

Tom Wallace

Deputy Head of HR Services

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Tom works as the Deputy Head of HR Services. He manages six consultants across the South and has over 12 years' experience working with schools and trusts, including working for six years with one of the largest academy trusts. Tom is experienced in all levels of HR management including complex union negotiations, high-level safeguarding cases and large-scale restructures.

Tom specialises in pay and reward initiatives and has supported numerous trusts with executive pay and structure reviews, including creating trust-wide pay scales/job families and R&R incentives. Tom is extremely passionate about improving education through proactive HR strategies and has supported many trusts in developing HR initiatives and five-year 'People' plans to achieve this.

Expertise

Sectors

Education

Featured experience

Multi-Academy Trust

Designing and leading on a new Trust-wide pay structure for over 400 staff.

Multi-Academy Trust

Large scale restructure involving over 20 staff. Consultation and successful conclusion with no appeals.

Testimonials

Clients

"Tom is an exceptional HR advisor and we have worked together for many years. He always replies swiftly, even out of standard hours. His advice is clear and solution focussed. Tom is the reason I have not sought to tender with other companies. Any MAT/CEO would find Tom an asset. Similarly, when he is not available, he always leaves colleagues details and their advice is also strong."

CEO, Multi Academy Trust,

"Tom has been supporting myself and our Trust for around 5 years now. He has taken the time to understand our Trust ethos and culture and provide a supportive service that is aligned with this, whilst ensuring he provides us with a clear understanding of all options available to us and the potential outcomes."

CFO, Multi Academy Trust,