# Browne Jacobson

# **Tanya Jackson**

Senior HR Consultant

**O** Birmingham

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Tanya is a senior HR consultant supporting the education team at Browne Jacobson and has 13 years' experience working within an education setting. Her previous educational roles have been as a regional HR business partner operating within a multi-academy trust, where she partnered a large number of academies in the East of England and as a director of operations for a secondary school where she sat as a member of the senior leadership team. Tanya has a wealth of experience dealing with complex HR casework and has led on several trust-wide restructures and strategic projects. She has a strong interest and knowledge in safeguarding and its relationship with HR practice within education and has led trust-wide projects to ensure that leaders were equipped and skilled in HR-specific safeguarding.

Tanya's experience includes:

- Giving effective advice on redundancies/restructures, absence management, capability, grievance and disciplinary hearings.
- Experience in working with trade unions, including consultation at a regional level when launching new policies and initiatives.
- Advising on a number of large-scale restructure and TUPE projects.
- Successfully leading and supporting governors in appointing headteacher and executive leadership roles. This has included successful external and internal appointments.
- Tanya has also led on a full MAT SCR audit which included designing bespoke user guidance and training to ensure knowledge was embedded and that the MAT remained compliant.

## **Expertise**

**Sectors** 

Education

# Featured experience

## **Maintained School**

Supporting a school with a complicated safeguarding related appeal, whilst tackling capability issues due to a disability.

#### **Multi-Academy Trust**

Leading on a full MAT SCR audit which included designing bespoke user guidance and training to ensure knowledge was embedded and that the MAT remained compliant.

## **Multi-Academy Trust**

Advising a large MAT by supporting the client through the union consultation on a controversial proposal to run a pre-transfer restructure consultation concurrent with the TUPE consultation.

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