and can be time-consuming for your senior team.

HR services from Browne Jacobson offers you the solution. This service gives you easy access to a dedicated HR expert and employment lawyer with proven experience of advising on the day to day and strategic challenges faced by schools and academies. Our service is tailored to your HR needs with high quality advice at a fixed fee, as well as offering a range of other optional services from our partners including payroll, occupational health, DBS (formerly CRB) checks and staff absence insurance.

Our team includes professionals whose careers have centred on providing HR services to the education sector. This including operating as part of school and academy senior leadership teams, as well as working within local authorities as human resources professionals providing consultancy services to a number of schools and academies. Our HR Professionals work alongside our employment law team which has wide experience of advising schools and academies. This hands-on experience gives us a sound insight and understanding of your needs, the policies you will work with and the changing landscape of employing staff in schools.

How it works

For an annual fixed fee, HR services will provide you with:

- unlimited access to telephone and email support and advice in relation to day to day HR and employment law issues. Areas of advice typically include:
 - disciplinary and grievances
 - performance management and capability
 - sickness absence
 - trade union relations
 - terms & conditions advice including: maternity, paternity and redundancy
- one (primary) or two (secondary) half day on-site visits each academic year tailored to your needs
- attendance at all hearings and resulting appeals where dismissal is a possibility
- updates for you on any changes to employment legislation and best practice, including how this impacts on schools
- access to exclusive discounts from our partners who offer payroll, occupational health, DBS (formerly CRB) checks and staff absence insurance

What our clients say...

"We started to use Browne Jacobson as our single HR advisor from the beginning of November 2013, they have been simply outstanding. Their response time to every request has been within 24 hours and mostly by return. The attention to detail and advice has been clear and faultless.

I have worked within the education system for 20 Years and as a senior teacher for the past 12, at no time have I ever worked with a company offering both HR and legal advice that have been so professional, effective and efficient. I would not hesitate to recommend their service to anyone. My PA and HR manager at the academy absolutely love the service."

James Howarth, The Hathaway Academy

As and when you need support on more complex matters or if you want additional on-site assistance, this can be provided on a consultancy basis. This may include:

- complex absence, capability, grievance or disciplinary issues (from investigations to advice for panels at hearings)
- support with restructures, job evaluations, TUPE transfers and changing terms and conditions, from advice on process to hands-on support in developing structures and implementing the change

Our employment lawyers are experienced in all aspects of employment law including representing schools in tribunal claims such as unfair dismissals, discrimination and equal pay.

We also provide a range of bespoke in-school training aimed at your senior leadership team, middle managers and governing bodies on any HR topic.

Whatever services we supply, you can guarantee that our fees will be transparent; there will be no charge for travel to and from your premises and no hidden extras.

Costs

Annual costs are: £3,000 plus £35 per employee OR £80 per employee (whichever is the lowest). Discounts will be discussed for groups of schools. A minimum charge of £2,500 per annum applies.

talk to us...

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