

Tanya Jackson

Senior HR Consultant

 **Birmingham**

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Tanya is a senior HR consultant supporting the education team at Browne Jacobson and has 13 years' experience working within an education setting. Her previous educational roles have been as a regional HR business partner operating within a multi-academy trust, where she partnered a large number of academies in the East of England and as a director of operations for a secondary school where she sat as a member of the senior leadership team. Tanya has a wealth of experience dealing with complex HR casework and has led on several trust-wide restructures and strategic projects. She has a strong interest and knowledge in safeguarding and its relationship with HR practice within education and has led trust-wide projects to ensure that leaders were equipped and skilled in HR-specific safeguarding.

Tanya's experience includes:

- Giving effective advice on redundancies/restructures, absence management, capability, grievance and disciplinary hearings.
- Experience in working with trade unions, including consultation at a regional level when launching new policies and initiatives.
- Advising on a number of large-scale restructure and TUPE projects.
- Successfully leading and supporting governors in appointing headteacher and executive leadership roles. This has included successful external and internal appointments.
- Tanya has also led on a full MAT SCR audit which included designing bespoke user guidance and training to ensure knowledge was embedded and that the MAT remained compliant.

Expertise

Sectors

Education

Featured experience

Maintained School

Supporting a school with a complicated safeguarding related appeal, whilst tackling capability issues due to a disability.

Multi-Academy Trust

Leading on a full MAT SCR audit which included designing bespoke user guidance and training to ensure knowledge was embedded and that the MAT remained compliant.

Multi-Academy Trust

Advising a large MAT by supporting the client through the union consultation on a controversial proposal to run a pre-transfer restructure consultation concurrent with the TUPE consultation.