

Introducing



Robinson Grace
HR CONSULTANCY



Welcome!

The Robinson Grace Team are here to make HR simple

We are Robinson Grace HR Consultancy and we believe that everyone should have access to expertise that makes HR simple.

Whether you're just starting out or an established business in need of simple solutions to your workplace issues, we can provide clear, pragmatic, commercially focused HR advice and step by step guidance to ensure that your Human Resource and Health & Safety problems are easily resolved, and you can focus on the day job.

With best wishes,

Louise Skittrall

D i r e c t o r



About Robinson Grace HR CONSULTANCY



How Robinson Grace Began

Robinson Grace Consultancy Ltd was founded by Louise Skittrall in 2011 to offer organisations straightforward, no-nonsense, commercially focussed HR advice that ticks all the legal boxes and is affordable.

We have grown from strength to strength, now an established team of 11 based in our quirky converted incubation barn in Wiltshire, alongside our Wellbeing Champion Chester and HR Harper, the office cockapoos.

Our Approach

We are here to take the fear out of managing people. We aim to provide the right tools, practical guidance and easy-to-follow templates needed for good people management through our straight talking, practical and personal approach.

We work in collaboration with our clients to provide outsourced expertise in employment law, human resources, learning and development and health and safety.

Our Values



Open & Accountable

We create a climate of trust inside and outside of the organisation by being open, honest and transparent. We hold ourselves accountable for the decisions we make and the guidance we provide by being mindful of our impact on others, while exceeding expectations.



Here When You Need Us

Whether it's a weekly sounding board or a call out of the blue, we work with our clients in a way that suits them. Whether that's a retained arrangement or as and when advice, simply send us an email or give us a ring and we will be happy to help and support you. We're easy to talk to, approachable and offer a pragmatic approach to HR and Health & Safety concerns.



Partnering & Collaborating

We see value in sharing knowledge and collaborating with others, and working with integrity and mutual respect. We won't say 'you can't do that', our job is to outline the risks of various approaches and guide you to the best solution for your organisation.



Innovative

We believe in continuous development and improvement, and excel in thinking outside of the box to find solutions that suit your circumstances. We thrive in fresh thinking, new ideas and disruptive HR that doesn't feel constrained. Looking for a fresh perspective? Get in touch.

How to Work With Us

Whether you prefer ongoing or ad-hoc support, we offer retained packages without lengthy tie ins or pay as you go pricing for when issues arise as you may need immediate advice that gives clear guidance and outlines the risks of options available.

Clients receive speedy, pragmatic advice and are safe in the knowledge that they won't be tripped up by missing the latest guidance or changes to processes when new legislation comes along.



Bronze

An ideal solution if you have internal HR capacity that may need occasional support and advice. Usually suited to micro businesses.



Silver

A superb choice for those looking for an outsourced HR department. Many of our clients opt for this service to receive tailored HR support.



Gold

The perfect solution if you don't have internal HR capacity and want someone to provide a full-service proactive HR function aligned to your business.

Our Services



Our Extended Services



How We Are Different



Well, we work in a converted chicken incubation barn in rural Wiltshire, so that makes us pretty unusual we think! The office always gets lots of comments in our meetings via Teams, or when clients come in to meet with us.

Our aim is to add value to your organisation in whatever we do. To do this, we collaborate with you, establishing a partnering and supportive relationship with you to ensure that we understand your organisation, and how we can support you in achieving your business goals and solving people issues by making HR simple.



We provide the right tools, practical guidance and easy-to-follow templates needed for good people management and workplace safety, getting involved by running meetings for you or simply being a sounding board, depending on what is needed.



I have contractors and volunteers in my business. Do you help with questions or only employees?



We do! Many of our clients have contractors or volunteers that make up their workforce, and our services cover employees, self employed and volunteers. We advise on issues that may crop up as well as the status of your team and whether HMRC are likely to consider them to be self employed.

Do I need a staff handbook, and is this included in your fees?



There are a full suite of template policies made available to you. We also provide a Staff Handbook template as part of your retained agreement that you can adapt to your business practices and ways of working. If you would like a bespoke employee handbook, we're happy to provide a quote for a full suite of policies tailored to your organisation.

I'm not sure it's really a HR issue - can I still ring you to ask a question about my business?



Yes of course; if we're able to help, we will. When complex issues crop up, we act as a sounding board to help you unpick the problem and put together an action plan of what can be done or who might be best placed to help if it's not us. We get lots of questions from new employers about setting up their PAYE or pension scheme, or whether changing premises is something they need to consult staff about. If in doubt, pick up the phone!

I haven't purchased Health & Safety as a service, but I have a question - can I just have some short-term help?



Absolutely, our H&S team are happy to help with ad hoc queries or small projects for any of our clients.

We Look Forward to Working With You!



To find out more about Robinson Grace HR
Consultancy, visit our website

www.robinsongracehr.com

or contact us

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