
HR Pathways Continuous Professional Development Programme

Pathway One of our HR Pathways CPD Programme is led by Senior HR Consultant **Gill Martindale** who specialises in providing strategic and commercial HR advice to the education sector. Gill will make use of HR professionals and other experts, including safeguarding lead, **Dai Durbridge**, and Employment Partner, **Ian Deakin**.

Our course will equip you with the skills, knowledge and confidence needed to proactively manage employees in accordance with best practice and the law. Delivered via Zoom the interactive and engaging course provides 20 hours of contact time and is limited to 30 delegates per cohort.

Pathway One: Agenda

8 March 2023 - 10am–12 noon

Getting People Management Right:

- Understanding people management
- The role of the line manager
- Managing disciplinary and grievance issues
- Handling difficult conversations

15 March 2023 – 10am–12 noon

High Quality Recruitment and Onboarding:

- Safer recruitment - getting it right
- Fair recruitment – equality & diversity
- Importance of induction and onboarding
- Proactive probation management

22 March 2023 – 10am–11am

- One-hour learning consolidation and free-form Q&A

19 April 2023 – 10am–12 noon

Driving Performance Management:

- Managing performance via the appraisal process
- Linking performance to pay
- When issues arise – moving to a capability process

14 June 2023 – 10am–12 noon

Leading Safeguarding with Dai Durbridge:

- Lead by example and supporting your DSL
- Identify and manage safeguarding trends
- Promoting strong safeguarding compliance and knowledge transfer

3 May 2023 – 10am–11am

- One-hour learning consolidation and free-form Q&A

10 May 2023 – 10am–12 noon

Effective and Proactive Absence Management:

- Why managing absence is vital
- Tools and techniques for effective and proactive absence management
- Addressing disability and pregnancy related absences

17 May 2023 – 10am–12 noon

Hearings and Investigations:

- Investigations – tips, techniques and pitfalls
- Understanding the Acas Code and Guide Hearings – roles, process and quality

24 May 2023 – 10am–11am

- One-hour learning consolidation and free-form Q&A

7 June 2023 – 10am–12 noon

Strategic People Management:

- Using fixed term and temporary contracts
- Top tips for managing restructures
- Contract variations
- Drafting and implementing policy changes

14 June 2023 – 10am–12 noon

Bold HR management with Ian Deakin:

- Terminating employment
- Assessing and balancing risk
- Risk -v- reward
- Managing the bigger picture

21 June 2023 – 10am–11am

- One-hour learning consolidation and free-form Q&A
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