

Gill Martindale

Senior HR Consultant

 **Manchester**

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Gill is a senior HR consultant who leads the HR team based in our Manchester office. Specialising in supporting senior leaders in schools, academies and multi-academy trusts with the full range of employee relations issues in a pragmatic and effective way, Gill builds highly effective relationships with clients and is trusted to advise on strategic and operational initiatives.

Gill's calm manner and straightforward approach to addressing difficult situations is highly regarded by academy/school leaders, business managers and governors. She has significant experience of conducting complex investigations, including those with a safeguarding element. Gill has assisted a number of MATs with executive pay decisions by conducting benchmarking and producing comprehensive reports.

Whilst working for Browne Jacobson Gill has developed a comprehensive HR training programme "HR Pathways" for new and aspiring managers and has facilitated regular HR forums providing opportunities for school, academy and MAT staff to network and share best practice.

Gill regularly speaks at conferences; drafts articles; and takes part in webinars for the education sector. She has delivered training to numerous schools, academies and trusts on all aspects of HR.

Gill is a Director and the Chair of the Finance and Audit Committee for a growing North West MAT.

Expertise

Education

Featured experience

Maintained School

Supporting the school to manage an employee with performance issues and to navigate grievance and sickness absence management processes to bring the case to a positive conclusion.

Multi-Academy Trust

Designing and leading on a programme of operational support and training to free up capacity for the central HR team to focus on strategic work.

Multi-Academy Trust

Negotiating with union on settlement terms for a Headteacher to facilitate a mutually beneficial exit from the organization.

Testimonials

“Thank you so much for completing this so quickly – you had a very long day, by the look of it, and your support yesterday was both first rate and very much appreciated.”

CEO, Multi Academy Trust,