

Tom Wallace

Partner

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Tom works as a partner in our Education Team and supports a team of over 25 Consultants and Advisors. Tom has over 15 years' experience working with schools and Trusts, including working for a number of years with one of the largest Multi Academy Trusts. Tom has experience in all levels of HR Management including complex union negotiations, high level safeguarding cases and large-scale restructures.

Tom specialises in pay and reward initiatives and has supported numerous Trusts with executive pay and structure reviews, including creating Trust-wide pay scales/job families and R&R incentives. Tom is a regular speaker at national events and conferences and has written thought provoking articles in national publications.

Tom is extremely passionate about improving education through proactive HR strategies and has supported many schools and Trusts in developing HR initiatives and 5-year plans to achieve this.

Expertise

Sectors

Education

Featured experience

Multi-Academy Trust

Designing and leading on a new Trust-wide pay structure for over 400 staff.

Multi-Academy Trust

Large scale restructure involving over 20 staff. Consultation and successful conclusion with no appeals.

Testimonials

Clients

"Tom is an exceptional HR advisor and we have worked together for many years. He always replies swiftly, even out of standard hours. His advice is clear and solution focussed. Tom is the reason I have not sought to tender with other companies. Any MAT/CEO would find Tom an asset. Similarly, when he is not available, he always leaves colleagues details and their advice is also strong."

CEO, Multi Academy Trust,

"Tom has been supporting myself and our Trust for around 5 years now. He has taken the time to understand our Trust ethos and culture and provide a supportive service that is aligned with this, whilst ensuring he provides us with a clear understanding of all options available to us and the potential outcomes."

CFO, Multi Academy Trust,