

Independent HR Investigations

Introduction

There can be occasions when your board is unable to investigate a complaint, grievance, misconduct allegation or whistleblowing report against your headteacher, principal or CEO. This could be because of your prior knowledge of the situation, or because of lack of availability or relevant skills on your board. We provide experienced consultants who can carry out independent investigations on behalf of your board.

As a result of our experience in this area, teachers' unions support our involvement in 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. We will check for any conflicts of interest to ensure your consultant is fully independent. The consultant will complete the investigation in line with your whistleblowing policy. They will review all evidence, conduct interviews, then provide a detailed report on their findings with conclusions and recommendations, involving all required third parties as necessary.

Our impact

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

- The reassurance of an investigation by an expert
- A completely impartial report
- A timely and focused investigation
- A trusted conclusion

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