

# HR for Senior Leaders

## Restructuring Tips and Know-how

SKILLS | KNOWLEDGE | COMPETENCY



The workshop will be led by Sue Lightburn, a HR professional with over 20 years' experience in HR and the Education Sector. Sue currently works as an independent HR Consultant in the education sector, working with schools and Multi-Academy Trusts at strategic and operational levels to provide HR support. She has worked as a HR Manager in a secondary school setting and as a Senior HR Business Partner in a large, national Trust. Sue has also worked as a HR Consultant in a successful national HR and employment law service for schools and academies. She is passionate about her role in supporting school leaders to achieve excellent outcomes for young people, and has a wealth of relevant and practical experience, along with a well-developed understanding of the changing landscape and challenges in education.

### Restructuring to balance the books or make fit for purpose

This interactive training event is designed to equip you with the knowledge and confidence to plan and execute a staffing restructure in a way that minimises legal risk and declining morale. It is suitable for those with HR responsibility including Business Managers, HR Managers, Headteachers and Principals.

#### Topics covered:

- Insight into the legal context in relation to restructures & redundancies
- Step by step guide to the process including top tips on avoiding pitfalls.
- Preparing the business case and consultation document.
- Consultation and minimising redundancies – your legal and contractual responsibilities.
- The Redundancy Payments (Continuity of Employment in Local Government, etc.) (Modification) Order 1999 and LGPS implications.
- Case studies and discussion.
- Minimising risks.

To book your place, please visit our online booking system:

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Email: [TSHub@LeLTSH-tmet.uk](mailto:TSHub@LeLTSH-tmet.uk)

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#### Workshop

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9am to 12 midday

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**Tuesday 15th  
November  
2022**

**£80**

per delegate

Refreshments  
Provided

#### Event Venue

Rushey Mead Academy  
Melton Road  
Leicester  
LE4 7AN

