

Tracy Foster

HR Consultant



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Tracy is a HR Consultant supporting the education team and has 20 years' experience working in HR within the public sector primarily in the education sector.

Tracy's educational roles have been as a Head of HR leading the HR service delivery for a large MAT across two large regions and previously as a Regional HR Business Partner for one of the largest multi academy trusts in the country in a central services HR role with a national reach.

Tracy has experience of complex casework, including management of investigations, and has led large-scale strategic change programmes including restructure, redundancies, TUPE and strategic workforce planning programmes.

Tracy has a wealth of experience of leading employee relations working collaboratively with Trades Unions and on leading change and transformation, providing pragmatic people centric business solutions to drive improvements and to foster a high performing culture. Working collaboratively with a diverse range of stakeholders, Tracy is skilled in all aspects of the HR spectrum from 'hands on' operational generalist HR through to strategic HR direction and organisational influence up to Executive Board level.

Qualified to level 7 and Chartered MCIPD, Tracy is skilled in organisational development and design including job evaluation, wellbeing and engagement and policy development and implementation.