



SSHR Consultancy Ltd

A specialist HR and training partner for schools in London and the South-East
Empowering school leaders with tailored, practical advice and support.

Why Choose SSHR?

Specialist support for schools

At SSHR, we understand schools, and the importance of recruiting, developing and retaining high-performing employees to deliver the best possible outcomes for children. Our advice is tailored to your specific context and priorities.

Expert contextual employment law guidance

Our up-to-date knowledge of employment law, statutory guidance for schools and sector-specific terms and conditions will ensure that your policies and procedures remain compliant and fit for purpose.

Timely and effective case management

We will guide you through complex consultations and casework, including in-person support for employee meetings and formal hearings, as needed, to ensure that all cases are handled in a fair and consistent way, and are concluded within a reasonable time.

Bespoke training packages

SSHR will design and deliver customised people-management training for your school leaders, governors and/or trustees, covering topics such as:

- New to management / employment law essentials
- Managing absence and ill-health
- Managing wellbeing at work
- Managing performance and appraisal
- Leading an investigation
- SSHR also delivers **Safer Recruitment** training, updated regularly in line with KCSIE

Investigations

Complex disciplinary, grievance or whistleblowing investigations take time, so engaging an experienced SSHR investigator will save your school's valuable leadership time and will guarantee that the report you receive is clear, thorough and impartial.

Workplace mediation

When working relationships break down, either between individuals or within teams, the impact to schools can be very damaging, affecting performance, attendance, wellbeing and the wider team morale. SSHR's trained and experienced mediators offer a confidential and supportive process by which conflicts can be swiftly and amicably resolved.

Unlimited day-to-day support

With our standard retainer package, your SSHR consultant is only a phone call or an email away.

Let's talk:

To discuss an HR package tailored to the needs of your school, academy or trust, contact SSHR at enquiries@sshr.co.uk or call **07764 710724**





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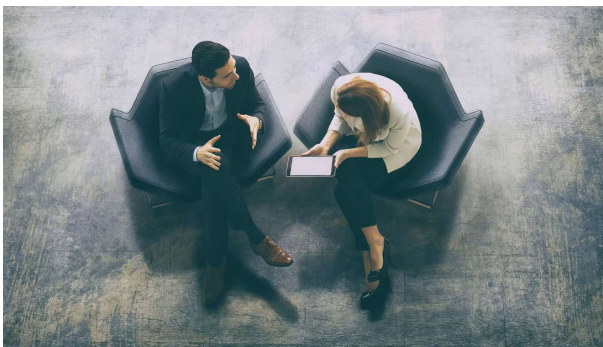
What do clients say about SSHR?

Retained HR services:

"SSHR has supported us for over three years, providing expert HR advice and guidance across various areas, including complex change processes, supporting sickness absence management, reviewing and updating key policies, and offering invaluable day-to-day management support. Our HR consultant has consistently demonstrated a highly professional and supportive approach throughout this time, becoming a trusted partner to our leadership team and wider staff."

SSHR has also played an essential role in facilitating senior management discussions and helping us navigate challenging situations confidently and clearly.

I highly recommend SSHR to any organisation looking for an experienced, reliable, and thoughtful HR consultant."



Safer Recruitment:

"It was really useful. Despite having done the course some time ago it was great to have a refresher in that level of depth. The other courses I've attended on Safer Recruitment have not been nearly half as detailed as what was provided, and so I just wanted to say thank you, it was very helpful" (Head of School)



Training for managers:

"Well presented and clear"

"I feel I have come away with a good understanding of the process as a whole"

"It was very informative and interesting; the trainer was very knowledgeable"

"It was good to take time to reflect, and to discuss things with colleagues"

"The pitch was exactly right for the audience."

Accessible content and practical examples.

Really well done – thank you!"



Workplace mediation:

"I found the whole experience empowering, supportive and reassuring. I was able to share all my feelings along with examples of behaviour that was making me feel vulnerable in the workplace. It was a long day, but I felt euphoric afterwards and I believe we will be able to move forward in a more professional manner together. All the way through it was clear that the mediator was impartial and were focused on ensuring that I (and I am sure the other party) felt safe at all times."

