

Independent HR Investigations

Introduction

There can be occasions when your board is unable to investigate a complaint or grievance against the headteacher, principal or CEO. This could be because of their prior knowledge of the situation, or because of lack of availability or skills. We are able to provide experienced consultants who can carry out independent investigations for you.

As a result of our experience in this area the unions support our involvement investigating grievances or disciplinary matters involving their members.

Our service

We will discuss the situation with you, provide a costed proposal and provide a consultant with the relevant experience who is completely independent (we will double-check there are no conflicts of interest). The consultant will complete the investigation in line with any relevant policies, providing a detailed report on their findings and recommendations.

Our impact

We have provided this service to schools, multi-academy trusts and local authorities. We observe total confidentiality and independence throughout the investigation. You are guaranteed to receive:

- A consultant experienced in completing HR investigations
- Complete independence and confidentiality
- A thorough and impartial investigation following your HR policies
- A detailed quality assured report covering findings and recommendations

Our fee

We will provide a costed proposal for the investigation work, based on a daily rate of £899 for NGA members and £950 for non-members. Most investigations typically take two to four days to complete, dependent on complexity. NGA fees are inclusive and cover the consultant's travel, incidental expenses and materials. Please note NGA's [terms and conditions](#) which include details of our cancellation policy.

To discuss your project please contact consultancy@nga.org.uk