

HR Consultancy for schools

Practical, strategic, people-focused advice

People issues in schools carry operational, reputational and legal risk. They slow down strategic development, distract senior leaders from educational priorities and damage the culture you have worked hard to build. We help schools deal with workforce challenges clearly, fairly and with confidence.

Our HR Consultancy sits within HCR Law. We combine hands-on HR experience with the support of specialist employment lawyers within our Education Team, so you receive advice that is practical, legally robust and sector specific.

Our services are grouped in this document. Many schools use more than one, depending on what is happening across the school, multi-academy trust or school group.



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Why choose us?

Our position within a law firm is central to how we work and means we can support every stage of your school's journey.

We understand the education sector and the pressures faced by governors, trustees, headteachers and senior leaders. We provide HR support that is grounded in employment

law and focused on what will work in practice within a school environment.

If you would like to discuss a retainer, secondment or project support tailored to your school or group, we would be pleased to arrange an initial conversation.

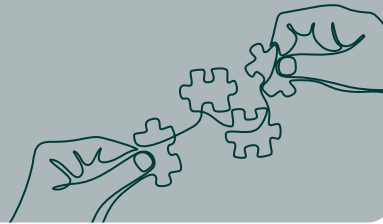
HR strategic projects

We support and lead defined HR projects, working alongside your governing body, local governing board, trustees, headteacher and senior leadership team, as well as any in-house HR function.

Typical projects for schools include:

- Restructures and redundancy programmes
- TUPE transfers arising from outsourcing or insourcing of support services such as catering, cleaning or IT

- Contractual harmonisation and changes to terms, particularly when aligning conditions across a multi-academy trust or school group
- Reviews of teaching and support staff contracts, including term-time working arrangements
- Culture reviews and people process improvements.



Investigations and mediation

Workplace disputes and allegations of misconduct in a school need careful handling. We provide independent, thorough and fair investigations, with clear reporting and practical next steps.

Where appropriate, we also offer mediation and facilitated conversations as an alternative or to complement

formal processes, helping to restore working relationships within the school community and resolve disputes before they escalate.



HR in-house secondment

Every school encounters pressure points, whether planned or unexpected. Our HR in-house secondment service provides cover and capability during peaks in workload, parental leave, organisational change or vacancy gaps. Our consultants integrate quickly and work as an extension of your team, understanding the rhythms of the school year.



People Performance Academy

We provide training and development that helps headteachers, heads of department, bursars, school business managers and other leaders manage staff fairly, confidently and in line with good practice. This can reduce repeat issues, improve consistency and support better decision-making across the school.



HR and legal advice line

Our advice line service provides access to HR consultants working closely with our education lawyers, with continuity and a clear understanding of your school's ethos, governance and staff structure.

