



HR Advisory Service – Bespoke HR

Introduction

Human Resources (HR) can be a complex area with regular changes to employment and education law which impact on staff matters.

The HR team within North Yorkshire County Council offer a bespoke HR service to help you manage complex HR matters. You can commission our team to work on a bespoke project as and when the need arises. Bringing in our expert support leaves you free to focus on your core business of improving educational outcomes for children.

About Bespoke HR

The HR Advisory team provides a responsive and proactive service. An independent, experienced HR professional will take the lead on complex and time consuming HR issues, allowing Headteachers, Governors and members of the leadership team the time to continue with other pressing matters. Tailored support is provided in line with the needs of your setting.

Bespoke HR is appropriate for:

- Investigations relating to Disciplinary, Grievance, Child Protection cases
- Developing Performance and Capability
- Change Management
- Trade Union Consultation and Negotiation
- Attendance Management
- Terms and Conditions
- Workforce Development including Training.

Please contact your Senior HR Adviser who would be happy to discuss your needs and arrange for a quote to be provided.

Feedback from our customers

“It is reassuring to us to have high quality advice and assistance, particularly with any complex or difficult issues.”

Northern Star Academies Trust

“I personally have found HR absolutely fantastic during my 19 years as a Headteacher.”

Settrington All Saints Church of England Primary School

“Compliments to HR for their outstanding service”

Outwood Academy, Ripon

SmartSolutions provide services for education and business in North Yorkshire.

We offer almost thirty services, all of which can be ordered online at **www.northyorks.gov.uk/smartsolutions**

Your Relationship Manager is also available for help and support on email or over the phone.

Contact details for the **SmartSolutions** support unit are below.



Contact us

To find out more please contact

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For more information about any of North Yorkshire County Council's services for schools and educational settings, or details of trading Terms and Conditions, please contact the **SmartSolutions** team:

T: **01609 533222** (between 8.30am and 5.00pm Monday to Thursday and 8.30am and 4.30pm on Fridays, closed weekends and Bank Holidays)

E: **smartsolutions@northyorks.gov.uk**

W: **www.northyorks.gov.uk/smartsolutions**

If you would like this information in another language or format please ask us.

Tel: **01609 780 780** email: **customer.services@northyorks.gov.uk**