

**This service is available for Academies, Maintained schools and Other schools and settings**

**Description:**

An HR consultancy service meets the people management needs of schools, including the provision of HR advice, briefings and training around:

- Child protection
- Employee relations
- Restructuring
- Resourcing
- Pay and conditions
- Management/Leadership development
- Developing of HR policy and guidance
- Administer and manage long-term sickness, maternity and legal insurance schemes
- Administer the apprenticeship levy

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**Year** Financial year 2025/26

**Benefits**

- Highly qualified team possessing expert knowledge about national and local matters which impact on people management in schools
- Each school will be supported by named HR staff
- Service will be tailored where possible to meet the individual needs of schools.

**Office hours:**

- Monday to Friday, 8.45am to 5pm
- Will also work evenings eg for governing body events by arrangement.

**Planned improvements:**

- Ongoing review of HR content on EGFL. Update and revise to ensure content is fit for purpose
- A review of the model of HR delivery to ensure the best service is provided for schools
- Ongoing attendance at ELP committees on recruitment and safeguarding to provide an HR input on behalf of the schools we support.
- To agree with the HR steering group work priorities for the team on policies and guidance, including work to support equalities in people management in schools.
- To survey schools on the quality and effectiveness of the service.

**Service directors:**

Kim Brown

**Related content:**

[HR policies and procedures](#)

**Provider:**

Schools HR consultancy team, people and organisational development, strategy and engagement

**Contact:**

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**Further details:**

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